



COUNCIL MEETING

7.30 pm Wednesday, 22 March 2023
At Council Chamber - Town Hall

Members of the Council of the London Borough of Havering are advised that a meeting of the Council is scheduled to take place on the date and time shown above.

Gavin Milnthorpe
Monitoring Officer

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



Webcast

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.

Under the Committee Procedure Rules within the Council's Constitution the Chairman of the meeting may exercise the powers conferred upon the Mayor in relation to the conduct of full Council meetings. As such, should any member of the public interrupt proceedings, the Chairman will warn the person concerned. If they continue to interrupt, the Chairman will order their removal from the meeting room and may adjourn the meeting while this takes place.

Excessive noise and talking should also be kept to a minimum whilst the meeting is in progress in order that the scheduled business may proceed as planned.

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:-

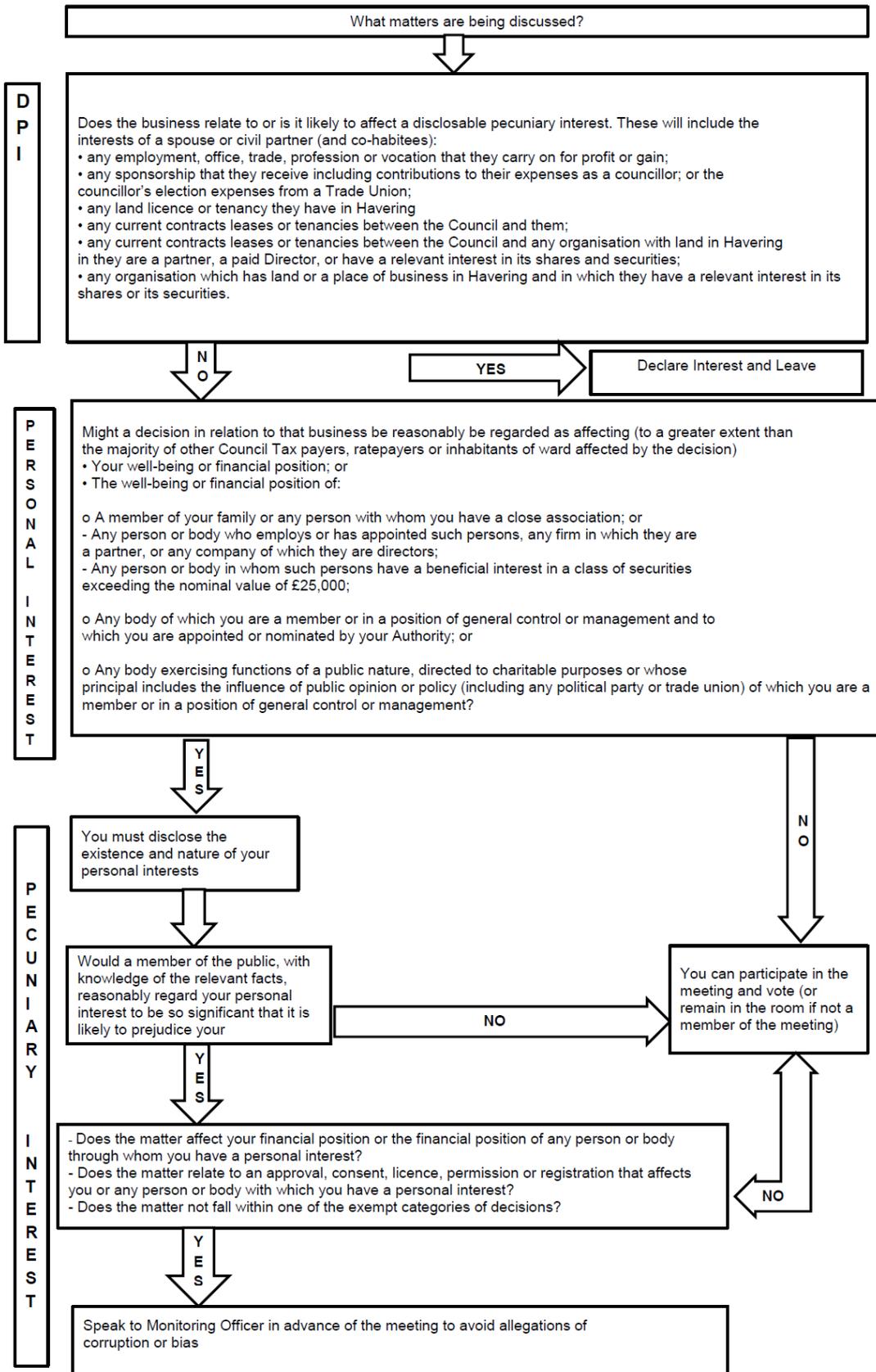
- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing,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

Apologies have been received from Councillor Osman Dervish.

To receive any other apologies for absence.

3 MINUTES (Pages 1 - 20)

To sign as a true record the minutes of the Meeting of the Council held on 1 March 2023 (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.

A past Leader's badge will be presented to Councillor Damian White.

6 PETITIONS

Notice of intention to present a petition has been received from Councillors Philippa Crowder, David Taylor, Dilip Patel and Judith Holt (three petitions).

7 PAY POLICY STATEMENT 2023/24 (Pages 21 - 62)

Note: The deadline for amendments to all reports published in the final agenda is midnight, Monday, 20 March.

