

SUPPLEMENTAL REPORT OF THE DEMOCRATIC SERVICES MANAGER
Agenda item 13.1

2. Members Allowances Scheme 2007-8

The Council is required under the Local Authorities (Members Allowances) (England) Regulations 2003 to make a Members' Allowances Scheme before the beginning of each year providing for the payment of a basic allowance to each Member. The scheme may also provide for the payment of a Special Responsibility Allowance, Childcare and Dependent Carers Allowance, Travel and Subsistence Allowance and Co-optees Allowance. Barnet's current scheme is contained within the Constitution.

Local authorities have the choice of adopting either their own local scheme of members' allowances or a scheme recommended by the relevant local government association. Barnet has always taken the first option in adopting a local scheme rather than that of "London Councils" (formerly the Association of London Government).

Before making or amending a Scheme, the Council must have regard to the recommendations of an independent remuneration panel.

The Independent Remuneration Panel met on 9 October and 4 December 2006 to carry out a full review of the Scheme and their recommendations are contained in the reports attached at Appendix A to this report.

The 2005 review of the Members' Allowances Scheme was mainly a tidying-up exercise with the intention of carrying out a major review in 2006; the last full review having taken place in 2003. Accordingly the Panel has produced recommendations across the whole spectrum of the allowances scheme, addressing the level of allowances, the recognition of special responsibilities, and the criteria for guiding future uplifts.

The Panel considered that, in several cases in our current scheme, the multipliers of the basic allowance which were the basis for a special responsibility allowance did not sufficiently reflect the level of responsibility attached to the role. They felt there was a need to reposition some of the roles to which special responsibility was attached, both to reflect the level of responsibility and to simplify the scheme. In addition, the Panel recommended an increase to the basic allowance to a level which placed it around the median level across London boroughs, but noted that this was higher than most neighbouring boroughs and also recommended that in the light of the increase, no further inflationary increase should be made for the coming year.

Whilst the Panel took account of the report from the London Councils' Independent Remuneration Panel, they considered that the London Councils' method of calculation was quite different from Barnet's and the Special Responsibility Allowances were set over wide ranging bands. Our Panel considered that they would like to reconsider the scheme once it had become clear how other authorities were responding to the recommendations of the

London Councils' Panel, and suggested that the review should happen in around six months time.

Although exact costings for the London Councils' scheme have not been made because of the wide ranges it uses, it is apparent that overall it is a more expensive scheme than Barnet's, even if the lowest points on the ranges were to be applied.

Our Panel's recommendations have significant financial implications. It should, however, be stressed that the Panel's remit extends only to the appropriateness of the allowances – the question of affordability is for Council alone to consider.

Officers have accordingly costed the recommendations in the Panel's report as follows:

The base budget for the current scheme, allowing for an inflation rate of 2% above the budget for 2006/07, plus a 14% allowance for National Insurance and Pensions, gives a 2007/08 budget of £1,073,418.

Against this, the proposals in the Panel's report (assuming continuation of the current capping limit) would require budgetary provision of £1,187,142, incurring an increase of £113,724.

During prior consultation with Group Leaders and Secretaries, a proposal was made by Councillor Monroe Palmer, Leader of the Liberal Democrat Group, that a capping limit should be applied whereby no member other than the Leader would receive allowance totalling more than twice the Basic Allowance. The current limit is the Basic Allowance plus special responsibility allowances of up to twice the basic allowance. This proposal, combined with those of the Independent Remuneration Panel, would result in a global total of £1,056,706.

A further suggestion of Councillor Monroe Palmer was that the Council's appointed representatives on Barnet Homes, some of whom are Councillors, should receive an allowance. The Council is asked to consider whether any such allowance should be paid by the Council or whether Barnet Homes should be asked to pay an allowance. Should representatives of Barnet Homes be added to the Scheme this would, of course, have further financial implications.

RECOMMEND

- 1. That, having regard to the recommendations of the Independent Remuneration Panel, the following changes be made to the Members' Allowances Scheme for the year 2007/8.**
 - (i) That the Basic Allowance be increased from £9,081.80 to £9,500;**
 - (ii) That, in view of the above, no inflationary increase be made for 2007;**
 - (iii) That thereafter the Local Government Pay Settlement shall be the yardstick against which any annual increases in the Basic Allowance are considered;**
 - (iv) That Special Responsibility Allowances be amended as shown in Appendix 2 to the Independent Remuneration Panel's report of 9 October 2006;**

(v) That the rate of the Carers' Allowance be increased to £6 per hour, with discretion for the 8 hour limit to be exceeded where circumstances justify.

