



COUNCIL MEETING

**7.30 pm Wednesday, 23 March 2022
At Council Chamber, Havering Town Hall**

Members of the Council of the London Borough of Havering are hereby summoned to attend a meeting of the Council at the time and place indicated for the transaction of the following business.



**Alison McKane
Monitoring Officer**

**For information about the meeting please contact:
Anthony Clements tel: 01708 433065
anthony.clements@oneSource.co.uk**



Please note that this meeting will be webcast.

**Members of the public who do not wish to appear
in the webcast will be able to sit in the balcony,
which is not in camera range.**

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

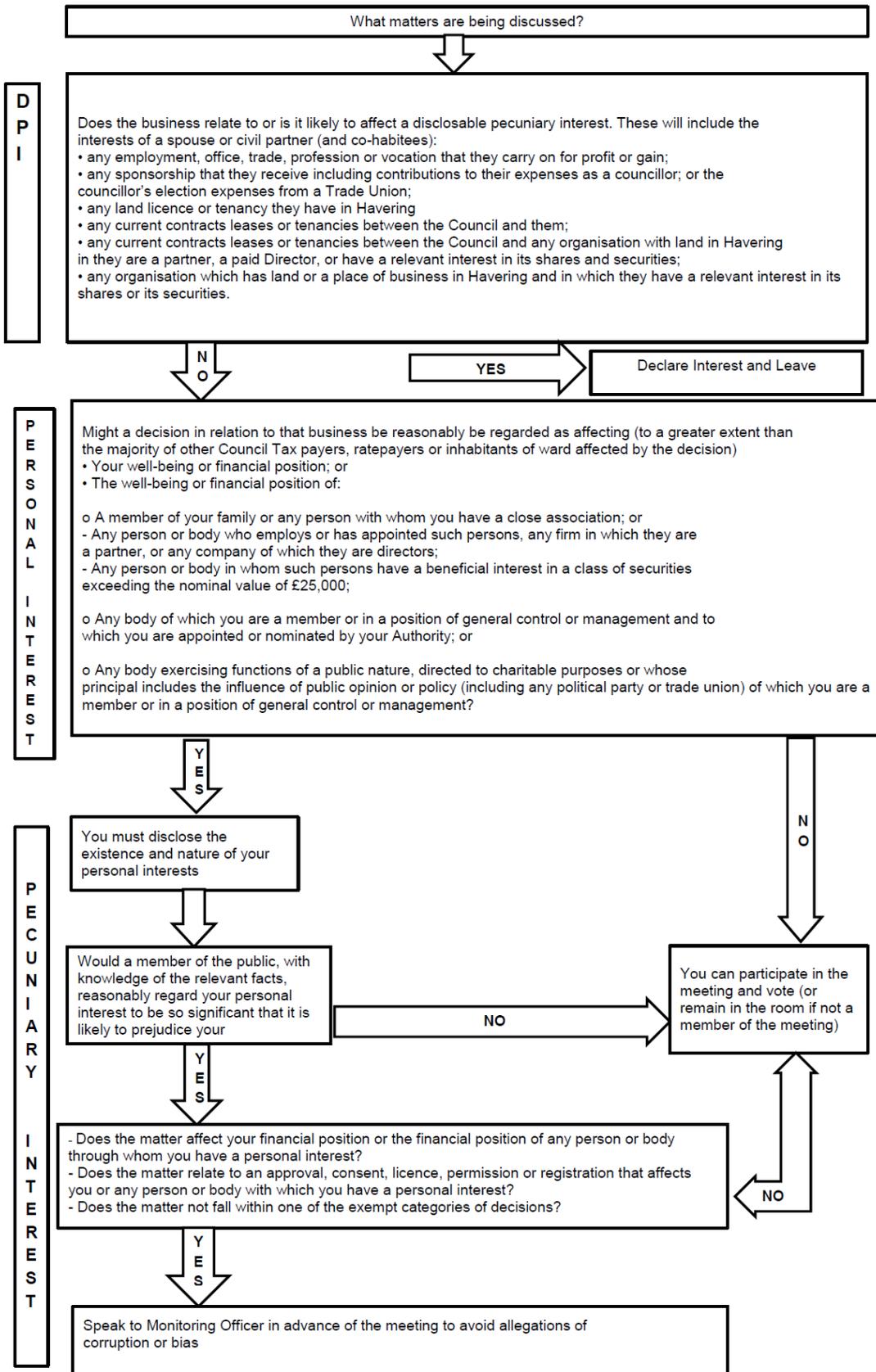
- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



AGENDA

1 PRAYERS

2 APOLOGIES FOR ABSENCE

To receive apologies for absence (if any).

3 MINUTES (Pages 1 - 20)

To sign as a true record the minutes of the Meeting of the Council held on 2 March 2022 (attached).

4 DISCLOSURE OF INTERESTS

Members are invited to disclose any interest in any of the items on the agenda at this point of the meeting.

Members may still disclose any interest in an item at any time prior to the consideration of the matter.

5 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE

To receive announcements (if any).

6 PETITIONS

Notice of intention to present a petition has been received from Councillors Viddy Persaud, John Tyler, Keith Darvill, Paul McGeary and Graham Williamson.

To receive any other petition presented pursuant to Council Procedure Rule 23.

7 PAY POLICY STATEMENT 2022/23 (Pages 21 - 60)

NOTE: The deadline for amendments to reports published with the final agenda is midnight, Monday, 21 March 2022.

Report attached.

Council, 23 March 2022 - Agenda

8 MEETINGS SCHEDULE 2022/2023 (Pages 61 - 62)

Report attached.

9 EXEMPTIONS TO THE CALL-IN PROCESS (Pages 63 - 68)

Report attached.

10 MEMBERS' QUESTIONS (Pages 69 - 72)

Attached.

11 MOTIONS FOR DEBATE (Pages 73 - 76)

Attached.

This page is intentionally left blank

Public Document Pack Agenda Item 3



MINUTES OF A MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF HAVERING Council Chamber - Town Hall 2 March 2022 (7.30 pm - 00.30 am)

Present: The Mayor (Councillor John Mylod) in the Chair

Councillors Councillors Robert Benham, Ray Best, Carole Beth, Michael Deon Burton, Joshua Chapman, John Crowder, Philippa Crowder, Keith Darvill, Osman Dervish, David Durant, Tony Durdin, Brian Eagling, Gillian Ford, Jason Frost, Martin Goode, Linda Hawthorn, Judith Holt, Tele Lawal, Paul McGeary, Paul Middleton, Robby Misir, Ray Morgon, Denis O'Flynn, Gerry O'Sullivan, Ron Ower, Dilip Patel, Nisha Patel, Bob Perry, Viddy Persaud, Roger Ramsey, Timothy Ryan, Jan Sargent, Carol Smith, Christine Smith, Natasha Summers, Maggie Themistocli, Jeffrey Tucker, John Tyler, Linda Van den Hende, Christine Vickery, Melvin Wallace, Ciaran White, Damian White, Michael White, Reg Whitney, Christopher Wilkins, Graham Williamson and Darren Wise

8 Members' guests and a representative of the press were also present.

The Mayor advised Members and the public of action to be taken in the event of emergency evacuation of the Town Hall becoming necessary.

The Lord's Prayer was recited in unison at the start of the meeting.

The meeting closed with the singing of the National Anthem.

35 **APOLOGIES FOR ABSENCE (agenda item 2)**

Apologies were received from Councillors Nic Dodin, Sally Miller, Barry Mugglestone, Stephanie Nunn and Matt Sutton.

36 **MINUTES (agenda item 3)**

The minutes of the meeting held on 17 November 2021 were approved, without division.

RESOLVED:

That the minutes of Council held on 17 November 2021 be agreed as a correct record.

37 **DISCLOSURE OF INTERESTS (agenda item 4)**

As shown below, all Members present disclosed a pecuniary interest in agenda item 7 – the Council's Budget 2022/23 as they were occupiers of land with a liability for Council Tax and a pecuniary interest in agenda item 8 – Members' Allowances Scheme 2022/23 as they were in receipt of a Member's Allowance.

Legal dispensation to allow all Members to take part in the meeting and vote in such instances was **AGREED** without division.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Bob Perry, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Brian Eagling, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Carol Smith, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Carole Beth, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Christine Smith, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Christine Vickery, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Christopher Wilkins, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Ciaran White, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Damian White, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Darren Wise, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor David Durant, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Denis O'Flynn, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Dilip Patel, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Gerry O'Sullivan, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Gillian Ford, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Graham Williamson, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Jan Sargent, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Jason Frost, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Jeffrey Tucker, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor John Crowder, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor John Mylod, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor John Tyler, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Joshua Chapman, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Judith Holt, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Keith Darvill, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Linda Hawthorn, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Linda Van den Hende, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Maggie Themistocli, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Martin Goode, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Melvin Wallace, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Michael Deon Burton, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Michael White, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Natasha Summers, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Nisha Patel, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Osman Dervish, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Paul McGeary, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Paul Middleton, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Philippa Crowder, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Ray Best, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Ray Morgon, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Ray Morgon, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Reg Whitney, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Robby Misir, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Robert Benham, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Roger Ramsey, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Ron Ower, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Tele Lawal, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Timothy Ryan, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Tony Durdin, Pecuniary, Member is occupier of land with a liability for Council Tax.

7. THE COUNCIL'S BUDGET 2022/23.

Councillor Viddy Persaud, Pecuniary, Member is occupier of land with a liability for Council Tax.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Bob Perry, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Brian Eagling, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Carol Smith, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Carole Beth, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Christine Smith, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Christine Vickery, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Christopher Wilkins, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Ciaran White, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Damian White, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Darren Wise, Personal, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor David Durant, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Denis O'Flynn, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Dilip Patel, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Gerry O'Sullivan, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Gillian Ford, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Graham Williamson, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Jan Sargent, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Jason Frost, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Jeffrey Tucker, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor John Crowder, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor John Mylod, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor John Tyler, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Joshua Chapman, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Keith Darvill, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Linda Hawthorn, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Linda Hawthorn, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Linda Van den Hende, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Maggie Themistocli, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Martin Goode, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Melvin Wallace, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Michael Deon Burton, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Michael White, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Natasha Summers, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Nisha Patel, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Osman Dervish, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Paul McGeary, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Paul Middleton, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Philippa Crowder, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Ray Best, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Ray Morgon, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Reg Whitney, Pecuniary.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Robby Misir, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Robert Benham, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Roger Ramsey, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Ron Ower, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Tele Lawal, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Timothy Ryan, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Tony Durdin, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Viddy Persaud, Pecuniary, Member in receipt of Member's Allowance.