Report of Chief Executive attached.

8 DATES OF COUNCIL MEETINGS 2023/24 (Pages 63 - 64)

Report of Chief Executive attached.

9 OVERVIEW AND SCRUTINY RULES - EXCEPTIONS TO THE CALL-IN (REQUISITION) PROCEDURE (Pages 65 - 68)

Report of Chief Executive attached.

10 ROMFORD MARKET CHARTER RIGHTS - RESPONSE TO WHOLESALE MARKET RELOCATION PROPOSALS SUBMITTED BY THE CITY OF LONDON CORPORATION (Pages 69 - 74)

Report of Chief Executive attached.

11 MEMBERS' QUESTIONS (Pages 75 - 78)

Attached.

12 MOTIONS FOR DEBATE (Pages 79 - 82)

Attached.

Note: Details of amendments to motions will be published in due course in a supplementary agenda.

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Public Document Pack Agenda Item 3



MINUTES OF A MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF HAVERING Council Chamber - Town Hall 1 March 2023 (7.30 - 10.30 pm)

Present: The Mayor Trevor McKeever, in the Chair

Councillors Councillors Mandy Anderson, Ray Best, John Crowder, Philippa Crowder, Keith Darvill, Osman Dervish, Brian Eagling, Sarah Edwards, Gillian Ford, Oscar Ford, Jason Frost, Laurance Garrard, James Glass, David Godwin, Martin Goode, Linda Hawthorn, Judith Holt, Jane Keane, Jacqueline McArdle, Paul McGeary, Trevor McKeever, Paul Middleton, Robby Misir, Ray Morgon, Barry Mugglestone, Stephanie Nunn, Gerry O'Sullivan, Sue Ospreay, Nisha Patel, Keith Prince, Philip Ruck, Timothy Ryan, Christine Smith, Matthew Stanton, Natasha Summers, David Taylor, Katharine Tumilty, John Tyler, Bryan Vincent, Frankie Walker, Damian White, Michael White, Reg Whitney, Julie Wilkes, Christopher Wilkins, Graham Williamson, Darren Wise and John Wood

19 Members' guests and members of the public and 2 representatives 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.

Father Roderick Hingley, of the Church of St Alban, Protomartyr, Romford opened the meeting with prayers.

The meeting closed with the singing of the National Anthem.

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

Apologies for absence were received from Councillors Dilip Patel, Robert Benham, Patricia Brown, Christine Vickery, Viddy Persaud, Carol Smith and Joshua Chapman.

65 **MINUTES (agenda item 3)**

The minutes of the meeting of Council held on 18 January 2023 were agreed as a correct record.

RESOLVED:

That the minutes of the meeting of Council held on 18 January 2023 be agreed as a correct record.

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

As shown below, all Members present disclosed a pecuniary interest in agenda item 7 – the Council's Budget 2023/24 as they were occupiers of land with a liability for Council Tax and a pecuniary interest in agenda item 8 – Members' Allowances Scheme 2023/24 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 2023/24.

Councillor Barry Mugglestone, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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Councillor Bryan Vincent, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

7. THE COUNCIL'S BUDGET 2023/24.

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

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

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

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

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

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Councillor Frankie Walker, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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

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

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Councillor Jacqueline McArdle, Pecuniary, Member is occupier of land with a liability for Council Tax..

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Councillor James Glass, Pecuniary, Member is occupier of land with a liability for Council Tax..

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Councillor Jane Keane, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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

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

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

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

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Councillor Julie Wilkes, Pecuniary, Member is occupier of land with a liability for Council Tax..

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Councillor Katharine Tumilty, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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

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Councillor Laurance Garrard, Pecuniary, Member is occupier of land with a liability for Council Tax.

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

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

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

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

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

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

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

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Councillor Philip Ruck, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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Councillor Sue Ospreay, Pecuniary, Member is occupier of land with a liability for Council Tax..

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

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Councillor Trevor McKeever, Pecuniary, Member is occupier of land with a liability for Council Tax..

8. MEMBERS' ALLOWANCES SCHEME.

Councillor Barry Mugglestone, Pecuniary, Member in receipt of Member's Allowance..

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Councillor Trevor McKeever, Pecuniary, Member in receipt of Member's Allowance..

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

The Mayor gave details of a forthcoming charity event – a civic dinner in Upminster on 31 March. The Mayor further wished to clarify that tonight's meeting was purely a budget setting meeting and not a ULEZ meeting.

The Leader explained that the guidance around Queen Elizabeth's portrait was to display it until which time a portrait of King Charles was available. The King's portrait would likely be available after the Coronation. The Leader also offered his condolences to Anthony Clements and family on the loss of his father.

68 **PROCEDURE (agenda item 6)**

The Mayor advised that agenda items 7 and 8 would be dealt with as a single combined debate.

69 **THE COUNCIL'S BUDGET 2023/24 (agenda item 7)**

Council had before it a report of Cabinet incorporating the budget proposals for 2023/24. This referred to report presented to Cabinet at its meeting on the 8 February 2023 which was also included in the agenda papers for the Council meeting.

Deemed motion on behalf of the Administration

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

Amendment by the Conservative Group

There was an amendment proposed by the Conservative Group. It stated alternative budget proposals (as attached to the meetings as an appendix).