(vi) That no change be made to the arrangements for reimbursing costs associated with attendance at Conferences.

(vii) That the Independent Remuneration Panel be requested to review the scheme of allowances in around six months time, once updated information on other Local Authorities' schemes is available.

2.(i) That Council consider whether an allowance should be paid to Council representatives on Barnet Homes;

(ii) If so, that the Council consider whether

(a) the Council should fund the allowance, or

(b) the Democratic Services Manger should be instructed to request Barnet Homes to consider payment of an allowance.

(iii) If the Council consider that it should fund the allowance, that the Democratic Services Manger be instructed to

(a) request the Independent Remuneration Panel to make recommendations as to the scale of the allowance and

(b) report their recommendations, together with the cost implications to the Council.

3. That the Democratic Services Manager be instructed to publish the changes to the Scheme.

3. Agenda Item 14 : Comments on the work of Cabinet

(i) The following Comment in the name of Councillor Kate Salinger:
"Comment on the levels of attainment in local Primary Schools."

(ii) The following Comment in the name of Councillor Jim Tierney:
"To comment on the work of the Cabinet with regard to the time allowed for public consultation on the Draft Supplementary Planning Document on *Sustainable Design and Construction*."

4. Amendment to items on the Agenda:

(i) **Agenda Item 8.2: Motion in the name of Councillor Linda McFadyen – amendment in the name of**

Councillor Lynne Hillan:

"Delete all after "Council" and insert:

"...notes the inspection of Adult Social Services by CSCI.

Council is proud that the Inspection concluded that the service had "promising" prospects for the future.

Council notes this compares very favourably to Labour-controlled Haringey, which has slipped back this year and has been judged to offer only "uncertain" prospects for the future.

Council welcomes the achievements the authority has made, as highlighted by the CSCI in:

- Our Work supporting a diverse community
- Our work helping those discharged from hospital
- Barnet's Pioneering Projects to help older people with mental health problems.

Council notes this has been achieved despite colossal under-funding from the Labour Government, and extra pressure put on social care by early discharges from local hospitals.

Council is pleased that Adult Social Care has made extensive use of Direct Payments, and welcomes the news that Devolved Budgets will soon be introduced, allowing people to choose a package of care tailored to them.

Council calls on Cabinet to ensure that the programme of reform in Social Care is rolled out, so that the service can continue to improve the level of care it offers all client groups.”

Councillor Hillan has requested, in accordance with the provisions of Council Procedure Rule, Part 4, Section 1, 31.5 that if the item is not dealt with by the end of the meeting, it be voted upon at the Council meeting.

(ii) Agenda Item 8.3: Motion in the name of Councillor Alison Moore – amendment in the name of

Councillor Brian Coleman:

“Amend the Motion so that it reads:

”Council is proud of the Conservative administration’s policies to tackle crime and disorder. This includes the roll-out of CCTV in at least one area per year, Alcohol Free Zones, Dispersal Zones, and the effective use of ASBOs.

Therefore Council does not agree with Dr. Rudi Vis MP that CCTV cameras are “intrusive”, but regards them as an effective weapon against criminality.

Council is equally proud to recall its own involvement in the campaign to secure more Police for Barnet.

In addition, Council notes the comments from the Government Office for London at the Safer Communities Partnership Board Meeting on 4 December 2006 that praised both the Council and the local Police for the outstanding improvements in the Partnership’s work in the last 6 months. This means that Barnet has moved from being regarded as a Borough of concern to a model of best practice by the Government.

However, Council regrets that the Safer Neighbourhood Teams could have been in place a year earlier, and comprising more officers in each team, had London Assembly Conservative Group Budget proposals been accepted.

Furthermore, Council notes this would also have been achieved at lower cost to both London, and Barnet, residents.

Whilst Council welcomes the drop in crime recently, and applauds the local Police for their part in this, Council believes that only when the Safer Neighbourhood Teams receive their full complement of Officers, will a lasting difference be made.

Council instructs the Chief Executive to continue to ensure that appropriate resources are provided for the Safer Communities Partnership Board.”

Councillor Coleman has requested, in accordance with the provisions of Council Procedure Rule, Part 4, Section 1, 31.5 that if the item is not dealt with by the end of the meeting, it be voted upon at the Council meeting.