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Viddy Persaud, Pecuniary, Member in receipt of Member's Allowance.

38 **ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE (agenda item 5)**

A minute's silence was held in memory of Dick Leonard MP – the former Member of Parliament for Romford from 1970 to 1974. The Mayor also paid tribute to Richard Cursons – a Democratic Services Officer who had also sadly passed away recently.

The Mayor also led a round of applause in support of the people of Ukraine. The Mayor thanked Members for their good wishes following his recent recovery from illness. The Mayor also recorded his thanks to his family, friends and NHS staff.

The Leader of the Council stated that if Members wished to make donations in support of the Ukraine relief effort, this could be done via the British Red Cross. The Leader added his best wishes to the Mayor on his recent recovery.

39 **PROCEDURE (agenda item 6)**

A Mayoral decision was taken that agenda items 7 and 8 be dealt with via a single combined debate.

A procedural motion on behalf of the Administration to accept for debate an amendment of the report on Members' Allowances was **AGREED** by 23 votes to 19 with 6 abstentions (see division 1).

A procedural motion that the maximum speech time in general debate be extended to 10 minutes was **AGREED** by 25 votes to 24 with 0 abstentions on the casting vote of the Mayor (see division 2).

40 **THE COUNCIL'S BUDGET 2022/23 AND MEMBERS' ALLOWANCES SCHEME 2022/23 (agenda item 7)**

Council had before it a report of Cabinet incorporating the budget proposals for 2022/23. This referred to reports presented to Cabinet at its meeting on 16 February 2022 which were also included in the agenda papers for the Council meeting. A report of the Chief Executive proposed the Members' Allowances Scheme 2022/23.

This included an additional recommendation regarding the approval of a decision by Audit Committee as shown in the supplementary agenda. This also included a slight alteration to recommendation 12 as shown in the second supplementary agenda.

Deemed motion on behalf of the Administration

That the reports be adopted and their recommendations carried into effect.

Amendment by the Residents and Upminster and Cranham Residents Associations' Groups

That the Members' Allowances Scheme be amended in line with figures on the right-hand column under 'Alternative Budget' as shown in appendix 1 to these minutes.

Any resultant savings to be allocated to Street Cleaning and road and pavement maintenance.

Explanatory note: The business of the Adjudication and Review Committee would be transferred to the Governance Committee.

Amendment by the North Havering Residents Associations' Group

Given the enormous pressure the Council's budget is under and the asks being made of staff to deliver more productivity within a reduced overall salary budget next year, it is proposed that councillors are asked to do the same. It is therefore proposed that all Special Responsibility Allowances are reduced by 15% reducing the overall budget requirement for Special Responsibility Allowances by at least £77,000. It is further proposed that, given the need to focus the Council's scarce resources on delivering priority services to residents, the resulting saving of £77,000 is transferred from the oneSource Democratic Services budget to the Neighbourhoods Street Cleansing budget to fund the lease for a glutton street cleansing unit (for at least 18 months as this is the recommended length of lease given the procurement) at a cost of approximately £7,000 per annum and additional staffing costs of around £70,000 per annum for the same period including oncosts, equipment and uniform costs, a total cost of around £77,000 per annum.

Recommendations:-

- That Special Responsibility Allowances are reduced by 15% across the board to deliver a saving of at least £77,000 from 2022/23.
- That a permanent budget virement of £77,000 is made from the oneSource Democratic Services budget to the Neighbourhoods Street Cleansing Budget from 2022/23.

Following debate, the amendment on behalf of the Residents' and Upminster and Cranham Residents Associations' Groups was **NOT CARRIED** by 22 votes to 21 with 6 abstentions (see division 3).

The amendment on behalf of the North Havering Residents Association Group was **AGREED** by 8 votes to 6 with 35 abstentions (see division 4).

The report of Cabinet, as amended by the North Havering Residents Association Group was **AGREED** by 28 votes to 8 with 13 abstentions (see division 5).

RESOLVED:

1. **That the following as submitted in the report to Cabinet of 16 February 2022 be approved:**
 - **The General Fund budget for 2022/23**
 - **The Council Tax for Band D properties and for other Bands of properties, all as set out in Appendix G of the Cabinet report.**
 - **The Delegated Schools' Budget for 2022/23, as set out in section 5.9 of the Cabinet report.**
 - **The Capital Programme for 2022/23 as set out in the Capital Strategy and Programme Report reported to Cabinet on 16 February 2022.**
2. **The Council delegate authority to the Chief Financial Officer to adjust the Corporate Risk Budget to account for any further variations that may arise.**
3. **That, in accepting recommendation 1, Council is mindful of the advice of the Chief Finance Officer as set out in section 13 of the report to Cabinet.**
4. **That it be noted that under delegated powers the Chief Finance Officer has calculated the amount of 89,390 (called T in the Act and Regulations) as its Council Tax base for the year 2022/23 in accordance with regulation 3 of the Local Authorities**

(Calculation of Council Tax Base) Regulations 1992 (as amended) made under Section 31B of the Local Government Finance Act 1992 as amended.

5. That the amount of £140,823,218 be now calculated as the Council Tax requirement for the Council's own purposes for 2022/23, with £17,048,461 of that amount being ringfenced for Adult Social Care.
6. That the following amounts be now calculated by the Council for the year 2022/23 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 as amended:

(a)	£616,425,535	being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act.
(b)	(£475,602,317)	being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
(c)	£140,823,218	being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year.
(d)	£1,575.38	being the amount at (c) above divided by the taxbase, calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year.

7. That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the amounts shown in the table below as the amounts of Council Tax for 2022/23 for each of the categories of dwellings.

Valuation Bands London Borough of Havering			
	Havering £ p	Adult Social Care £ p	Total £ p
A	923.10	127.15	1,050.25
B	1,076.96	148.34	1,225.30
C	1,230.81	169.53	1,400.34
D	1,384.66	190.72	1,575.38
E	1,692.36	233.10	1,925.46
F	2,000.07	275.48	2,275.55
G	2,307.76	317.87	2,625.63
H	2,769.32	381.44	3,150.76

- 8 That it be noted for the year 2022/23 the major precepting authority (the GLA) has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of the dwellings shown below as proposed by the Mayor.

Valuation Bands Greater London Authority	
	£ p
A	263.73
B	307.68
C	351.64
D	395.59
E	483.50
F	571.41
G	659.32
H	791.18

9. That, having calculated the aggregate in each case of the amounts at 7 and 8 above, the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2022/23 for each of the categories of dwellings shown below:

Valuation Bands	£ p
A	1,313.98
B	1,532.98
C	1,751.98
D	1,970.97
E	2,408.96
F	2,846.96
G	3,284.95
H	3,941.94

The effect of adopting this resolution would be to set the Council Tax for a Band D property at £1,970.97

10. That Council having considered the principles approved under the Local Government Finance Act 1992 by the Secretary of State for Communities and Local Government concludes that the Council's basic relevant amount of Council Tax for 2022/23 is not excessive.
11. That any Council Tax payer who is liable to pay an amount of Council Tax to the Authority in respect to the year ending on 31

March 2023, who is served with a demand notice under Regulation 20(2) of the Council Tax (Administration and Enforcement) Regulations 1992 as amended and who makes payment to the Authority of the full balance of the estimated amount shown on that demand by 1 April 2022, may deduct a sum equivalent to 1.5% of and from the estimated amount and such reduced amount shall be accepted in full settlement of that estimated amount.

12. That Council agrees that the Havering Council Tax Support Scheme for the financial year 2022/23, as set out in Appendix F of the Cabinet report, will make provision for the Government's Energy Rebate Scheme 2022, as required by regulation 16 of the Council Tax Reduction Schemes (Prescribed Requirements) (England) Regulations 2012 (as amended).

13. That Council approves the Housing Revenue Account (HRA) Major Works Capital Programme, detailed in Appendix 1a of the HRA Budget for 2022/2023 and HRA Major Works Capital Programme 2022/23 – 2026/27 report to Cabinet of 16 February 2022.

14. That Council approves the HRA Capital expenditure and financing for the 12 Sites Joint Venture, detailed in paragraphs 4.1 to 4.26 and Appendix 1b of the of the HRA Budget for 2022/2023 and HRA Major Works Capital Programme 2022/23 – 2026/27 report to Cabinet of 16 February 2022.

15. That Council approves the Treasury Management Strategy Statement, Prudential Indicators, and the Minimum Revenue Provision Statement for 2022/23 as shown in the separate report to Cabinet of 16 February 2022.

16. That Council approves the Capital Strategy and Programme for 2022/23 as shown in the separate report to Cabinet of 16 February 2022.

17. Council approves the decision of Audit Committee to procure an external audit contract through the PSAA for both the London Borough of Havering and the Havering Pension Fund.

RESOLVED:

Given the enormous pressure the Council's budget is under and the asks being made of staff to deliver more productivity within a reduced overall salary budget next year, it is proposed that councillors are asked to do the same. It is therefore proposed that all Special Responsibility Allowances are reduced by 15% reducing the overall

budget requirement for Special Responsibility Allowances by at least £77,000. It is further proposed that, given the need to focus the Council's scarce resources on delivering priority services to residents, the resulting saving of £77,000 is transferred from the oneSource Democratic Services budget to the Neighbourhoods Street Cleansing budget to fund the lease for a glutton street cleansing unit (for at least 18 months as this is the recommended length of lease given the procurement) at a cost of approximately £7,000 per annum and additional staffing costs of around £70,000 per annum for the same period including oncosts, equipment and uniform costs, a total cost of around £77,000 per annum.

Recommendations:

- **That Special Responsibility Allowances are reduced by 15% across the board to deliver a saving of at least £77,000 from 2022/23.**
- **That a permanent budget virement of £77,000 is made from the oneSource Democratic Services budget to the Neighbourhoods Street Cleansing Budget from 2022/23.**

41 VOTING RECORD (agenda item)

The record of voting decisions is attached as appendix 2 to these minutes.