Following debate, the amendments were **NOT CARRIED** by 33 votes to 14 with 1 abstention (See division 3).

The report and its recommendations were **AGREED** by 31 votes to 16 with 1 abstention (See division 4).

RESOLVED:

1. That the following as submitted in the report to Cabinet of 8 February 2023 be approved:

- **The General Fund budget for 2023/24**
- **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 2023/24, as set out in section 5.9 of the Cabinet report.
 - The Capital Programme for 2023/24 as set out in the Capital Strategy and Programme Report reported to Cabinet on 8 February 2023.
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 90,128 (called T in the Act and Regulations) as its Council Tax base for the year 2023/24 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 £149,070,811 be now calculated as the Council Tax requirement for the Council's own purposes for 2023/24, with £20,029,146 of that amount being ringfenced for Adult Social Care.
 6. That the following amounts be now calculated by the Council for the year 2023/24 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 as amended:

(a)	£624,278,712	being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act.
(b)	(£475,207,901)	being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
(c)	£149,070,811	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)	£1,653.99	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 2023/24 for each of the categories of dwellings.

Valuation Bands London Borough of Havering			
	Havering	Adult Social Care	Total
	£ p	£ p	£ p
A	954.51	148.15	1,102.66
B	1,113.59	172.85	1,286.44
C	1,272.67	197.54	1,470.21
D	1,431.76	222.23	1,653.99
E	1,749.93	271.61	2,021.54
F	2,068.11	320.99	2,389.10
G	2,386.27	370.38	2,756.65
H	2,863.53	444.45	3,307.98

8. That it be noted for the year 2023/24 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	289.43
B	337.66
C	385.90
D	434.14
E	530.62
F	627.09
G	723.57
H	868.28

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 2023/24 for each of the categories of dwellings shown below:

Valuation Bands	£ p
A	1,392.09
B	1,624.10
C	1,856.11
D	2,088.13
E	2,552.16
F	3,016.19

G	3,480.22
H	4,176.26

The effect of adopting this resolution would be to set the Council Tax for a Band D property at £2,088.13

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 2023/24 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 2024, 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 2023, 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 approves that the Council Tax Support Scheme 2022/23 is adopted for 2023/24 as set out in Section 15 of the Cabinet report of 8 February 2023.
13. That Council approves the Housing Revenue Account (HRA) Major Works Capital Programme, detailed in Appendix 1a of the HRA Budget for 2023/2024 and HRA Major Works Capital Programme 2023/24 – 2027/28 report to Cabinet of 8 February 2023.
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 2023/2024 and HRA Major Works Capital Programme 2023/24 – 2027/28 report to Cabinet of 8 February 2023.
15. That Council approves the Treasury Management Strategy Statement, Prudential Indicators, and the Minimum Revenue Provision Statement for 2023/24 as shown in the separate report to Cabinet of 8 February

Mayor	12,000
Deputy Mayor	6,000
Overview and Scrutiny Board Chairman	10,000
Overview and Scrutiny Sub-Committee Chairmen	7,500
Licensing and Strategic Planning Committees Chairmen	7,500
Audit, Governance, Pensions and Planning Committees Chairmen	5,000

71 **VOTING RECORD (agenda item)**

The record of voting decisions is attached as appendix 3 to these minutes.

Mayor

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Conservative Group Alternative Budget Proposals	23/24	Full year
Reduce CLT by 6	£517,000	£690,000
Delete Director of Regeneration post. Merge Regen Director services into the Housing Directorate – fund from HRA as now	£97,000	£97,000 0
Stop the Westco contract.	£120,000	£120,000
Amendments to the members allowances	£71,400	£71,400
Increase fees and charges by 4% instead of 3%	£160,000	£160,000
Reduce the £2m provision included in MTFs for unachieved savings to £1m	£1,000,000	£1,000,000
Savings generated	£1,965,400	£2,138,400
Budgets created		
Leave parking charges as they are now and launch consultation about proposed charges	£100,000	£100,000
Havering contribution to join judicial review for ulez proposals	£300,000	£300,000
Create hardship fund and Havering Help scheme	£1,515,400	£1,515,400
Consultation on council tax support scheme for those residents	£50,000	£50,000
	£1,965,400	£2,138,400