5. Correction to items on the Agenda:

Agenda Item 7: Questions to the Leader and Cabinet

Members are advised that Question 10 is incorrectly attributed to Councillor Jeremy Davies but, in fact, was asked by Councillor Wayne Casey.

6. Amendment to the Council's Management Structure

In accordance with the provisions of paragraph 12.01(d) of Article 12 of the Council's Constitution, the Head of Paid Service determines and publicises a description of the overall departmental structure of the Council showing the management structure and deployment of officers, which is set out in Part 7 of the Constitution.

Following the recent restructure of the senior management of the Council by the Head of Paid Service, Part 7 of the Constitution requires revision and the new version is attached as Appendix B.

In addition, the table of Chief Officers in paragraph 12.01 (b) of Article 12 of the Constitution will be amended as shown in Appendix C.

Finally, any references within the Constitution to particular Chief Officers will be revised where necessary to show the new title for the post in question.

RECOMMEND – That the Democratic Services Manager make the necessary amendments to the Council's Constitution.

Janet Rawlings
Democratic Services Manager

LONDON BOROUGH OF BARNET

REPORT OF THE INDEPENDENT PANEL ON MEMBERS' ALLOWANCES

MEETING HELD 9 OCTOBER 2006

Panel Members present

Firoozeh Ghaffari	Principal Lecturer, Accounting & Finance, Middlesex University
Andrew Leslie	Head of HR, Pentland Brands Ltd
Linda Turner	Chairman, Barnet Voluntary Services Council

Council Officers in attendance

Jeff Lustig	Borough Solicitor
Janet Rawlings	Acting Democratic Services Manager
Nick Musgrove	Senior Democratic Services Officer

1. APPOINTMENT OF CHAIRMAN

We appointed Firoozeh Ghaffari to chair the meeting.

2. REVIEW OF MEMBERS' ALLOWANCES SCHEME 2006

2.1 Introduction: the current scheme in outline

The Panel noted that last year's review of the Members' Allowances Scheme had been mainly a tidying-up exercise with the intention of carrying out a major review in 2006; the last full review having taken place in 2003.

Accordingly the officers submitted to us an outline of the main features of the current scheme, which encompassed:

- A Basic Allowance (currently £9,081.80) payable to all members
- Special Responsibility Allowances based on multiples of the Basic Allowance payable to the holders of specified posts: chairmen, vice-chairman and group officers. There was a limit of twice the basic allowance for multiple post-holders, except for the Leader of the Council, whose entitlement was three times the basic allowance. The allowance was updated annually in line with the Retail Price Index.
- No allowance for attendance at meetings
- A payment of £350 to recognise in-borough transport costs
- Separate allowances payable to reimburse travel and subsistence costs outside the borough as well as attendance at conferences.
- An annual allowance of £240 for co-opted (non-council) members
- A carer's allowance to recognise the cost of hiring care for dependant relatives; currently £5.20 per hour for up to 8 hours

2.2 Background Material

To help us review the scheme, the officers supplied us with details of allowances paid to members in other authorities, including

- A schedule originally prepared by Enfield Council of the basic allowances paid across London as well as the special responsibility allowances paid to key members
- A more detailed schedule of the allowances paid within Barnet's neighbouring London Boroughs

The officers also pointed out that local authorities were free to adopt their own schemes of allowances or to adhere to a scheme recommended by the appropriate local government association. In Barnet's case this was the Association of London Government (ALG) (recently renamed "London Councils"). We therefore also considered a comparison of Barnet's allowances with those of the ALG, as well as looking at the most recent report of the ALG's independent advisory panel.

2.3 The Basic Allowance

We commenced by examining the Basic Allowance – the principal criterion of the level of allowances paid under the scheme. Currently £9,081.80, we felt that Barnet's allowance had fallen somewhat below the median of comparable authorities.

We concluded that a rounding up to £9,500 would be an appropriate level of remuneration.

2.4 The annual uplift criterion

We noted that Barnet was unusual – and possibly unique – in adopting the Retail Price Increase as the yardstick for the annual uplift. Almost all other authorities (including the ALG) make use of the Local Government Pay Settlement (LGPS).

We accepted that it would be more appropriate and consistent for Barnet to adopt the LGPS, but we considered that it would be excessive to apply any such inflationary uplift in addition to the rounding-up proposed above, and that therefore this provision should be adopted with effect from the 2008 scheme.