Mayor

Current				Alternative Budget			
Basic Allowance (x 54)	10,412	55	572,660	Basic Allowance (x 55 May 2022)	10,412	55	572,660
Leader of the Council	45,901	1	45,901	Leader of the Council	40,000	1	40,000
Deputy Leader of the Administration	32,048	1	32,048	Deputy Leader of the Administration	27,000	1	27,000
Cabinet Members (x 5 + additional two)	29,356	7	205,492	Cabinet Members (x 5)	25,000	5	125,000
Deputy Cabinet Members (x1)	14,677	1	14,677	Delete Deputy Cabinet Member Posts			
Leader of Principal Opposition	14,706	1	14,706	Leader of Principal Opposition	7,650	1	7,650
Leader of Minority Opposition Groups (x 4)	4,080	4	16,320	Leader of Minority Opposition Groups (x 4)	2,000	4	8,000
Mayor	12,240	1	12,240	Mayor	12,000	1	12,000
Deputy Mayor	8,160	1	8,160	Deputy Mayor	4,000	1	4,000
Overview & Scrutiny Board Chair	14,706	1	14,706	Overview & Scrutiny Board Chair	10,000	1	10,000
Overview & Scrutiny Board Vice Chairman	7,803	1	7,803				
Overview & Scrutiny Sub-Committee Chairs (x 5)	7,803	5	39,015	People Overview & Scrutiny Sub-Committee Chair	7,500	1	7,500
Licensing Chair	14,706	1	14,706	Places Overview & Scrutiny Sub-Committee Chair	7,500	1	7,500
Strategic Planning Chair	14,706	1	14,706	Audit Chair	3,000	1	3,000
Planning Committee Chair	14,706	1	14,706	Pensions Chair	3,000	1	3,000
Strategic Planning Vice-Chair	7,803	1	7,803	Planning Committee Chair	5,000	1	5,000
Planning Committee Vice-Chair	2,040	1	2,040	Strategic Planning Chair	6,000	1	6,000
Licensing Vice-Chair	*119	1		Licensing Chair	6,000	1	6,000
Audit Chair	7,803	1	7,803	Topic Group Support Fund	16,000	1	16,000
Highways Chair	7,803	1	7,803	(This fund will support additional scrutiny work)			
Governance Chair	7,803	1	7,803	Governance Chair - Leader of the Council			
Adjudication & Review Chair	2,040	1	2,040	Delete the following Committees:			
Joint Venture Working Party Chairman	7,803	1	7,803	Highways			
Pensions Chair	7,803	1	7,803	Adjudication & Review			
				Joint Venture Working Party			
Total			1,078,744	Total			860,310
				Saving			218,434

Budget Amendment by:

Hornchurch Residents Association

Upminster & Cranham Residents Association

That the Members' Allowances Scheme be amended in line with figures on the right-hand column under 'Alternative Budget' in the adjacent table.

Any resultant savings to be allocated to Street Cleaning and road and pavement maintenance.

Minute Item 40

<i>DIVISION NUMBER:</i>	1	2	3	4	5
The Mayor [Cllr. Cllr John Mylod]	✓	✓	✓	0	✓
The Deputy Mayor [Cllr Christine Vickery]	✓	✓	X	0	✓
CONSERVATIVE GROUP					
Cllr Robert Benham	✓	✓	X	0	✓
Cllr Ray Best	✓	✓	X	0	✓
Cllr Joshua Chapman	✓	✓	X	0	✓
Cllr John Crowder	✓	✓	X	0	✓
Cllr Philippa Crowder	✓	✓	X	0	✓
Cllr Michael Deon Burton	✓	✓	X	0	✓
Cllr Osman Dervish	✓	✓	X	0	✓
Cllr Jason Frost	✓	✓	X	0	✓
Cllr Judith Holt	✓	✓	X	0	✓
Cllr Sally Miller	A	A	A	A	A
Cllr Robby Misir	✓	✓	X	0	✓
Cllr Dilip Patel	✓	✓	X	0	✓
Cllr Nisha Patel	✓	✓	X	0	✓
Cllr Viddy Persaud	✓	✓	X	0	✓
Cllr Roger Ramsey	✓	✓	X	0	✓
Cllr Timothy Ryan	✓	✓	X	0	✓
Cllr Carol Smith	✓	✓	X	0	✓
Cllr Christine Smith	✓	✓	X	0	✓
Cllr Matt Sutton	A	A	A	A	A
Cllr Maggie Themistocli	✓	✓	X	0	✓
Cllr Ciaran White	✓	✓	X	0	✓
Cllr Damian White	✓	✓	X	0	✓
Cllr Michael White	✓	✓	X	✓	✓
RESIDENTS' GROUP					
Cllr Nic Dodin	A	A	A	A	A
Cllr Paul Middleton	X	X	✓	0	0
Cllr Raymond Morgon	X	X	✓	0	0
Cllr Barry Mugglestone	A	A	A	A	A
Cllr Stephanie Nunn	A	A	A	A	A
Cllr Gerry O'Sullivan	X	X	✓	0	0
Cllr Reg Whitney	X	X	✓	0	0
UPMINSTER & CRANHAM RESIDENTS' GROUP					
Cllr Gillian Ford	X	X	✓	0	0
Cllr Linda Hawthorn	X	X	✓	0	0
Cllr Ron Ower	X	X	✓	0	0
Cllr John Tyler	X	X	✓	0	0
Cllr Linda Van den Hende	X	X	✓	0	0
Cllr Christopher Wilkins	X	X	✓	0	0
INDEPENDENT RESIDENTS' GROUP					
Cllr David Durant	X	X	0	✓	X
Cllr Tony Durdin	X	X	0	✓	X
Cllr Natasha Summers	X	X	✓	0	0
Cllr Jeffrey Tucker	X	X	✓	✓	X
Cllr Graham Williamson	X	X	✓	0	0
LABOUR GROUP					
Cllr Carole Beth	X	X	✓	X	X
Cllr Keith Darvill	X	X	✓	X	X
Cllr Tele Lawal	A	A	✓	X	X
Cllr Paul McGeary	X	X	✓	X	X
Cllr Denis O'Flynn	X	X	✓	X	X
NORTH HAVERING RESIDENTS' GROUP					
Cllr Brian Eagling	0	X	0	✓	✓
Cllr Martin Goode	0	X	0	✓	✓
Cllr Jan Sargent	0	X	0	✓	✓
Cllr Darren Wise	0	X	0	✓	✓
INDEPENDENT					
Cllr Bob Perry	0	X	✓	0	0
Cllr Melvin Wallace	0	✓	✓	X	✓
TOTALS					
✓ = YES	23	24	21	8	28
X = NO	19	24	22	6	8
0 = ABSTAIN/NO VOTE	6	0	6	35	13
ID = INTEREST DISCLOSED/NO VOTE	0	0	0	0	0
A = ABSENT FROM MEETING	6	6	5	5	5
	54	54	54	54	54

This page is intentionally left blank

REPORT OF THE CHIEF EXECUTIVE

Full Council: 23 March 2022

PAY POLICY STATEMENT 2022/23

The Localism Act 2011 requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force. The pay policy statement must be approved by a full meeting of the Council and published on the Council's website.

The Council's pay policy statement must set out:

- The remuneration of its Chief Officers
- The remuneration of its lowest-paid employees
- The relationship between the remuneration of its Chief Officers and its other employees

Under the Localism Act 2011, Chief Officers in Havering are defined as those remunerated on the following grades:

- G18 (Chief Executive)
- G16/G17 (Director/Chief Operating Officer)
- G15/G14/G13 (Director/Assistant Director/Deputy Director)

The Council's draft Pay Policy Statement 2022/23 is appended.

The Chief Executive RECOMMENDS to Council that the Pay Policy Statement, 2022/23 be approved.

This page is intentionally left blank

London Borough of Havering

Pay Policy Statement 2022/23

1. Introduction

2. This pay policy statement is produced in accordance with Chapter 8 of the Localism Act 2011 which requires the Council to prepare a pay policy statement by the 31 March each year before it comes into force.
3. This pay policy statement was approved by a meeting of full council on 23rd March 2022. The policy is made available on the Council's website.
4. Under the Localism Act 2011, the Council's pay policy statement must set out:
 1. the remuneration of its chief officers
 2. the remuneration of its lowest-paid employees
 3. the relationship between:
 - i. the remuneration of its chief officers and
 - ii. the remuneration of its employees who are not chief officers
5. Under the Localism Act 2011, Chief Officers in Havering are defined as those remunerated on the following grades:
 1. G18 (e.g. Chief Executive)
 2. G16/G17 (e.g. Director/Chief Operating Officer)
 3. G15/G14/G13 (e.g. Director/Assistant Director/Deputy Director)
6. This pay policy statement excludes staff in schools.
7. The Council's next pay policy statement will be for the year 2023/24 and will be submitted to a meeting of full Council for approval by 31 March 2023.
8. All the pay scales and salary ranges throughout this report are all in accordance with the pay scales that were set in April 2021. The pay scales for April 2022 have yet to be agreed by the National Joint Committee.

9. Remuneration of Chief Officers

10. Chief Executive

11. The Chief Executive role is the Council's Head of Paid Service.

12. The Chief Executive role is paid on the G18 grade comprising the following spinal points and annual Full Time Equivalent salary (effective 1 April 2021).

G18

1. £181,443
2. £183,126
3. £184,806
4. £186,489
5. £188,175

13. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Executives of Local Authorities with effect from 1 April each year.

14. Progression through the spinal points is subject to annual performance based progression.

15. The Chief Executive role is entitled to receive a separate Returning Officer fee in respect of elections. The approach to the setting of these fees is set out in Appendix 1.