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<i>DIVISION NUMBER:</i>	1	2	3	4
The Mayor (Councillor Trevor McKeever)	X	✓	X	✓
The Deputy Mayor [Cllr. Stephanie Nunn]	X	✓	X	✓
CONSERVATIVE GROUP (20)				
Cllr Robert Benham	A	A	A	A
Cllr Ray Best	✓	X	✓	X
Cllr Joshua Chapman	A	A	A	A
Cllr John Crowder	O	O	✓	X
Cllr Philippa Crowder	O	O	✓	X
Cllr Osman Dervish	✓	X	✓	X
Cllr Jason Frost	✓	X	✓	X
Cllr Judith Holt	✓	X	✓	X
Cllr Robby Misir	X	O	O	O
Cllr Dilip Patel	A	A	A	A
Cllr Nisha Patel	O	X	✓	X
Cllr Viddy Persaud	A	A	A	A
Cllr Keith Prince	X	X	✓	X
Cllr Timothy Ryan	X	X	X	X
Cllr Carol Smith	A	A	A	A
Cllr Christine Smith	✓	X	✓	X
Cllr David Taylor	✓	X	✓	X
Cllr Christine Vickery	A	A	A	A
Cllr Damian White	✓	X	✓	X
Cllr Michael White	X	X	X	X
RESIDENTS' GROUP (21 + 1)				
Cllr Sarah Edwards	X	✓	X	✓
Cllr Gillian Ford	X	✓	X	✓
Cllr Oscar Ford	X	✓	X	✓
Cllr Laurance Garrard	X	✓	X	✓
Cllr James Glass	X	✓	X	✓
Cllr David Goodwin	X	✓	X	✓
Cllr Linda Hawthorn	X	✓	X	✓
Cllr Jackie McArdle	X	✓	X	✓
Cllr Paul Middleton	X	✓	X	✓
Cllr Raymond Morgon	X	✓	X	✓
Cllr Barry Mugglestone	X	✓	X	✓
Cllr Sue Ospreay	X	✓	X	✓
Cllr Gerry O'Sullivan	X	✓	X	✓
Cllr Phillip Ruck	X	✓	X	✓
Cllr Natasha Summers	X	✓	X	✓
Cllr Bryan Vincent	X	✓	X	✓
Cllr Reg Whitney	X	✓	X	✓
Cllr Julie Wilkes	X	✓	X	✓
Cllr Christopher Wilkins	X	✓	X	✓
Cllr Graham Williamson	X	✓	X	✓
Cllr John Wood	X	✓	X	✓
LABOUR GROUP (8 + 1)				
Cllr Mandy Anderson	X	✓	X	✓
Cllr Patricia Brown	A	A	A	A
Cllr Keith Darvill	X	✓	X	✓
Cllr Jane Keane	X	✓	X	✓
Cllr Paul McGeary	X	✓	X	✓
Cllr Matthew Stanton	X	✓	X	✓
Cllr Katharine Tumilty	X	✓	X	✓
Cllr Frankie Walker	X	✓	X	✓
NORTH HAVERING RESIDENTS' GROUP (3)				
Cllr Brian Eagling	✓	X	✓	X
Cllr Martin Goode	✓	X	✓	X
Cllr Darren Wise	✓	X	✓	X
INDEPENDENT (1)				
Councillor John Tyler	X	✓	X	✓
TOTALS				
✓ = YES	10	31	14	31
X = NO	35	14	33	16
O = ABSTAIN/NO VOTE	3	3	1	1
ID = INTEREST DISCLOSED/NO VOTE	0	0	0	0
A = ABSENT FROM MEETING	7	7	7	7
	0	0	0	0
	55	55	55	55

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REPORT OF THE CHIEF EXECUTIVE

Full Council: 22 March 2023

PAY POLICY STATEMENT 2023/24

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 2023/24 is appended.

The Chief Executive RECOMMENDS to Council that the Pay Policy Statement, 2023/24 be approved.

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London Borough of Havering

Pay Policy Statement 2023/24

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 22nd March 2023. 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)
6. This pay policy statement excludes staff in schools.
7. The Council's next pay policy statement will be for the year 2024/25 and will be submitted to a meeting of full Council for approval before 31 March 2023.
8. All the pay scales and salary ranges throughout this report are in accordance with the NJC pay spine that was set in April 2022. The pay spine for April 2023 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 2022).

G18

1. £183,299
 2. £184,999
 3. £186,697
 4. £188,397
 5. £190,100
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 2022):

G16

- 1 £123,689
- 2 £128,111
- 3 £132,539
- 4 £136,967
- 5 £141,395

G17

- 1 £145,823

2	£150,254
3	£154,676
4	£159,107
5	£163,529

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
24. Director/Assistant 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 2022):

G13

1	£84,947
2	£87,161
3	£89,375
4	£90,821
5	£93,803

G14

1	£96,017
2	£98,222
3	£100,442
4	£102,653
5	£104,870

G15

1	£107,084
2	£109,295
3	£111,509
4	£113,726
5	£115,937

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 £8,250 per annum.
 - Director of Exchequer & Transactional Services
 - 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 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 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 £23,457.
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 £33,819.
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 1:8

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.

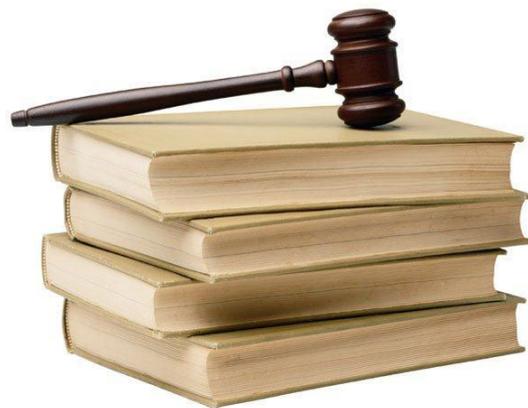
European Parliamentary and Parliamentary Elections and National Referenda

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.

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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>
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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

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**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. A maximum total limit of £30,000 on the amount of **any** redundancy payment of will be applied. This amount will remain the maximum total limit until the statutory maximum redundancy payment (based on the statutory maximum level of weekly pay) reaches £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.