We concluded that the Local Government Pay Settlement be adopted with effect from 2008 as the yardstick against which any inflationary increase in the Basic Allowance is appraised.

2.5 Special Responsibility Allowances (SRAs)

Special Responsibility Allowances, being calculated as multiples of the Basic Allowance, would automatically be uplifted by the increase proposed above.

However we also proceeded to examine whether

- The multiples used to calculate the SRAs continued to reflect the degree of responsibility attached to each post
- Each post of was still banded together with others of comparable responsibility

The current SRAs are listed in Appendix 1, and our conclusions and recommendations are summarised in Appendix 2. In detail, we agreed that amendments and rationalisation were needed as follows:

- | | | |
|-------|---------------------------------|---|
| 2.5.1 | The Leader
(Scale 1) | <p>The level of engagement by executive members continues to develop. We noted the commitment of time and effort required of a Leader of the Council in managing the affairs of a borough as large and complex as Barnet, and having regard to remuneration in other comparable authorities we recommend an increase in the multiple of this allowance from 3x basic to 3.5x basic.</p> |
| 2.5.2 | Cabinet
Members
(Scale 2) | <p>Similar considerations apply to the developing role of the Cabinet Member; we therefore recommend an increase in this multiple from 1.5x basic to 1.75x basic</p> |
| 2.5.3 | Scale 4
Allowances | <p>This scale includes the Chairmen of the Overview and Scrutiny Committees and of the Audit Committee. We considered that the developing significance of the scrutiny function required additional recognition (the Audit committee having a comparable significance).</p> <p>We also felt that this scale should be supplemented by the addition of some posts currently in the lower scales, specifically the Chairman of Planning & Environment Committee and the Chairmen of the Area Planning Sub-Committees. It is clear that a discrepancy has emerged between the responsibilities of these posts and the other posts with which they are currently bracketed in scale 5.</p> <p>The chairmanship of the Constitutional Review Committee is not currently recognised by an allowance; we feel this is an anomaly and that the post should be included in Scale 4.</p> <p>We recommend</p> <ol style="list-style-type: none"> 1. that the Scale 4 multiple be increased from 0.5x to 0.75x basic, and 2. that it should include the Chairmen of <ul style="list-style-type: none"> ▪ P&E Committee, ▪ Area Planning Sub-Committees and the ▪ Constitutional Review Committee. |
| 2.5.6 | Scale 5
Allowances | <p>We consider that the developing responsibilities of the posts in this scale (Chairmen of General Functions Committee and Area Environment Committees, Group Secretaries, Panel of Licensing Committee Chairmen) merit an uplift in the multiple.</p> <p>We also found it difficult to distinguish between the</p> |

responsibilities of these posts and those of the Chairmen of the Area Forums and of the Licensing Committee currently graded below them on Scale 6.

In addition we recommend that the importance of the post of Chairman of the Standards Committee is such that it should be recognised by bringing it up into this scale from Scale 7.

We therefore recommend

- 1. that the Scale 5 multiple be increased from 0.33 of basic to 0.4 of basic and**
- 2. that it should include the Chairmen of:**
 - **Area Forums**
 - **The Licensing Committee**
 - **The Standards Committee**

2.5.7 Scales 6 & 7 If the proposals above are accepted we see little distinction between the rest of the posts included in the remaining Scales 6 and 7.

We therefore recommend the merger of Scales 6 & 7 at the current Scale 6 multiple of 0.25 of basic

2.5.8 Vice-Chairmen of Overview and Scrutiny Committees Scale 6 currently includes the Vice-Chairman of the Cabinet Overview and Scrutiny Committee. It struck us as inconsistent that the Vice-Chairmen of the other OSCs are not similarly recognised.

We recommend inclusion of the Vice-Chairmen of Overview and Scrutiny Committees in Scale 6.

2.5.9 Other responsibilities We felt that the remaining posts were appropriately located within their current scales (ie as uplifted by the increases in multiples listed above)

Main Opposition Group Leader (Scale 2)

Deputy Leader (Scale 3)

Smaller Opposition Group Leader (Scale 3)

Group Secretaries (Scale 5)

Group Whips (Scale 6)

We recommend that these posts remain in their current Scales

3. Carers' Allowance

We were asked to look at the level of remuneration of this allowance, which is intended to reimburse the cost of hiring care for dependant relatives to allow members to attend official meetings. It currently stands at £5.20 per hour for up to 8 hours of care.

