

COUNCIL, 1 SEPTEMBER 2021

MOTIONS

A. STAFF LEAVING THE COUNCIL

Motion on behalf of the Upminster and Cranham Residents Associations' Group

In several council departments there are currently significant staffing shortages, apparently primarily caused by high numbers of employees leaving the council. These shortages have in turn led to high volumes of work for the remaining staff in departments such as Highways, where there is a stated wait (as of May 2021) of around nine weeks to repair major potholes, and Planning Enforcement, where there is a backlog of over 750 open enforcement cases.

This Council calls upon the Administration to prepare a report for the September Overview and Scrutiny Board identifying the reasons why so many staff have left and the measures it intends to take to remedy these shortages.

Amendment on behalf of the Conservative Group

1. Amend the first sentence as follows: "While staff turnover at Havering is below the London average, in several council departments there are currently temporary staffing shortages."
2. Amend the third sentence as follows: "This Council calls upon the Head of Paid Service to provide members with a briefing on the staffing position in Highways and Planning Enforcement and the action plans in place for both services."
3. Add the following text:

In addition, this Council notes that Havering Council is committed to being an employer of choice – an organisation that attracts, develops and retains talented public servants who share our vision and passion for Havering.

The council seeks to be an ever-more curious, collaborative, anti-discriminatory and tech-savvy organisation, which develops its workforce in new ways to meet and solve problems for the benefit of local residents. This ethos is written through the council's new internal identity – Choose Havering.

The council is investing in people and in new technology, making sure that everyone who works for Havering can access the training, tools and support they need to be successful in their career and deliver high-quality, efficient services to local residents.

Council, 1 September 2021

The council recognises colleagues who have chosen to leave the organisation by thanking them for their service in our internal communications. Line managers are asked to carry out exit interviews to learn from leavers' experience and knowledge transfer is part of each leaver's notice period.

For clarity, the amended motion would read as follows

While staff turnover at Havering is below the London average, in several council departments there are currently temporary staffing shortages. These shortages have in turn led to high volumes of work for the remaining staff in departments such as Highways, where there is a stated wait (as of May 2021) of around nine weeks to repair major potholes, and Planning Enforcement, where there is a backlog of over 750 open enforcement cases.

This Council calls upon the Head of Paid Service to provide Members with a briefing on the staffing position in Highways and Planning Enforcement and the action plans in place for both services.

In addition, this Council notes that Havering Council is committed to being an employer of choice – an organisation that attracts, develops and retains talented public servants who share our vision and passion for Havering.

The council seeks to be an ever-more curious, collaborative, anti-discriminatory and tech-savvy organisation, which develops its workforce in new ways to meet and solve problems for the benefit of local residents. This ethos is written through the council's new internal identity – Choose Havering.

The council is investing in people and in new technology, making sure that everyone who works for Havering can access the training, tools and support they need to be successful in their career and deliver high-quality, efficient services to local residents.

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B. FLYTIPPING

Motion on behalf of the Independent Residents' Group

Council, 1 September 2021

Council calls on the Executive to seek a full explanation from the Local Government Minister for the epidemic of fly tipping and proposed measures to tackle this costly blight on the environment.

Amendment on behalf of the Conservative Group

This Council welcomes the measures taken by the Administration to combat flyipping across Havering and calls for a report to be prepared for submission to Cabinet outlining further planned action.

C. WINDOWLESS BATHROOMS

Motion on behalf of the Independent Residents' Group

Council calls on the Executive to arrange a Members' briefing about Housing Department plans to progress windowless bathrooms in the Council/Wates joint partnership developments.

Amendment on behalf of the Conservative Group

This Council congratulates the Administration for its focus on design quality within the Council's Joint Venture schemes and welcomes the measures taken to provide a new generation of Council homes to provide homes for local residents and contribute towards ending homelessness.

D. CLADDING SCANDAL IMPACTING ON HIGH RISE FLATS

Motion on behalf of the Labour Group

This Council is concerned at the ongoing adverse impact on leaseholders and tenants arising from the cladding scandal following the Grenfell Tower disaster in June 2017 and calls upon the Government to lead an urgent national effort to fix the spiralling cladding and building safety crises.

Amendment on behalf of the Conservative Group

This Council welcomes the steps taken by the Government so far in supporting leaseholders who are dealing with ongoing building safety challenges and calls for an All Members' Briefing to be held to outline the current position within Havering.

E. RSPCA CAMPAIGN OPPOSING PETS FOR PRIZES

Council, 1 September 2021

Motion on behalf of the Labour Group

This Council:

- is concerned about the number of cases reported to the RSPCA each year, regarding pets given as prizes via fairgrounds, social media and other channels in England and notes the issue predominantly concerns goldfish.
- is concerned for the welfare of those animals that are being given as prizes.
- recognises that many cases of pets being as prizes may go unreported each year.
- supports a move to ban the giving of live animals as prizes, in any form, on Havering Council land.

This Council agrees to:

- ban outright the giving of live animals as prizes, in any form, on Havering Council land
- write to the UK Government, urging an outright ban on the giving of live animals as prizes on both public and private land.

Amendment on behalf of the Conservative Group

After 'this Council agrees to' replace the remaining wording with the 'reconfirm its ban on giving live animals as prizes'.

For clarity, the second section of the motion would read:

This Council agrees to reconfirm its ban on giving live animals as prizes.

F. HONORARY FREEDOM OF THE BOROUGH

Motion on behalf of the Residents' Group and Councillor Wallace

Council agrees that awards of Honorary Freedom of the Borough should be made for Councillors with more than 25 years' service.

Amendment on behalf of Conservative Group

This Council agrees that the Honorary Freedom of the Borough should be awarded to individuals that have provided 25 years of elected service to any part of Havering; in accordance with the agreed protocol on the award of Honorary Freedom of the Borough, this Council calls for a meeting of Group Leaders to bring forward recommendations of individuals who have provided such service to the next meeting of Annual Council.

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