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

1. NJC for Local Government Employees (with effect from 1/4/22

to 31/3/23) Administrative, Professional, Technical, Clerical Staff &

Principal Officers & Social Workers GLPC Outer London Pay Spine

(Havering Council)

Grade and SCP	ANNUAL SALARY - £
G1	
1	23,457
2	23,628
3	24,012
4	24,408
5	24,804
G2	
1	23,457
2	23,628
3	24,012
4	24,408
5	24,804
G3	
5	24,804
6	25,212
7	25,629
8	26,046
9	26,472
G4	
10	26,913
12	27,807
13	28,269
14	28,737
15	29,214
G5	
18	30,699
19	31,212
20	31,731
23	32,214
24	33,819

G6	
25	34,341
26	35,217
27	36,138
28	37,038
29	37,725
G7	
30	38,607
31	39,582
32	40,614
33	41,793
34	42,795
G8	
35	43,815
36	44,814
37	45,834
38	46,857
39	47,805
G9	
40	48,867
41	49,890
42	50,910
43	51,903
44	52,929
G10	
45	53,946
46	54,975
47	56,022
48	57,102
49	58,209
G11	
51	60,402
52	61,491
53	62,595
55	64,776
57	66,978
G12	
60	70,572
61	71,997
62	73,452
64	76,476

65	79,251
G13	
1	£84,947
2	£87,161
3	£89,375
4	£90,821
5	£93,803
G14	
1	£96,017
2	£98,222
3	£100,442
4	£102,653
5	£104,870
G15	
1	£107,084
2	£109,295
3	£111,509
4	£113,726
5	£115,937
G16	
1	£123,689
2	£128,111
3	£132,539
4	£136,967
5	£141,395
G17	
1	£145,826
2	£150,254
3	£154,676
4	£159,107
5	£163,529
G18	
1	£183,299
2	£184,999
3	£186,697
4	£188,397
5	£190,100

Joint Negotiating Committee for Youth and community Workers - September 2022

Spinal Point	Annual Amount	Hourly Rate	Range
5	£21,571	£11.49	Youth and Community Support Worker Range
6	£21,900	£11.67	Youth and Community Support Worker Range
7	£22,196	£11.82	Youth and Community Support Worker Range
8	£22,874	£12.19	Youth and Community Support Worker Range
9	£23,739	£12.65	Youth and Community Support Worker Range
10	£24,416	£13.01	Youth and Community Support Worker Range
11	£25,509	£13.59	Youth and Community Support Worker Range
12	£26,576	£14.16	Youth and Community Support Worker Range
13	£27,681	£14.75	Youth and Community Support Worker Range/ Professional Range
14	£28,825	£15.36	Professional Range
15	£29,603	£15.77	Professional Range
16	£30,416	£16.20	Professional Range
17	£31,216	£16.63	Professional Range
18	£32,021	£17.06	Professional Range
19	£32,820	£17.48	Professional Range
20	£33,622	£17.91	Professional Range
21	£34,522	£18.39	Professional Range
22	£35,542	£18.93	Professional Range
23	£36,536	£19.46	Professional Range
24	£37,534	£20.00	Professional Range
25	£38,540	£20.53	Professional Range
26	£39,545	£21.07	Professional Range
27	£40,550	£21.60	Professional Range
28	£41,568	£22.14	Professional Range
29	£42,577	£22.68	Professional Range
30	£43,588	£23.22	Professional Range
31	44,270	£22.17	Professional Range
32	45,391	£22.76	Professional Range

* Discretionary Points

LONDON AREA ALLOWANCES	
Inner	£3,385.00
Outer	£2,224.00
Fringe	£867.00

SLEEPING IN DUTY ALLOWANCE	
Sleeping in Allowance	£39.00
Disturbance Element	£22.00

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.

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Additional Payments/Allowances

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

Additional Hours
Additional Payments
Additional Pension
Additional Statutory Paternity Pay Birth
Advance of Pay
Annual leave not taken
Bank Holiday Enhanced
Bicycle Mileage
Callout Allowance
Casual Payment
Contractual overtime
Electoral registration
Electoral duties
First Aid
Gritting Allowance
Holiday Pay
Honorarium
Invigilation
Local Authority Liaison Officer Allowance
London Living Wage Allowance
Market Supplement
Mileage
Night Work
Occupational Adoption Pay
Occupational Maternity Pay
Occupational Sick Pay
Overtime
Pay adjustment
Pay In Lieu of Notice
Pension
Redundancy Payment
Shared Parental Salary Offset
Shift Allowance
Special Needs Allowance
Standby Allowance
Statutory Adoption Pay
Statutory Maternity Pay
Statutory Paternity Pay
Statutory Shared Parental Pay Birth
Statutory Sick Pay
Teaching Assistant Allowance

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COUNCIL, 22 MARCH 2023

REPORT OF THE CHIEF EXECUTIVE

SUBJECT: DATES OF COUNCIL MEETINGS, 2023/24

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) –

2023

- 24 May (Annual Meeting)
- 12 July
- 6 September
- 22 November

2024

- 17 January
- 28 February (Council Tax Setting)
- 27 March
- 22 May (Annual Meeting)

- 10 July (provisional)
- 11 September (provisional)
- 20 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 2023/24 and, on a provisional basis, the balance of 2024.
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, 22 March 2023

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 15 November 2022 and 2 March 2023.

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 15 November 2022 and 2 March 2023 appears below.