We consider the time has come for an increase in the carers' allowance and recommend a figure of £6 per hour and that provision should be made for the 8 hour limit to be exceeded when circumstances require.

4. Conferences

Until recently a list of conferences approved for attendance and subsistence payment was included in the allowances scheme. However, it had proved impossible to keep this list relevant and up to date, and it was replaced with a general provision for attendance at conferences which have a direct connection with the functions of the Council. The Panel was asked to review the uptake annually to see if any recommendations need to be made to Council.

The position for 2005/06 is that uptake appears to be minimal: we therefore have no grounds for recommending any variation in respect to attendance at conferences.

5. Costs

The proposals set out above would obviously have cost implications, involving, as they do, recommended increases in both in the scales of allowances and in the number of responsibilities within scales. On the advice of the officers this report does not address this aspect as the Panel's remit is solely to consider the appropriateness of the allowances: the question of affordability is an issue for the Council to consider, and we understand will be the subject of a separate report by your officers.

6. Recommendations

To encapsulate our proposals above we recommend as follows with effect from the 2007 scheme:

- 6.1 **That the Basic Allowance be increased from £9,081.80 to £9,500;**
- 6.2 **That, in view of the above, no inflationary increase be made for 2007;**
- 6.3 **That thereafter the Local Government Pay Settlement shall be the yardstick against which any annual increases in the Basic Allowance are considered;**
- 6.4 **That Special Responsibility Allowances be amended as shown in Appendix 2;**

- 6.5 That the rate of the Carers' Allowance be increased to £6 per hour, with discretion for the 8 hour limit to be exceeded where circumstances justify.**
- 6.6 That no change be made to the arrangements for reimbursing costs associated with attendance at Conferences.**

Appendix 1**Special Responsibility Allowances as at present**

Basic Allowance £9081,80

Scale	Multiple of basic allowance	Current amount £	Responsibilities
1	3	27,245.40	Leader
2	1.5	13,622.70	Cabinet Members Leader of major opposition group
3	1	9,081.80	Deputy Leader Leader of smaller opposition Group
4	0.5	4,540.90	Chairmen of Overview and Scrutiny Committees Chairman of Audit Committee
5	0.33	2,996.99	Chairmen of Planning & Environment Committee, General Functions Committee, Area Planning Sub-Committees, Area Environment Sub Committees, Group Secretaries Member of Panel of Licensing Committee Chairmen
6	0.25	2,270.45	Chairmen of Area Forums Group Whips Vice Chairman of Cabinet Overview & Scrutiny Committee Chairman of Licensing Committee
7	0.15	1,362.27	Vice-Chairman of Planning & Environment Committee Vice-Chairmen of Area Planning and Area Environment Sub-Committees Chairman of Standards Committee Shadow Cabinet Members (main opposition group) Licensing Committee members

Appendix 2

Special Responsibility Allowances – As proposed (*current position in brackets*)

Basic Allowance £9500 (*£9,081.80*)

Scale	Multiple of basic allowance	Proposed amount £	Responsibilities
1	3.5 <i>(3)</i>	33,250 <i>(27,245.40)</i>	Leader
2	1.75 <i>(1.5)</i>	16,625 <i>(13,622.70)</i>	Cabinet Members Leader of major opposition group
3	1	9,500 <i>(9,081.80)</i>	Deputy Leader Leader of smaller opposition Group
4	0.75 <i>(0.5)</i>	7,125 <i>(4,540.90)</i>	Chairmen of Overview and Scrutiny Committees Chairman of Audit Committee Chairman of Planning & Environment Committee (<i>up from Scale 5</i>) Chairmen of Area Planning Sub-Committees (<i>up from Scale 5</i>)
5	0.4 <i>(0.33)</i>	3,800 <i>(2,996.99)</i>	Chairman of General Functions Committee, Area Environment Sub Committees, Group Secretaries Member of Panel of Licensing Committee Chairmen Chairmen of Area Forums (<i>up from Scale 6</i>) Chairman of Licensing Committee (<i>up from Scale 6</i>) Chairman of Standards Committee (<i>up from Scale 7</i>)
6 (previously 6 and 7)	0.25 <i>(0.25)</i> <i>(0.15)</i>	2,750 <i>(2,270.45)</i> <i>(1,362.27)</i>	Group Whips Vice Chairman of all Overview & Scrutiny Committees (<i>previously just Cabinet OSC</i>) Vice-Chairman of Planning & Environment Committee