16. The Chief Executive role receives no other bonuses, overtime or any other additional salary payments.

17. Director/Chief Operating Officer

18. Director/Chief Operating Officer roles are paid on one of the following two grades comprising the following spinal points and annual Full Time Equivalent salary (effective 1 April 2021):

G16

- | | |
|---|----------|
| 1 | £121,764 |
| 2 | £126,186 |
| 3 | £130,614 |
| 4 | £135,042 |
| 5 | £139,470 |

G17

- | | |
|---|----------|
| 1 | £143,898 |
| 2 | £148,329 |
| 3 | £152,751 |

4	£157,182
5	£161,604

19. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year.
20. Progression through the spinal points is subject to annual performance based progression.
21. Director/Chief Operating Officer roles may be entitled, if appointed for an election, to receive a fee for any Deputy Returning Officer role undertaken. The approach to the setting of these fees is set out in Appendix 1.
22. Director/Chief Operating Officer roles receive no other bonuses, overtime or any other additional salary payments.
23. Director/Assistant Director/Deputy Director
24. Director/Assistant Director/Deputy Director roles are paid on one of the three following grade comprising the following spinal points and annual Full Time Equivalent salaries (effective 1 April 2021):

G13

1	£83,022
2	£85,236
3	£87,450
4	£88,896
5	£91,878

G14

1	£94,092
2	£96,297
3	£98,517
4	£100,728
5	£102,945

G15

1	£105,159
2	£107,370
3	£109,584
4	£111,801
5	£114,012

25. The values of the spinal points are increased in accordance with the Joint Negotiating Committee for Chief Officers of Local Authorities with effect from 1 April each year.
26. Progression through the spinal points of the grade is subject to annual performance based progression.
27. The following roles attract a market supplement of £8,028 per annum.
 - Director of Exchequer & Transactional Services
 - Director of Human Resources & Organisational Development
 - Director of Asset Management

These market supplements were applied so that these Director posts within oneSource matched the salary equivalent of their comparable Director posts in Newham Council.

28. Director/Assistant Director/Deputy Director roles may be entitled, if appointed for an election, to receive a fee for any Deputy Returning Officer role undertaken. The approach to the setting of these fees is set out in Appendix 1.
29. Director/Assistant Director/Deputy Director roles receive no other bonuses, overtime or any other additional salary payments.

30. Other Remuneration for Chief Officers

31. On appointment, Chief Officers will be placed on the appropriate spinal point within the appropriate grade and paid any other allowance/payment as set out in this pay policy statement, having regard to the knowledge, skills and competencies of the individual as well as their current and previous salary levels.
32. Where it is proposed, on appointment, to place a Chief Officer on a spinal point/grade or pay an allowance/payment outside of those set out in this pay policy statement, full Council will be given the opportunity to vote on the application of any salary package that exceeds £100,000pa.
33. The Council does not operate a performance related pay scheme or other bonus schemes for Chief Officers.
34. Chief Officers are not entitled to payment for any other charges, fees or allowances.

35. Chief Officers are not entitled to any benefits in kind as a result of their office or employment.
36. **Other Remuneration for Chief Officers and the Council's Other Employees**
37. The Council's policies regarding how the Council exercises the various employer discretions provided by the Local Government Pension Scheme (LGPS) are set out at Appendix 2. These discretions are applied equally to all employees. In general the Authority will not grant any increase or enhancement of pension entitlement as a result of its discretions policy, although each case will be determined on a case by case basis. As a result of the introduction of the LGPS 2014 scheme all employer and Administering Authority discretions have now been reviewed and noted by Pension Committee.
38. The Council's policies regarding how the Council exercises the various employer discretions under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 are set out at Appendix 3.
39. On ceasing to be employed by the Council, all employees will only receive compensation:
- in circumstances that are relevant (e.g. redundancy) and
 - that complies with the specific terms of any compromise agreement
40. Any severance package in excess of £100,000 (excluding annual pension/pension lump sum payments) will be subject of a vote by full Council.
41. All directly employed staff, whether permanent or fixed term, will be paid via the Council's payroll system and subject to deduction of tax and national insurance in accordance with PAYE regulations.
42. **Remuneration of the Council's Other Employees and the Council's Lowest Paid Employees**
43. The Council uses the following pay and grading structures to pay its other employees:
- NJC for Local Government Employees (GLPC Outer London Pay Spine)
 - Soulbury Committee
 - JNC for Youth & Community Workers
 - School Teachers Pay & Conditions

44. The grades, incremental points and annual Full Time Equivalent salaries associated with these pay and grading structures are detailed at Appendix 4. The values of the spinal points are increased in accordance with the respective negotiating body with effect from a variety of dates each year.
45. The remuneration of the Council's other employees also includes the payments/allowances detailed at Appendix 5.
46. For the purpose of this pay policy statement the Council's lowest paid employees are defined as those paid at G1/2, spinal column point 1 of the NJC for Local Government Employees (GLPC Outer London Pay Spine), for which the annual Full Time Equivalent salary is £21,228.
47. For the purposes of this pay policy statement the Council's median paid employee is paid at G5, spinal column point 24 of the NJC for Local Government Employees (GLPC Outer London Pay Spine), for which the annual Full Time Equivalent salary is £31,590.
48. **Relationship between the remuneration of the Council's top earner, its lowest paid employees and other employees**
49. Although the Council does not have a policy regarding the ratio between the remuneration of its top earner, its lowest paid employees and other employees, the current ratios are detailed below.

Top Earner: Lowest Paid Employee 1:9

Top Earner: Median Paid Employee 1:6

Approach to the Setting of Returning Officer/Deputy Returning Officer Fees

Local Elections

Returning Officer fees are paid in accordance with the scale of fees agreed by the Leaders Committee of London Councils. The fees are funded by the Council which provides a budget every fourth year for running local elections. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance and vary in accordance with duties and responsibilities undertaken.

Greater London Authority Elections

Returning Officer fees are set by the Greater London Returning Officer. The fees are funded by the Greater London Authority. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance (and/or by allocation of some of the Returning Officer fee) and vary in accordance with duties and responsibilities undertaken.

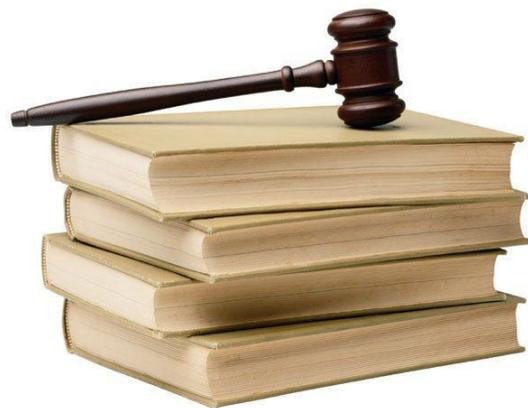
European Parliamentary and Parliamentary Elections and National Referenda

Returning Officer fees are set by the Central Government usually through the publication of a Statutory Instrument. The fees are funded by Central Government. Fees for Deputy Returning Officer roles are paid by the Returning Officer from a budget allocated for clerical assistance (and/or by allocation of some of the Returning Officer fee) and vary in accordance with duties and responsibilities undertaken.

This page is intentionally left blank



London Borough of Havering
Employing Authority Discretions and Administration
Authority Discretions
Statement of Policy



1) Determination of contribution rate and how it will be determined (9(1) and 9(3))

- The employee contribution band will be reviewed each April.
- Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine the band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.

2) Funding of additional pension contributions (16(2)(e) and 16(4)(d)) (LGPS 2013)

Where APCs are to be paid by regular contributions, whether to fund in whole or in part a members additional pension contribution. The maximum additional pension which can be purchased from 1 April 2014 is £6,500. (16(2)(e))

Where APCs are to be paid by a lump sum contribution, whether to fund in whole or in part members additional pension contribution. The maximum additional pension which can be purchased from 1 April 2014 is £6,500. (16(4)(d))

The Council will generally not contribute by either regular contributions or lump sum contribution towards a members additional pension contributions but may determine on a case by case basis if there has been any operational benefit gained by the employer and if so whether the APC should be wholly or partly funded. Strike action will not be funded.

3) Flexible retirement (30(6)) (LGPS 2013)

Whether to allow an active member, who has attained the age of 55 or over, who reduces their working hours or grade, to receive immediate payment of all or part of their retirement pension to which the member is entitled to in respect of that employment, subject to an actuarial reduction.

The Council has decided to allow flexible retirement in cases where there is normally no or minimal cost to the Council on a case by case basis, ensuring the detailed merits of each individual case is taken into account. Employees can choose to draw all of their pension benefits or defer payment of all or part of their fund which has accrued since 1 April 2008. The following criteria will apply: there must be at least a 25% reduction in pay or hours; the member may not move to another promotion post with the Council and/or increase their hours following flexible retirement; will not be granted a 2nd or subsequent flexible retirement.

Flexible retirement will normally result in an actuarial reduction of pension benefits. In exceptional circumstances the Council may consider waiving the actuarial reduction where it is in the Council's interest to do so.

4) Waiving actuarial reduction (30(8)) (LGPS 2013)

Whether to waive, in whole or in part, any reduction to a members pension benefits as a result of a member who has not attained normal pension age but who has attained the age of 55 or over and has elected to receive immediate payment of a retirement pension.

There will normally be a reduction to the pension where employees retire before their normal pension age with insufficient service to qualify for a full pension, except in compassionate grounds. Compassionate is normally defined as:

- The applicant had to leave employment to care for a dependent who is suffering from long term illness/incapacity. For this purpose dependent normally includes a partner, child or parent; and
- That the dependant's need is for constant supervision for both day and night and that this is supported by confirmation from the Benefits Agency that an Attendance Allowance at the higher rate is payable; and
- That the dependant has no recourse to alternative means of support from his/her immediate family nor the financial resources to provide independent care support (for this purpose a certified statement of income and expenditure will be required); and
- That the applicant is suffering or facing severe financial hardship, that the applicant has no other significant source of income and that their personal financial circumstances are unlikely to improve. For this purpose the applicant will be required to submit a certified statement of income and expenditure covering both the applicant and any partner living with them; and
- That the applicant's opportunities for employment are severely limited by the nature of the care duties they are undertaking.

Flexible retirement will normally result in an actuarial reduction of pension benefits. In exceptional circumstances the Council may consider waiving the actuarial reduction where it is in the Council's interest to do so.

5) Award of additional pension (31) (LGPS 2013)

Whether to award additional pension up to a maximum of £6,500 to an active member or a member who was an active member who was dismissed by reason of redundancy, or business efficiency, or whose employment was terminated by mutual consent on grounds of business efficiency within 6 months of the date the member's employment ended.

The Council will not generally apply this discretion but in extreme cases consider on a case by case basis.

6) Applying the rule of 85 (Transitional 2014)

'Switch on' the 85 year rule protection, allowing a member to receive fully or partly unreduced benefits subject to the Scheme employer paying a strain cost to the Pension Fund (Schedule 2 paragraph 1 (1) (c) (Application of the 85 year rule between age 55 & 60) and that is correct).

The Council will not usually exercise discretion to fund additional costs applicable to the 85 Year Rule for 55 to 60 year olds. However in exceptional circumstances, to be considered on individual merits on a case by case basis, where this is of benefit to the Council then the Council may exercise discretion to pay the cost waiving actuarial reductions.