Decision		Decision Maker	Date	Reason for Special Urgency
1.	NEL Health Inequalities Funding	Section 151 Officer, Dave McNamara	08.12.2022	The Chairman of the Overview & Scrutiny Board gave permission to waive Call-in in order to allow funding to be distributed expeditiously
2.	Acceptance of funding from the Department for Levelling Up, Housing and Communities (DLUHC)	Section 151 Officer, Dave McNamara	28.01.2023	The Chairman of the Overview & Scrutiny Board gave permission to waive Call-in to allow the Council to accept grant funding by the specified deadline.

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:
Designation
Email:

Gavin Milnthorpe
Monitoring Officer
Gavin.milnthorpe@havering.gov.uk

Background paper List

None

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COUNCIL 22 March 2023

Subject Heading:

Romford Market Charter rights – response to Wholesale Market relocation proposals submitted by the City of London Corporation

SLT Lead:

Andrew Blake-Herbert

Report Author and contact details:

Mark Butler – Director of Asset Management

mark.butler@havering.gov.uk

t: 01708 432947

Policy context:

This report considers proposals advanced by the City of London Corporation to relocate the three principal London wholesale markets within the context of Romford Market's Charter rights.

Financial summary:

The City of London (Markets) Bill, if enacted in its current form, poses a financial threat both to specific traders within Romford Market and to the Council's income from market fees, the precise impact of which cannot be assessed at the present time.

The subject matter of this report deals with the following Council Objectives

People - Things that matter for residents

Place - A great place to live, work and enjoy

X

Resources - A well run Council that delivers for People and Place

SUMMARY

The City of London Corporation is proposing to relocate Billingsgate, Smithfield and New Spitalfields markets to a new location at Dagenham Dock and has commenced the parliamentary process via the City of London (Markets) Bill.

Whilst primarily envisaged as wholesale markets, the Bill in its current form would enable retail sales to the public from the proposed new market facilities, potentially posing a risk to the sustainability of Romford Market and its traders.

Given the extremely tight 'window' within the parliamentary timetable to lodge any objections, officers have exercised delegated authority to petition the Bill, seeking an amendment, pending broader consideration by councillors and a formal resolution from Council at this meeting.

RECOMMENDATIONS

Council is recommended to resolve as follows:

That being satisfied that the City of London (Markets) Bill as currently drafted conflicts with the London Borough of Havering's market rights to protect the continued commercial viability of Romford Market pursuant to the Royal Charter of the Liberty of Havering, by failing to provide that the markets proposed for relocation to the site at Dagenham Dock may only operate for the supply of goods on a wholesale basis, the Council is accordingly satisfied that it is expedient to:

1. Oppose the said Bill in Parliament pursuant to its powers under section 239 of the Local Government Act 1972, and
2. Insofar as may be necessary to ratify its Petition to oppose the said Bill as already lodged in Parliament in order to comply with the Parliamentary timetable;

And the Council does accordingly resolve to oppose the said Bill in Parliament and insofar as may be necessary to ratify its Petition to oppose the said Bill.

REPORT DETAIL

Romford's historic market was afforded protection by King Henry III in 1247 under the Royal Charter of the Liberty of Havering, more commonly referred to as the

Romford Market Charter, and the 775th anniversary of Romford Market was celebrated in 2022. The Council is currently responsible for exercising the market rights in respect and on behalf of Romford Market.

The Charter effectively empowers the Council to control rival market activities within a six and two-thirds of a mile radius of Romford Market. This it does by granting a licence for such rival market activities as it sees fit to permit and otherwise declining to permit rival market activities within the specified radius of Romford Market. In recent times the Council has exercised its market rights to control such rival markets including car boot sale operations.

The City of London Corporation (subsequently referred to as the City Corporation) have consulted the Council regarding its current proposals to relocate the three principal wholesale markets within London (Smithfield, Billingsgate and New Spitalfields) to a new site at Dagenham Dock, within the London Borough of Barking & Dagenham. The proposed site is located within the six and two-thirds of a mile radius of Romford Market and the City Corporation have accordingly approached the Council to seek its views in respect of the Romford Market Charter rights.

Whilst the vast majority of trade at the proposed markets is likely to be wholesale, the City Corporation has confirmed that it does not have the power to prohibit retail trade or to limit who can access the markets. Moreover, the Outline Planning Approval for the new markets (granted by London Borough of Barking & Dagenham as relevant Local Planning Authority) restricts opening hours for the new markets to 23:00 – 07:00 for wholesale but with an extension until 09:00am for retail sales.

Whilst the wholesale operation of the new markets is not considered likely to pose a threat to the operation of Romford Market, the ability to conduct retail sales from the new markets is considered likely to pose a direct threat to the fishmongers, butchers and greengrocers operating in Romford Market and a consequential threat to the viability and sustainability of Romford Market. As such the new markets would undoubtedly rank as rival markets located within the six and two-thirds of a mile radius of Romford Market.

In order to progress their proposal to relocate the three principal wholesale markets within London, the City Corporation are seeking to advance the City of London (Markets) Bill through the parliamentary process. The Bill had its First Reading on 30th January 2023 and its Second Reading on 6th February. If retail trading from the proposed markets is permitted under the terms of the proposed new Act, legal advice indicates that the Council would be powerless to control the extent and nature of such trade, regardless of its impact upon Romford Market and regardless of the Council's market rights under the Royal Charter of the Liberty of Havering.