Scale	Multiple of basic allowance	Proposed amount £	Responsibilities
			Vice-Chairmen of Area Planning and Area Environment Sub-Committees Shadow Cabinet Members (main opposition group) Licensing Committee members

LONDON BOROUGH OF BARNET

REPORT OF THE INDEPENDENT PANEL ON MEMBERS' ALLOWANCES

MEETING HELD 4 DECEMBER 2006

Panel Members present

Firoozeh Ghaffari Principal Lecturer, Accounting & Finance, Middlesex University
Andrew Leslie Director, Pentland Brands Ltd

Council Officers in attendance

Jeff Lustig Director of Corporate Governance
Flick Heron Senior Democratic Services Officer

1. APPOINTMENT OF CHAIRMAN

We appointed Firoozeh Ghaffari to chair the meeting.

2. APOLOGIES FOR ABSENCE

Apologies were received from Linda Turner, Chairman of Barnet Voluntary Services Council. Whilst she had been given the opportunity to comment on the agenda papers, no comments from her had been received.

3. REVIEW OF MEMBERS' ALLOWANCES SCHEME 2006

3.1 Report of the London Councils' Independent Panel

Following our deliberations at the last meeting, a new report from the Independent Members' Allowances Review Panel of "London Councils" (formerly the ALG) was released. Officers asked us to consider the implications of the report in terms of our findings reached at the last meeting.

The officers drew our attention to the introduction of the report setting out the considerations which the Panel had taken into account, namely that whilst financial reward should not be the main motivation for service as a councillor, a reasonable remuneration could make it possible for a wider range of people to stand for election, and that it was felt that councillors were generally underpaid for their work. We also noted the recommendations in the report including the different bands of responsibility which took account of the development of certain roles, and we noted that whilst Barnet's scheme was based on a basic allowance with special responsibility allowances being multiples of this sum, the London Councils' scheme was based on a Leader's allowance in addition to the basic allowance, with special responsibility bands based on percentages of the Leader's allowance. The officers advised that Local Authorities who used the London Councils' Independent Panel as their own panel would, following the London Councils adoption of the report, accept the figures in the report, whilst other Local Authorities would be likely to use them as a benchmark.

The officers advised us that Barnet had not yet adopted job profiles for Councillors.

The officers further confirmed that consideration of any cost implications of recommending increases in allowances did not fall within our remit.

3.2 The Basic Allowance

We examined the Basic Allowance. Our previous recommendation that the basic allowance be increased to £9,500 was intended to bring Barnet into line with the median of comparable authorities. Whilst the recommendation of the London Councils' Independent Panel was a little above this sum, we noted that some authorities were already paying above the recommended amount but some other nearby authorities were paying below the sum we recommended.

We concluded that our previous recommendation that the basic allowance be increased to £9,500 should stand.

3.3 Special Responsibility Allowances (SRAs)

We considered the special responsibility allowance bands recommended by the London Councils' Independent Panel and noted that the figures were much higher than those we had recommended and that each band was very wide, which made comparison difficult. We believed that the sums we had previously recommended were comparable to other Local Authorities which we had been provided with details for and that there was no evidence to justify increasing the recommended sums by a degree that would match the London Councils' recommendation.

We considered that it would be appropriate to review the scheme of allowances again once information was available on whether other Local Authorities had amended their schemes in the light of the report from the London Councils' Independent Panel.