7) Whether to grant application for early payment of deferred benefits on or after age 55 and before age 60. NB: The rule of 85 currently applies for members for member who qualify for the rule and it cannot be turned off.

Elections made under this Regulation by members aged less than 60 are ineffective without employer consent of the employing authority or former employing authority. No employees will be permitted to receive early payment of benefits prior to age 60 except in compassionate cases. Applications may be granted on a case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage.

8) Regulation 30 (5) (Waiving of actuarial reduction)

Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's deferred benefits that are paid early.

Elections made under this Regulation by members aged less than 60 are ineffective without employer consent of the employing authority or former employing authority. No employees will be permitted to receive early payment of benefits prior to age 60 except in compassionate cases. Applications may be granted on a case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage.

Local Government Pension Scheme Regulations 2013

Discretion application		
9(1)	Determination of contribution rate and how it will be determined.	<p>For new employees - Where possible a reasonable assessment is made and the contribution rate relevant to that annual rate is applied.</p> <p>The contribution policy is:</p> <p>The employee contribution band will be reviewed each April.</p> <p>Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine your band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.</p> <p>A review of the initial policy is periodically undertaken to ensure a reasonable contribution collection.</p>

9(3)	To determine a revised employee contribution rate where there is a change in employment or a material change affecting the member's pensionable pay in the course of a year.	<p>Contributions are payable on all pay received such as non-contractual overtime or additional hours. Reductions in pay due to sickness, child related leave etc. are ignored. The salary used to determine your band will be assessed by taking into account basic salary each April plus any additional hours or overtime that were paid for in the previous financial year.</p> <p>We will review the banding in the event of a material change where a member requests such a review.</p>
16(2)(e) and 16(4)(d)	Whether and how much and in what circumstances to contribute to a shared cost APC/SCAPC	Generally this discretion will not be exercised but delegated authority is given to the Pensions Panel to determine on a case by case basis if there has been any operational benefit gained by the employer and if so whether the APC should be wholly or partly funded. As a general rule the Council will not contribute to a shared cost APC/SCAPC where the absence is due to an unauthorised absence such as strike action.
17(1)	Establishment of a Shared Cost AVC (SCAVC) facility	The decision taken by the Investment Committee in 2001 is still relevant, therefore for the time being the Council does not set up a shared cost AVC facility.

19(2)	Right to a refund if member left due to offence of fraudulent character or grave misconduct	In the first instance withhold the return of contributions in all cases but each situation is considered on a case by case basis with delegated powers being given to the Pensions Panel
20(1)	Specify in an employee's contract benefits to be determined as pensionable	Where the Council wishes to specify in a contract of employment that other payments or benefits may also be pensionable it is determined by the Pension Panel on a case by case basis with the appropriate business case being presented
21(5)	Determine "regular lump sum" for Assumed Pensionable Pay	Where necessary the Transactional Manager (HR, Pensions and Payroll) is given delegated authority to make a determination on a case by case basis
22(7)(b)	Extension of time limit for deferred benefits to not be aggregated (concurrent employments)	Where a decision is required delegated authority is given to the Team Leader (Pensions Administration) to take account on a case by case basis of the relevant circumstances whether or not the 12 month time limit is to be extended and that the decision is communicated in writing to the scheme member within one month of the decision being made.
22(8)(b)	Extension of time limit for deferred benefits to not be aggregated	Where a decision is required delegated authority is given to the Team Leader (Pensions Administration) to take account on a case by case basis of the relevant circumstances whether or not the 12 month time limit is to be extended and that the decision is communicated in writing to the scheme member within one month of the decision being made.
30(6), and 11(2) of the Transitional Provisions Regulations –	Flexible retirement and waiving any actuarial reduction that would apply	A business case is prepared for each request, ensuring that this includes the Fund cost and any costs of additional salaries for a new part-time post to fill the reduced capacity, as well as quantifying the benefits of agreeing to the flexible retirement. Any actuarial reduction will not be waived.

30(8)	<p>To waive in whole or in part an actuarial reduction due for a member:</p> <ul style="list-style-type: none"> • Who is allowed to take flexible retirement and is not protected by the 85 year rule • Who having reached age 55 but not yet their normal retirement age and who is no longer working in the employment in relation to their accrued benefits elects to receive early payment of their benefits* 	<p>A business case is prepared for each request, ensuring that this includes the Fund cost and any costs of additional salaries for a new part-time post to fill the reduced capacity, as well as quantifying the benefits of agreeing to the flexible retirement.</p> <p>Any actuarial reduction will not be waived.</p>
31	Power of employing authority to grant additional pension to an active member	The Council does not generally apply this discretion to award additional pension but may in extreme cases consider on a case by case basis where the full cost benefit is presented in a business case and agreed by the Pension Panel.
37(3)	Recovery of payments following date of discontinuance of third tier ill health pension entitlement	Where pension payments have continued to be paid after the date of discontinuance they should be recovered in all cases with the individual being notified of the repayment procedure and timescales.
37(7)	Subsequent determination on level of ill health benefit following review of third tier ill health award as to whether tier two ill health benefits should apply.	Where in the opinion of the medical adviser and any other relevant information available in each individual case, if the member at the time of the review of their tier 3 ill health entitlement, satisfies the requirements of a tier 2 ill health pension the Council agrees and determines to put the increased ill health pension into payment. Where the member does not satisfy the requirements of a tier 2 ill health pension all the facts of the case are presented to the Pension Panel for a final determination.

38(6)	Decision whether a deferred and deferred pensioner member meets criteria for early payment due to permanent ill health	Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health once the opinion has been received from the IRMP, all the facts of the case are presented to the Pension Panel for a final determination.
91 to 93	Forfeiture of pension rights as a result of offences or misconduct	The Council will seek recovery of any loss it has suffered and any such cases are referred to the Pension Panel to be considered
95	Impact of forfeiture decision on surviving spouse or civil partner	The Council will seek recovery of any loss it has suffered and any such cases are referred to the Pension Panel to be considered.
98(1)(b)	Agreement to a bulk transfer	Each opportunity is determined on a case by case basis with delegated authority given to the Transactional Manager (Exchequer and Transactional) in consultation with the Fund actuary.
100(6)	Extension of time limit to accept a transfer value	Where discretion needs to be exercised it is determined on a case by case basis with delegated authority given to the Team Leader (Pensions Administration).

Government Pension Scheme (Transitional Provisions and Savings and Amendment) Regulations 2014

Regulation	Description	Discretion application
3(6), 4(6)(c), 8(4), 10(2)(a), 17(2) and 17(2)(b)	Agreement to member selecting final pay period for fees	Where a scheme member's final pay consists of fees then the use of a period of three years ending on 31st March in last ten will be permitted so as to have a fairer fee figure used in the calculation of benefits.
12(6)	Use of an ill health certificate produced under the 2008 scheme	Delegated authority is given to the Team Leader (Pensions Administration) to agree the use of a certificate produced under the 2008 scheme on a case by case basis.
	Continuing contribution in to a Shared Cost AVC (SCAVC) facility	The Council did not agree to the setting up of a Shared Cost AVC (SCAVC) facility so therefore this discretion does not apply.
15(1)(d)	Allow late application to convert scheme AVCs into membership credit	Where an election is received late then delegated authority is given to the Team Leader (Pensions Administration) to determine on a case by case basis.
Schedule 2 paragraph 1(1)(c)	<p>To allow the rule of 85 to apply for members (who otherwise qualify for the rule) electing to take early payment of their pension on or after age 55 and before age 60 under regulation 30(5) of the Local Regulations 2013.</p> <p>i.e. Use of the discretion waives the actuarial reduction that would otherwise arise. NB: This applies only to members who were members of the LGPS after 1 April 2014.</p>	<ul style="list-style-type: none"> If the member satisfies the 85 year rule, that part of the member's benefits accrued under the Earlier Scheme(s) which is calculated by reference to any period of membership before the 1 April 2014 is reduced by reference to the period between the date of the request and age 60.

		<ul style="list-style-type: none"> If the member does not satisfy the 85 year rule, that part of the member's benefits accrued under the Earlier Scheme(s) which is calculated by reference to any period of membership before the 1 April 2014 is reduced by reference to the period between the date of the request and the date the member would satisfy the 85 year rule, or age 60 if later. <p>Each case be dealt with on a case by case basis and although generally the 85 year rule will be applied as above, where there may be a circumstance for a different application agreement is sought from the Pension Panel.</p>
--	--	---

Discretions in relation to the Local Government Pension Scheme (Benefits Membership and Contributions) Regulations 2007

Regulation	Description	Discretion Application
11(2)	Final pay period to be used where a member's pay consists of fees	Where a scheme member's final pay consists of fees then the use of a period of three years ending on 31st March in last ten will be permitted so as to have a fairer fee figure used in the calculation of benefits.
12	Increase total membership for an active member (This will be spent after 30 September 2014)	For the remaining period for which this discretion will apply that the Council will not agree to the award of increased membership.
30(2)	Consenting to the immediate payment of benefits between age 55 and 60	No applications are permitted to receive early payment of their unreduced benefits prior to age 60 except in compassionate cases. Applications may be granted on a

		case by case basis in circumstances where it may be considered to be to the Council's operational or financial advantage subject to a business case to the Pension Panel.
30(5)	Waiving an actuarial reduction to pension benefits on compassionate grounds	<p>The waiving of an actuarial reduction on compassionate grounds will be considered on a case by case basis with the following criteria taken into consideration–</p> <ul style="list-style-type: none"> Leave employment to care for dependent Dependents need for constant supervision No recourse to alternative care Suffering severe hardship Opportunity for employment severely limited <p>If all the above criteria are met the Pension Panel will consider such cases, and that any costs that are incurred are paid by the relevant service/department. Any actuarial reduction that may apply will not be waived.</p>
30A(3)	Consenting to application of payment for a suspended tier 3 ill health pension	<p>Generally applications will not be agreed but may be granted on a case by case basis with all circumstances being taken account and to be determined by the Pension Panel.</p> <p>Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health that once the opinion has been received from the IRMP, all the facts of the case will be presented to the Pension Panel for a final determination.</p>
30A(5)	To waive actuarial on compassionate grounds	The Pension Panel will determine each application on a case by case basis and that it will only agree to the waiving of an actuarial reduction in extreme circumstances where the application has been enforced on the member due to unforeseen circumstances or circumstances beyond their

		control.
Regulation 31(4) and 31(7)-	Determine payment of deferred pension on health grounds. Decision whether a deferred or deferred pensioner member meets criteria for early payment due to permanent ill health	Where the Council is required to make a determination as to agreeing to the early payment of a deferred pension on the grounds of permanent ill health once the opinion has been received from the IRMP all the facts of the case are presented to the Pension Panel for a final determination.