It is accordingly proposed to seek an amendment to the terms of the Bill so that it should not permit retail trading from the markets in their new location. Traders in those markets wishing to engage in retail trading would then have to apply to the Council for a Market Rights Licence in order to do so. This would enable the Council to regulate and manage any retail trading from those markets pursuant to its Market

Rights Policy (November 2014) in such a way as *inter alia* to protect the continued prosperity and viability of Romford Market.

Havering Council was notified on 31st January that the period during which a Petition could be submitted in opposition to the Bill (or specific provisions in it) had begun and was due to close on 9th February 2023. Given the very tight timescale, officers exercised delegated authority to lodge a Petition seeking all necessary amendments to the existing Bill so as to specifically exclude permission for retail trading from the markets in their new location. This was done to preserve the Council's ability to secure the required amendments to the Bill pending the opportunity for detailed consideration of the matter by Havering councillors at this meeting of Full Council.

In order to pursue its opposition to the Bill (and insofar as may be necessary to ratify the recent officer actions in lodging the Petition), a formal resolution is required by Council under S239(2) of the Local Government Act 1972.

Section 239(2) of the Local Government Act 1972 states that -

(2) A resolution of a local authority to promote or oppose a Bill under subsection (1) above shall be—

*(a) passed by a majority of the whole number of the members of the authority at a meeting of the authority held after the **requisite notice** of the meeting and of its purpose has been given by **advertisement in one or more local newspapers** circulating in the area of the authority, such notice being given in addition to the **ordinary notice** required to be given for the convening of a meeting of the authority;*

IMPLICATIONS AND RISKS

Financial implications and risks:

It is not possible to accurately forecast the financial impact upon Romford Market arising from the City of London (Markets) Bill, if enacted in its current form.

As indicated within the report, there is likely to be a direct impact upon the financial sustainability of the fishmongers, butchers and greengrocers operating in Romford Market and a consequential threat to the viability and sustainability of Romford Market, if the Bill were to be enacted in its current form. There would also in that event be a detrimental impact upon the income generated for the Council from market fees.

Legal implications and risks:

s.239 of the Local Government Act 1972 states –

239.— Power to promote or oppose local or personal Bills.

(1) Subject to the provisions of this Act, where a [local authority in England, other than a parish council]¹, are satisfied that it is expedient to promote, or any local authority [in England]¹ are satisfied that it is expedient to oppose, any local or personal Bill in Parliament, the local authority may, but only in accordance with the procedure hereinafter provided by this section, promote or oppose the Bill accordingly, and may defray the expenses incurred in relation thereto.

(2) A resolution of a local authority to promote or oppose a Bill under subsection (1) above shall be—

(a) passed by a majority of the whole number of the members of the authority at a meeting of the authority held after the requisite notice of the meeting and of its purpose has been given by advertisement in one or more local newspapers circulating in the area of the authority, such notice being given in addition to the ordinary notice required to be given for the convening of a meeting of the authority;

(b) ...

(3) For the purposes of subsection (2) above the requisite notice is thirty clear days' notice in the case of promotion of a Bill and ten clear days' notice in the case of opposition to a Bill.

Formal notice of this meeting and the consideration of this report has been issued within the local press (Romford Recorder, 10th March 2023) in addition to the agenda and meeting papers being made available on the Council's website in the normal manner

Human Resources implications and risks:

There are no specific Human Resource Implications arising from this report

Equalities implications and risks:

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have 'due regard' to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

An EqHIA (Equality and Health Impact Assessment) is usually carried out when a current or planned service/policy/activity is likely to affect staff, service users, or other residents.

The continued viability and sustainability of Romford Market ensures the provision of a local, accessible and affordable retail facility for local residents, promoting inclusion for all sectors of the local community.

Environmental and Climate Change Implications and Risks:

Romford Market seeks to offer a local and accessible retail provision for the local community within Havering, reducing the need for travel to out-of-town retail sites and accordingly minimising impact on the environment as part of the Council's broader Climate Change action plan.



Havering LONDON BOROUGH

FULL COUNCIL, Wednesday 22nd March 2023

MEMBERS' QUESTIONS

Pay & Display Machines

1) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**
From (Conservative Group)

Could the Cabinet Member for the Environment confirm when the P&D machines will be replaced in Rex Close Car Park?

Low Traffic Neighbourhood Schemes

2) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**
From Councillor Darren Wise

Will the Cabinet Member confirm whether there are currently any Low Traffic Neighbourhood schemes within the Borough or whether there are any plans to do so or have they been ruled out altogether?

Section 215 Notices

3) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**
From (Conservative Group)

How many Section 215 Notices have been issued in the past year?

Penalty Charge Notices

4) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**
From Councillor Martin Goode

Can the cabinet member please confirm how many PCN's have been issued over the last 2 Quarters of 2022, providing both the total numbers issued per quarter as well as the total amount of funds collected?

CCTV Cameras in Havering

5) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**
From (Conservative Group)

Can the cabinet member provide a statement on the number of working and non-working CCTV cameras across Havering, with an indication as to which areas are most impacted?

CCTV Service Charge

6) **To the Cabinet Member for Housing (Councillor Paul McGeary)**

From (Conservative Group)

Can the cabinet member provide a statement on refunding residents who have been paying for CCTV, in the service charge, whilst the service was down?

Waterloo Estate development

7) **To the Cabinet Member for Development and Regeneration (Councillor**

Graham Williamson)

From (Conservative Group)

Can the cabinet member provide an update on the Waterloo Estate development, including site progress?

Temporary Accommodation

8) **To the Cabinet Member for Housing (Councillor Paul McGeary)**

From (Conservative Group)

Will the cabinet member provide a statement on the numbers of individuals in temporary accommodation, including the cost to the council in each of the last 4 years?

Fly tipping Update

9) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**

From (Conservative Group)

Will the cabinet member provide an update on the numbers of fly tipping across Havering over the last year?

SLM Leisure Contract

10) **To the Cabinet Member for Corporate, Culture & Leisure Services Councillor Paul Middleton)**

From (Conservative Group)

Will the cabinet member provide an update on the SLM Leisure contract, the projected costs and support (both financial and managerial) to them from the council and the income to be received by the council?

Climate Change Action

**11) To the Cabinet Member for Climate Change (Councillor Keith Darvill)
From (Conservative Group)**

Will the cabinet member please provide a statement on the climate change action plan and any timetable for changes that may be brought forward?

Adult Social Services Department

**12) To the Cabinet Member for Adults and Health (Councillor Gillian Ford)
From (Conservative Group)**

Will the cabinet member provide a statement on the reintroduction of a grading system for Adult Social Serviced Department, outlining the steps taken to be ready for any inspection and the impact that this will have upon the service?

CCTV Camera in Ardleigh Green

**13) To the Cabinet Member for Cabinet Member for Environment (Councillor Barry Mugglestone)
From (Conservative Group)**

Will the council reinstate the mobile CCTV camera in Ardleigh Green following the stabbing outside the local college?

Havering Homeless Emergency Calls

**14) To the Cabinet Member for Housing (Councillor Paul McGeary)
From (Conservative Group)**

Can the council confirm the total number of calls made to Havering Homeless Emergency number and the average wait time for these calls, including the number of calls 'dropped'?

ULEZ Implementation Cost

**15) To the Leader of the Council (Councillor Ray Morgon)
From (Conservative Group)**

Has Havering council made provision for increased costs due to the implementation of ULEZ and, if so, what is the extra cost to the Council including increased costs from contractors and service providers?

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COUNCIL, 22 MARCH 2023, MOTIONS

INDEPENDENT STRATEGIC GROWTH REVIEW

Motion on behalf of the Conservative Group

Council calls on this Administration to commission an independent Strategic Economic Growth Review of Havering to identify sectors/businesses of potential growth and to recommend locally available options to support/promote expansion of the private sector.

RESIDENT REPAIR BOARD

Motion on behalf of the Conservative Group

Havering Council commits to establishing a Resident Repair Board, empowering residents to scrutinise the work of council contractors and to make recommendations to relevant committee directors.

Thus creating continuous improvement in performance, including that of Council Contractors.

MOBILE CAMERAS

Motion on behalf of the Conservative Group

This council, in light of recent events, calls upon the Administration to invest in more mobile cameras to tackle Anti-Social Behaviour across the Borough.

DECLARATION OF CLIMATE EMERGENCY

Motion on behalf of the Labour Group

This Council resolves to declare a Climate Change Emergency.

This Council notes that:

Climate Change is being caused by human activity emitting greenhouse gases. According to the UN's Intergovernmental Panel on Climate Change ('IPCC') urgent and unprecedented changes are needed to keep global warming to a maximum of 1.5 degrees centigrade.

There has been a dramatic change in the climate as a result of carbon emissions generated by human activity including:-burning of fossil fuels (like petrol, diesel and gas) for energy; deforestation; farming; and, the manufacture of cement, metals and chemicals.

Over the past 100 years, human activity has significantly increased the amount of greenhouse gases in the atmosphere. This has enhanced the 'greenhouse effect' heating the atmosphere and oceans, destabilising the climate and endangering people and the planet. Pollution levels have reached epidemic proportions with 9,500 Londoners (50,000 people countrywide) a year dying of pollution related causes. A loss of biodiversity has seen 25% of mammals, 41% of amphibians and 13% of birdlife under threat.

The world has already warmed 1 degree centigrade since records began (higher over land where people live) with the 10 highest years recorded occurring since 2005, (NASA published 2019) with the 5 warmest years in the last five years. In the UK the seven hottest years ever recorded in the UK have all occurred since 2003 (Meteorological Office)

Climate Change has impacted on Havering with increased number of flooding events and recently wildfires endangering life and damaging property. .

The Council approved its Climate Change Action Plan on 17th November 2021 and resolves to revise and update it annually in view of the emergency which exists and which has recently been emphasised by the United Nations General Secretary (26/10/2022) and by the Joint Committee on National Security Strategy which stated that “the UKs critical infrastructure is exposed due to ‘extreme weakness’ in it, in view of climate change.

The UN’s IPCC reports state that we must take radical action to keep climate change within safe levels. Beyond this, catastrophic and irreversible change is expected. Yet as of 2023 the amount of greenhouse gases we are emitting continues to rise. The action planned in the UK to date is not enough to meet its climate commitments. The Council’s Climate Change Action Plan (as revised from time to time) sets an ambitious target to reach net zero carbon emissions by 2040. Given the recent reports, science and events in Havering the Council believes now is the time to declare a climate emergency.

(No amendments received).

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