Discretions in relation to the Local Government Pension Scheme (Administration) Regulations 2008

Discretion application		
Regulation 47(2)	Payment of a refund of contributions in misconduct cases	In the first instance the return of contributions will be withheld in all cases but each situation is considered on a case by case basis with delegated powers being given to the Pension Panel.
Regulation 72	Forfeiture of pension rights as a result of offences or misconduct	The Council seeks recovery of any loss it has suffered and any such cases are referred to the Pension Panel.

Discretions in relation to the Local Government Pension Scheme Regulations 1997 (The 1997 Pension Regulations) (some may continue to apply in relation to historical cases or councillors)

There are a number of regulations within the former 1997 Pension Regulations that apply to councillors who elect to join the LGPS. Where discretions are applicable in relation to active councillor members they should be applied as they are mirrored within the LGPS Regulations applicable from 1 April 2014.

Regulation	Description	Discretion application
22(1)(b)	Allow post 31 March 1998 / pre 1 April 2008 member to select final pay period for fees to be a period of not less than 3 or more than 5 years back from date of leaving	Delegated powers have been given to the Pension Panel
23 (4)	Issue a certificate of protection of pension benefits where eligible non-councillor member fails to apply for one (pay reduction / restrictions occurring pre 1 April 2008)	Delegated powers have been given to the Pension Panel
31(2)*	Whether to grant applications for the early payment of pension benefits on or after age 55 and before age 60. NB: The rule of 85 currently applies for members who qualify for the rule and it cannot be turned off.	No employees are permitted to receive early payment of benefits prior to age 60 except in compassionate cases, where the payment of such benefits would arise on a voluntary basis. Applications may be granted on a case by case
31(5)*	Whether to waive, on compassionate grounds, any actuarial reduction applying to a member's benefits that are paid before age 65.	Will be considered on a case by case basis.

31 (7A)	Whether to allow an employee who opted out to receive their benefits from their normal retirement date.	This to be allowed
34(1)(b)	Where a scheme member would be entitled to a pension or retirement grant under two or more regulations by reason of the same period of scheme membership, the employer can choose which benefits is to be paid if the member does not make a choice within 3 months of becoming entitled to elect.	Delegated powers have been given to the Pension Panel
71(7)(a)	Consent to a member's former employer assigning to the new employer rights under any SCAVC life assurance policy (pre 1 April 2008 non-councillor leavers)	No SCAVC payments are permitted.
88(2)	No right to return of contributions due to offence of a fraudulent character unless employer directs a total or partial refund is to be made (councillors and pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
92	Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions can be recovered from the Pension Fund (councillor or pre 1 April 2008 leaver)	Contribution Equivalent Premium (CEP) in excess of the Certified Amount (CA) recovered from a refund of contributions will be recovered from the Pension Fund
111(2) & (5)	Forfeiture of pension rights on issue of Secretary of State's certificate (councillors and pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
112(1)	Where forfeiture certificate is issued, direct interim payments out of Pension Fund until decision is taken to either apply the certificate or to pay benefits (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel

113(2)	Recovery from Fund of monetary obligation owed by former employee or, if less, the value of the member's benefits (other than transferred in pension rights) (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel
115(2) & (3)	Recovery from Fund of financial loss caused by employee, or amount of refund if less (pre 1 April 2008 leavers)	Delegated powers have been given to the Pension Panel

Discretions in relation to the Local Government Pension Scheme Regulations 1995 (the “1995 Pension Regulations”)

There are some regulations within the former 1995 Pension Regulations that still apply scheme members who ceased active membership before 1 April 1998. Where discretions are also applicable in relation to active members in the LGPS2014 Regulations they should be applied as they are mirrored within the LGPS Regulations applicable from 1 April 2014.

Regulation	Description	Discretion application
D11(2)(c)	Grant application from a pre 1 April 1998 leaver for early payment of deferred benefits on or after age 50 on compassionate grounds	Delegated powers have been given to the Pension Panel
D10	Decide in the absence from a pre 1 April 1998 leaver of an election from the member within 3 months of being able to elect, which benefit is to be paid where the member would be entitled to a pension or retirement grant under 2 or more regulations in respect of the same period of Scheme membership	Delegated powers have been given to the Pension Panel

SCHEME EMPLOYER CONFIRMATION

The Pension Committee (24 June 2014) delegated to the Group Director of Resources, the Director of Human Resources and Organisational Development, and the Council's Monitoring Officer, acting jointly, the setting of the discretion decisions and Policy Statement.

It is understood that the discretions contained within this statement of policy are applicable to all eligible members of the Scheme. The Scheme rules allow for a revised statement to be issued at least one month in advance of the date that any new policy takes effect. The revised statement must be sent to the administering authority and the employer must publish its statement as revised in a place that is accessible to all of its eligible scheme members.

The policies made above:

- Have regard to the extent to which the exercise of the discretions could lead to a serious loss of confidence in the public service;
- Will not be used for any ulterior motive;
- Will be exercised reasonably;
- Will only be used when there is a real and substantial future benefit to the employer for incurring the extra costs that may arise;
- Will be duly recorded when applied.

Agreed on behalf of the Scheme Employer by the Group Director of Resources, the Director of Human Resources and Organisational Development, and the Council's Monitoring Officer, acting jointly.

Scheme Employer's Name: The London Borough of Havering

This page is intentionally left blank



**The Local Government (Early Termination Of Employment)
(Discretionary Compensation) (England And Wales)**

Regulations 2006

Statement of Policy

(as amended)

(Published March 2010, effective from 1st April 2010)

*The Council has made decisions under the above Regulations, which have resulted in the following policies being adopted. (Please note the above Regulations only apply to employees of the Council who are eligible to be members of the Local Government Pension Scheme (LGPS) and who have been employed for 2 years or more – **they do not apply to teachers**). All awards are subject to the Pension Scheme Regulations.*

Increase of Statutory Redundancy Payments

All redundancy payments will be based on an employee's actual weekly rate of pay.

Compensation for Redundancy: General

Employees whose employment is terminated by reason of redundancy will be paid according to the statutory redundancy table based on actual pay. Those who receive immediate pension benefits will have their redundancy payment capped at a maximum of £30,000.

Added Pension Years Award for those aged 55 and over

Employees aged 55 or over who are members of the LGPS and whose employment is terminated by reason of redundancy or in the interests of the efficient exercise of the authority's functions will be eligible for immediate payment of pension benefits. The Local Government (Early Termination Of Employment) (Discretionary Compensation) (England And Wales) Regulations 2006 do not provide for the award of compensatory added years.

This page is intentionally left blank

Appendix 4

Grades, Incremental Points and Annual Full Time Equivalent Salaries for the Council's Other Employees

1. NJC for Local Government Employees (with effect from 1/4/21

to 31/3/22) Administrative, Professional, Technical, Clerical Staff &

Principal Officers & Social Workers GLPC Outer London Pay Spine

(Havering Council)

Grade and SCP	ANNUAL SALARY - £
G1	
1	21,228
2	21,399
3	21,783
4	22,179
5	22,575
G2	
1	21,228
2	21,399
3	21,783
4	22,179
5	22,575
G3	
5	22,575
6	22,983
7	23,400
8	23,817
9	24,243
G4	
10	24,684
12	25,578
13	26,040
14	26,508
15	26,985
G5	
18	28,470
19	28,983
20	29,502
23	29,502
24	31,590

G6	
25	32,112
26	32,988
27	33,909
28	34,809
29	35,496
G7	
30	35,751
31	36,708
32	37,722
33	38,883
34	39,867
G8	
35	41,586
36	42,585
37	43,605
38	44,628
39	45,576
G9	
40	46,638
41	47,661
42	48,681
43	49,674
44	50,700
G10	
45	51,717
46	52,746
47	53,793
48	54,873
49	55,980
G11	
51	58,173
52	59,262
53	60,366
55	62,547
57	64,749
G12	
60	68,343
61	69,768
62	71,224
64	74,247

65	75,738
G13	
1	£83,022
2	£85,236
3	£87,450
4	£88,896
5	£91,878
G14	
1	£94,092
2	£96,297
3	£98,517
4	£100,728
5	£102,945
G15	
1	£105,159
2	£107,370
3	£109,584
4	£111,801
5	£114,012
G16	
1	£121,764
2	£126,186
3	£130,614
4	£135,042
5	£139,470
G17	
1	£143,898
2	£148,329
3	£152,751
4	£157,182
5	£161,604
G18	
1	£181,443
2	£183,126
3	£184,806
4	£186,489
5	£188,175

Soulbury Committee (with effect from 1/9/21 to 31/8/22)

Educational Improvement Professionals

SCP	01.09.20	01.09.21
1	36419	37056
2	37723	38383
3	38955	39637
4	40203	40907
5	41443	42168
6	42684	43431
7	43988	44758
8	45243*	46035*
9	46705	47522
10	48009	48849
11	49295	50158
12	50541	51425
13	51951**	52860**
14	53209	54140
15	54598	55553
16	55854	56831
17	57114	58113
18	58350	59371
19	59625	60668
20	60283***	61338***
21	61549	62626
22	62653	63749
23	63867	64985
24	64956	66093
25	66121	67278
26	67257	68434
27	68419	69616
28	69597	70815
29	70777	72016
30	71956	73215
31	73124	74404
32	74311	75611
33	75498	76819
34	76714	78056
35	77927	79291
36	79174	80560
37	80402	81809
38	81642	83071
39	82866	84316
40	84089	85561
41	85318	86811

42	86546	88061
43	87773	89309
44	89006	90564
45	90236	91815
46	91468	93069
47	92705	94327
48	93930****	95574****
49	95160****	96825****
50	96392****	98079****

Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

**normal minimum point for EIP undertaking the full range of duties at this level.*

***normal minimum point for senior EIP undertaking the full range of duties at this level.*

****normal minimum point for leading EIP undertaking the full range of duties at this level.*

*****extension to range to accommodate structured professional assessments.*

Young People's / Community Service Manager

SCP	01.09.20	01.09.21
1	37772	38433
2	39008	39691
3	40243	40947
4	41505*	42231*
5	42786	43535
6	44036	44807
7	45314**	46107**
8	46767	47585
9	47568	48400
10	48806	49660
11	50036	50912
12	51269	52166
13	52493	53412
14	53729	54669
15	54966	55928
16	56207	57191
17	57455	58460
18	58695	59722
19	59927	60976
20	61186***	62257***

21	62469***	63562***
22	63782***	64898***
23	65120***	66260***
24	66486***	67650***

Notes to Young People's / Community Service Manager above

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

***normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).*

****extension to range to accommodate discretionary scale points and structured professional assessments.*

Trainee Educational Psychologists

SCP	01.09.20	01.09.21
1	24541	24970
2	26337	26798
3	28131	28623
4	29929	30453
5	31724	32279
6	33520	34107

Assistant Educational Psychologists

SCP	01.09.20	01.09.21
1	30166	30694
2	31399	31948
3	32630	33201
4	33856	34448

Educational Psychologists - Scale A

SCP	01.09.20	01.09.21
1	38197	38865
2	40136	40838
3	42075	42811
4	44012	44782
5	45951	46755

6	47889	48727
7	49714	50584
8	51538	52440
9	53247*	54179*
10	54959*	55921*
11	56554*	57544*

Notes to Educational Psychologists - Scale A above

Salary scales to consist of six consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Extension to scale to accommodate structured professional assessment points.*

Senior and Principal Educational Psychologists

SCP	01.09.20	01.09.21
1	47889	48727
2	49714	50584
3	51538*	52440*
4	53247	54179
5	54959	55921
6	56554	57544
7	57209	58210
8	58433	59456
9	59646	60690
10	60880	61945
11	62090	63177
12	63323	64431
13	64577	65707
14	65790**	66941**
15	67061**	68235**
16	68318**	69514**
17	69585**	70803**
18	70850**	72090**

Notes to Senior and Principal Educational Psychologists above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

**Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

***Extension to range to accommodate discretionary scale points and structured professional assessments*

LONDON AREA PAYMENTS

With effect from 1 September 2021 staff in the London area shall receive the following:

- (a) at the rate of £3327 per annum to officers serving in the **Inner** area.
- (b) at the rate of £2195 per annum to officers serving in the **Outer** area.
- (c) at the rate of £848 per annum to officers serving in the **Fringe** area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of an officer required to serve in different parts of the London areas or partly outside that area the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.
- (f) for the purpose of this paragraph –

The “Inner Area” means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

The “Outer Area” means Greater London excluding the Inner area.

The “Fringe Area” means:

Berkshire: the districts of Bracknell Slough Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon Brentwood Epping Forest Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne Dacorum East Hertfordshire Hertsmere St. Albans Three Rivers Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

The “London Area” comprises the Inner area the Outer area and the Fringe area.

Additional Payments/Allowances

The following additional payments/allowances may be paid to employees.

Additional Allowance
Additional Hours
Additional Payments
Additional Pension
Additional Programmed Activity
Additional Statutory Paternity Pay Birth
Advance of Pay
Agreed Programme Activity (NHS)
Annual leave not taken
Bank Holiday Enhanced
Bicycle Mileage
Callout Allowance
Casual Pay
Childcare Allowance
Contractual overtime
Electoral registration
Electoral duties
Enhanced payments
Excess Leave
FE Lecturer Pay
First Aid
GTC Payment
Gritting Allowance
Holiday Pay
Honorarium
Invigilation
Keep In Touch Days Payment
Leave Not Taken
Local Authority Liaison Officer Allowance
London Allowance
London Living Wage Allowance
Market Supplement
Mileage
New Starter Arrears
Night rates
Occupational Adoption Pay
Occupational Maternity Pay
Occupational Sick Pay
On-call allowance
Out of school activity
Overtime
Pay adjustment
Pay In Lieu Of Notice

Pension
Protected rate
Redeployment payment
Relocation expenses
Session payment
Shared Parental Salary Offset
Shift payment
Sleep in allowance
Special Needs Allowance
Standby allowance
Statutory Adoption Pay
Statutory Maternity Pay
Statutory Paternity Pay
Statutory Shared Parental Pay Birth
Statutory Sick Pay
Supplement
Supply
Teaching Assistant 2 Allowance
Travel Allowance
TLR2
TLR7
Unsocial hours



COUNCIL, 23 MARCH 2022

REPORT OF THE CHIEF EXECUTIVE

SUBJECT: DATES OF COUNCIL MEETINGS, 2022/23

In accordance with the Constitution, meetings of the Council are fixed by the Council itself.

It has been the practice that dates for the whole of the Municipal Year are agreed each municipal year with dates for the balance of the following calendar year being agreed on a provisional basis.

It is proposed that the pattern of meetings for the coming year continues to follow past practice, which would mean dates of the Council would be as follows (all Wednesdays) –

2022

- 25 May (Annual Meeting)
- 13 July
- 7 September
- 23 November

2023

- 18 January
- 22 February (Council Tax Setting)
- 22 March
- 24 May (Annual Meeting)

- 12 July (provisional)
- 13 September (provisional)
- 22 November (provisional)

These dates are subject to any change that may subsequently be agreed.

The meetings shall begin at the time agreed by the Council or by the Mayor, or at 7.30pm if no other time is agreed.

Dates of Cabinet and Committee meetings will be notified in due course.

There are no identified, direct **financial, legal, Human Resources or equalities implications and risks** associated with selection of these dates.

RECOMMENDATIONS

1. That the Council fixes the date of its meetings for the Municipal Year 2022/23 and, on a provisional basis, the balance of 2023.
2. Changes to the date of meetings of Council be determined by the Mayor, following consultation with Group Leaders;

Staff Contact: Anthony Clements
Designation; Principal Democratic Services Officer
Email: Anthony.clements@onesource.co.uk

**Andrew Blake Herbert
Chief Executive**

Background paper List

There are no background papers.

COUNCIL, 23 March 2022

REPORT OF THE CHIEF EXECUTIVE

SUBJECT: OVERVIEW AND SCRUTINY RULES – EXCEPTION TO THE CALL-IN (REQUISITION) PROCEDURE

SUMMARY

Under paragraph 18e of the Overview and Scrutiny Procedure Rules, the Leader of the Council is required to submit reports to Council on decisions taken by himself, Cabinet or individual Cabinet members, or key decisions made by a member of staff in the circumstances set out in Rule 18 (exemption to the call-in (requisition) procedure) within the previous 3 months.

This report lists matters exempt from call-in between 2 March 2021 and 2 March 2022.

RECOMMENDATIONS

That the report be noted.

REPORT DETAIL

1. Rule 18 of the Overview and Scrutiny Committee Procedure Rules provides that:

- (b) The call-in procedure shall not apply where a decision being taken by Cabinet or an individual Cabinet member, or a key decision made by a member of staff is urgent. A decision will be urgent if any delay likely to be caused by the call-in process would seriously prejudice the Council's or the public interests.**

The record of the decision and notice by which it is made shall state whether in the opinion of the decision making person or body, the decision is an urgent one, and therefore not subject to call-in.

(c) The decision making person or body can only take an urgent decision under (a) above and avoid the call-in procedures after obtaining agreement from the Chairman of the Board that the decision be treated as urgent.

2. A list of the Executive Decisions where exemption from call-in was granted between 02 March 2021 and 02 March 2022 appears below.

Decision	Decision Maker	Date	Reason for exemption
Community Halls-Covid Support	Leader of the Council, Councillor Damian White	15.03.2021	A decision on this report was required under the "Special Urgency" provision to allow the Council to plan and undertake effective strategies for working and service delivery during the current Covid-19 outbreak.
Approval to submit funding application to the local Clinical Commissioning Group to cover the Council's costs related to supporting the ongoing rollout of the national COVID-19 vaccination programme and to implement the Council's support activities	Leader of the Council, Councillor Damian White	22.03.2021	The Leader of the Council was asked to approve the request for funding from the Clinical Commissioning Group for unfunded costs solely in support of Covid-19 vaccine deployment under Special Urgency measures.
Variation of the BCF Section 75 Agreement in line with HM Government's Hospital Discharge Service: Policy and Operating Model Guidance	Director of Adult Social Care and Health, Barbara Nicholls	01.04.2021	The government made additional funding available to support the health and social care systems during the financial year 2020 to 2021. It was agreed that Call-In should be waived as any delay would seriously prejudice the Council's and the public interests.

Council, 23 March 2022

Covid easing Lockdown- free parking	Cabinet Member for Environment, Councillor Osman Dervish	08.04.2021	The decision was taken under Special Urgency measures to assist local businesses and residents as part of the Borough's journey out of lockdown. The decision was effectively needed from 12th April and could not reasonably be deferred.
Agreement to Bid for Funding from the GLA's Affordable Housing Programme 2021-26	Leader of the Council, Councillor Damian Whit	08.04.2021	It was agreed that Call-In should be waived in order that the Council could submit a bid for funding in order to meet the 9 th April 2021 deadline.
Extension to the Responsive Repairs Contract	Director of Housing, Patrick Odling-Smee	15.04.2021	This decision was taken under Special Urgency provision to allow the Council to plan and undertake effective strategies for continued working and service delivery.
Safe working practices for Council operated weddings and ceremonies at Langton's House	Director of Neighbourhoods, Barry Francis	19.07.2021	This decision was taken under Special Urgency provision to ensure the Council could protect the health and well-being of its employees, meeting the requirements of the Health and Safety at Work Act 1974 following the ending of national restrictions relating to Covid 19 on the 19th July 2021.
Rainham and Beam Park Compulsory Purchase Order	Leader of the Council, Councillor Damian White	02.12.2021	There was an urgent need to formally withdraw the London Borough of Havering Rainham and Beam Park (Housing Zone Regeneration Area) Compulsory Purchase Order 2019 No. 1 in order to give sufficient time for a notice of cancellation of the inquiry to be published.
Violence Reduction Unit Action Plan	Leader of the Council, Councillor Damian White	09.12.2021	It was agreed that Call-In should be waived in order that the Council could sign off the Violence Reduction Action Plan to meet the 10 th December 2021 deadline required by MOPAC.
Approval for the bid submission to the Family Hubs Transformation Fund	Leader of the Council, Councillor Damian White	17.12.2021	This matter was dealt with under Special Urgency provisions in order to meet the deadline for bid applications of 17th December 2021.

Business Rates Covid Additional Relief Fund & Omicron Hospitality & Leisure Grants	Leader of the Council, Councillor Damian White	18.01.22	This matter was dealt with under special urgency provisions due to the limited time available to distribute Grants and Relief to businesses which meant that the decision could not reasonably be deferred
MOPAC London Crime Prevention Fund 2022-2025 Spending Plan	Leader of the Council, Councillor Damian White	27.01.22	This matter was dealt with under General Exception provisions. Call-In was waived with the agreement of the Chairman of the Overview & Scrutiny Committee, in order to comply with the MOPAC deadline.
Pensions Agreement - LPFA re GLC/ILEA for execution	Chief Operating Officer, Jane West	08.02.22	This matter was dealt with under Special Urgency provisions to ensure that the LPFA could complete the legal processes to deadline
Acceptance of Grant Funding through the Social Housing Decarbonisation Fund	Section 151 Officer, Jane West	24.02.2022	This decision was taken under Special Urgency provisions on account of the strict deadline of 28th February 2022 imposed by the Department for Business, Energy and Industrial Strategy for return of the signed Memorandum of Undertaking. Failure to meet the deadline would have resulted in the withdrawal of the grant award.

Financial Implications and Risks:

While there were financial implications around the decision described in this report, there are none directly associated with this report.

Legal Implications and Risks:

There are no immediate legal implications directly associated with this report.

Human Resource Implications and Risks:

There are none directly associated with this report.

Equalities and Social Inclusion Implications and Risks:

There are none directly associated with this report.

Staff Contact:	Alison McKane
Designation	Monitoring Officer
Email:	Alison.McKane@onesource.co.uk

Background paper List

None

This page is intentionally left blank



FULL COUNCIL, Wednesday 23rd March 2022

MEMBERS' QUESTIONS

Street Cleaning Regime

- 1) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Ray Morgon

The Leader of the Council in his budget statement committed to improving services. In January this year, the street cleaning regime changed from each street being cleaned every 10 working days to every 15 working days. Would the Cabinet Member explain how this is a service improvement?

Speed Restrictions in North Ockendon

- 2) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Ron Ower

The Council has been inundated with emails regarding the “restrictions put in at Ockendon Rd ,North Ockendon.”to reduce speeding through this area . Would the Cabinet member please confirm when the 30 mph signage that was requested last year between the two chicanes will be in place?

Will he also confirm that as a matter of urgency our suggestion of a mini roundabout at the same junction of Fen Lane and Ockendon Rd is put in place to also assist in reducing speed?

Allocation of Homes in the Rainham Area

- 3) **To the Cabinet Member for Housing (Councillor Joshua Chapman)**
From Councillor Jeffrey Tucker

How have houses been allocated on the 2 Dovers Corner developments, north and south of A1306, (Council/Wates and Persimmon Homes) and on the old library site (Persimmon Homes) on Rainham Broadway?

Flood mitigation measures for the Taunton Road area of Harold Hill

- 4) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Keith Darvill

On 17th November 2021, the Council resolved to call on the Executive to review earlier work completed to assess the flood risk, review the complex mechanisms that lead to flood risk and to report on options to mitigate, reduce or remove the risk in the Taunton Road area of Harold Hill. When will the Executive be able to deliver the report?

Dropped Kerb, Kingsbridge Close

**5) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Darren Wise**

Could the Cabinet Member please confirm, why a resident at 11 Kingsbridge Close who submitted an application for a dropped kerb on 3rd May 2021, yet 10 months later they still haven't yet received any reply or update on their application and why a resident at 10 Kingsbridge Close have paid £11,000 for a dropped kerb in January, but are also still waiting to hear on any progress?

Reactive Road and Pavement Repairs

**6) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Ray Morgon**

Would the Cabinet Member confirm the amount of monies spent on reactive road and pavement repairs in each of the last five years?

Hoppy Hall Car Park

**7) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Ron Ower**

Would the Cabinet member please confirm when exactly the barrier will be replaced at Hoppy Hall Car Park, Off Corbets Tey Rd, Upminster ?
We have been complaining about this for almost a year.
With the Car Park open at night it has attracted anti-social behaviour much to the annoyance of local residents

CCTV and Community Warden Service

**8) To the Cabinet Member for Housing (Councillor Joshua Chapman)
From Councillor Graham Williamson**

There are tenants and leaseholders in my ward who are being charged a CCTV and Community Warden service that they do not receive. They are not part of the estate concerned (Cherry Tree) but are merely on the same street but over 200+ yards away and obviously quite separate. Why is this continuing despite the Council being advised of the anomaly?

Road and Footpath Resurfacing in the Gooshays Ward

**9) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor Paul McGeary**

Will the Cabinet Lead Member set out the number of roads and footpaths planned for resurfacing in the Gooshays Ward for the next 3 years?

Grass Verges

10) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Martin Goode

Could the Cabinet Member please confirm, when the consultation will start and go out to the residents that are impacted by the grass verge recommendations report, that was approved at the February highways committee meeting

Council Overspend

11) **To the Cabinet Member for Finance & Property (Councillor Roger Ramsey)**
From Councillor Ray Morgon

Would the Cabinet Member provide an up to date statement on the Council's overspend this financial year broken down between directorates, together with an explanation as to why it occurred in each case?

Weight Restrictions in East Hall Lane

12) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor David Durant

Local councillors were told once planning enforcement action finished, highway officers would be free to make a decision to remove East Hall Lane from the 7.5t weight zone as the most cost effective way to stop HGVs entering East Hall Lane from Wennington Road and Village.

Now that the enforcement action has concluded, highway officers are delaying a decision due to other priorities. Will the Cabinet Member for Highways agree to progress removing East Hall Lane from the weight zone to prevent future problems, as businesses are regularly setting-up and operating without planning permission in East Hall Lane.

Parks Strategy

13) **To the Cabinet Member for Environment (Councillor Osman Dervish)**
From Councillor Paul McGear

When will the long-awaited Draft Parks Strategy be published as it has been in the Forward Plan for many months and now it appears to have been withdrawn?

Measurement of Productivity

14) **To the Leader of the Council (Councillor Damian White)**
From Councillor Ray Morgon

Would the Leader of the Council provide data and evidence to demonstrate how productivity is measured within Havering Council?

Road Improvements in the Rainham Area

**15) To the Cabinet Member for Environment (Councillor Osman Dervish)
From Councillor David Durant**

Briscoe Road (on the bus route) and Abbey Wood Road (on the bus route) are in poor condition and in need of road resurfacing and repair, as is Brookway, Rainham.

I've been informed by Officers these roads are not on any schedule for resurfacing. Therefore please can the Cabinet Member for Highways agree to schedule these roads for improvements?

COUNCIL, 23 MARCH 2022**MOTIONS****POLICE SAFER NEIGHBOURHOOD TEAMS****Motion on behalf of the Residents' Group**

In light of the growing level of concern about crimes taking place in our local neighbourhoods, this Council calls upon this Administration to ensure that the regular abstraction of Safer Neighbourhood Team Officers, contrary to the Tri-Borough policing agreement agreed by the previous Administration, stops and that they ensure that the promised new CCTV network is delivered without delay.

Amendment on behalf of the Conservative Group

This Council welcomes the steps taken by the administration in supporting the police across Havering, which include the funding of the section 92 Police Officers team, and funding of a new CCTV network; it also calls upon the mayor of London to adequately resource the police within Havering.

REPAIR OF HIGHWAYS AND FOOTPATHS**Motion on behalf of the Labour Group**

This Council recognises the poor (and in many cases dangerous) condition of many of the Boroughs highways and footpaths and calls upon the Executive to review the process of assessment of such poor conditions with the aim of ensuring prompt repairs in order to reduce personal injuries and damage to vehicles.

Amendment on behalf of the Conservative Group

This Council welcomes the steps taken by the administration in bringing forward over £45 million investment in the borough's roads and pavements over the last four years; and calls for a review of the long term funding requirements of the network to be prepared.

Council, 23 March 2022

RECYCLING TARGETS

Motion on behalf of the Upminster and Cranham Residents Associations Group

With reference to the 'Formal Adoption of East London Joint Resources and Waste Strategy' recently agreed by Cabinet, and the 45% minimum performance and 50% aspiration by 2030 for household recycling in Havering, Council calls on the new Administration following the May 2022 elections to conduct a review of these unambitious targets, to establish whether more can be done to increase recycling above these levels and help protect our environment.

Amendment on behalf of the Conservative Group

This Council notes that Havering has the highest level of recycling across the East London Waste Authority area, and welcomes the East London Joint Resources and Waste Strategy as a joint strategy to improve recycling rates across the borough; it also calls upon for the relevant Overview and Scrutiny Sub-Committee to review the strategy and bring forward recommendations to Cabinet.

TRAFFIC CALMING MEASURES IN UPMINSTER

Motion on behalf of the Upminster and Cranham Residents Associations Group

In 2019 the three Upminster Councillors met with Council Officers on several occasions, regarding the use of further traffic calming measures in several roads in the area as well as parking restrictions. This was linked to the introduction of the School Streets' Scheme. We also asked, on a number of occasions, that proposals should be put before the Highways' Advisory Committee. Following a lack of progression, we put forward a motion, that this matter be discussed at Full Council in March 2021. A report was presented to the June 2021 Highways' Advisory Committee Meeting but following this Meeting there was no progression. With the above in mind, this Council calls on the Lead Member to arrange for a report to be presented to Highways Advisory Committee on possible further traffic calming measures in the following roads; Gaynes Park Road, Park Drive, Argyle Gardens, Howard Road and St.Mary's Lane, including the introduction of parking restrictions to reduce congestion in adjoining roads to the Branfil School Streets' Scheme.

Amendment on behalf of the Conservative Group

This Council welcomes the Highways Advisory Committee as an essential public forum for discussion of highway related schemes in fulfilling our democracy engagement with residents; Council requests that a report is prepared and submitted to the next available HAC on possible traffic measures in Gaynes Park Road, Park

Council, 23 March 2022

Drive, Argyle Gardens, Howard Road and St. Mary's Lane, including the introduction of parking restrictions to reduce congestion in adjoining roads to the Branfil School Streets' Scheme.

This page is intentionally left blank