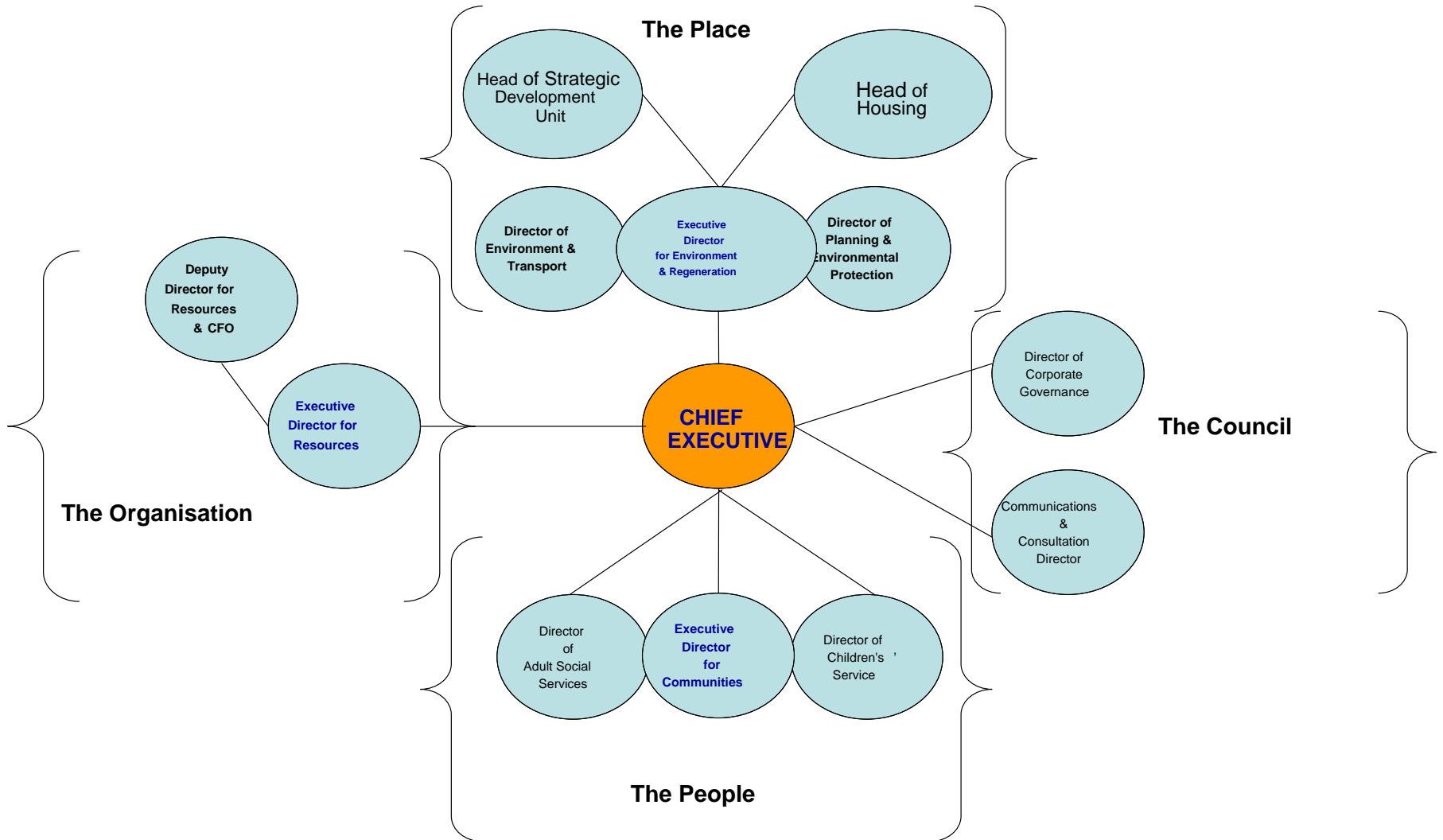
We concluded that our previous recommendations in relation to special responsibility allowances should stand.

4. Recommendations

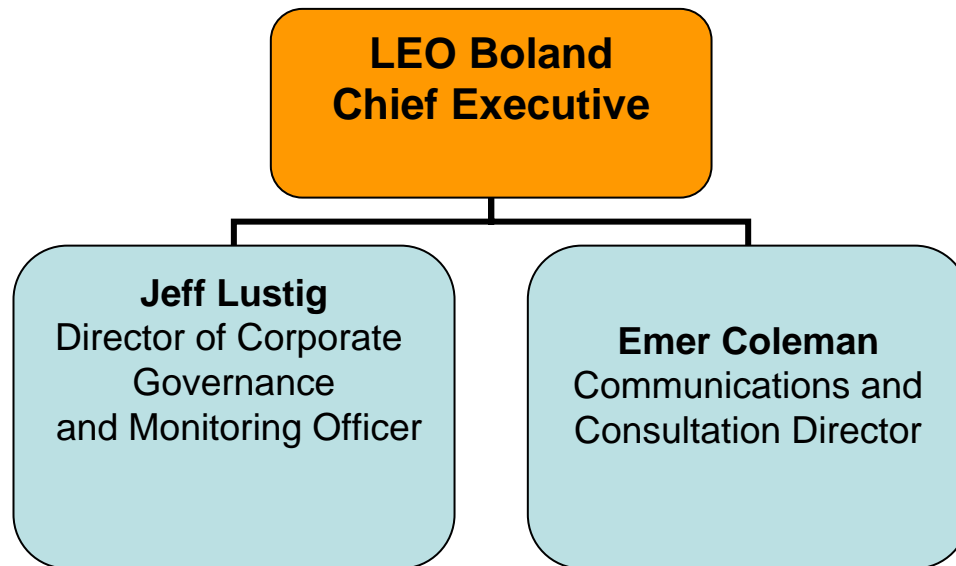
To encapsulate our proposals above we recommend as follows with effect from the 2007 scheme:

- 4.1 That the recommendations contained within our report dated 9 October 2006 be maintained.**
- 4.2 That the scheme of allowances be reviewed in around six months time, once updated information on other Local Authorities' schemes is available.**

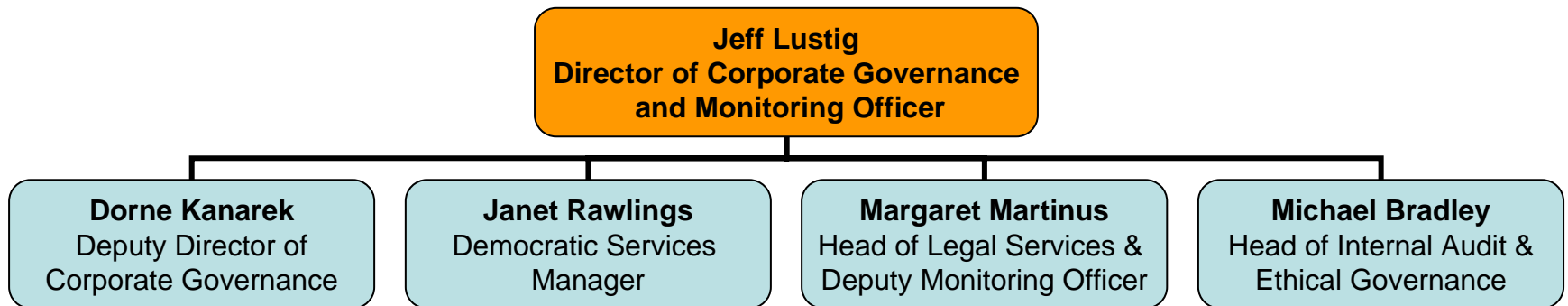
LONDON BOROUGH OF BARNET



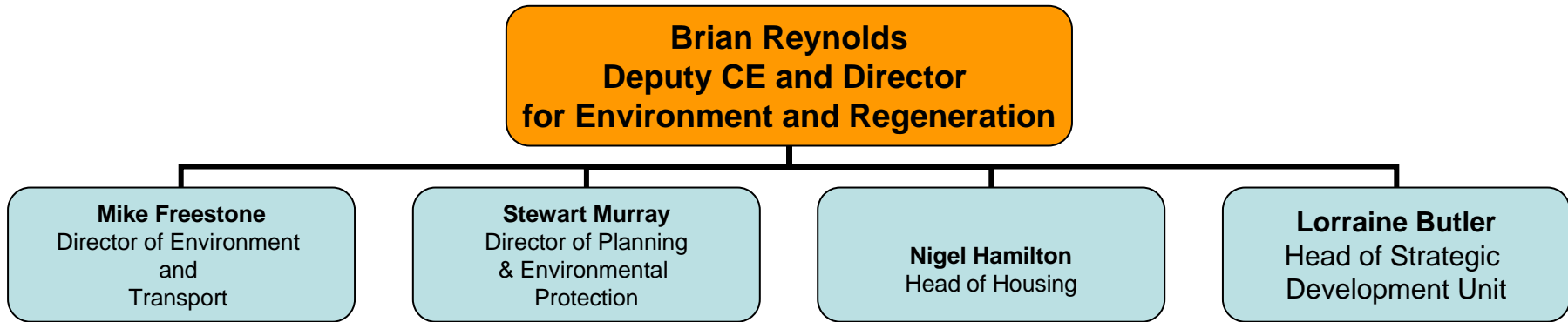
CORPORATE FUNCTIONS ('The Council')



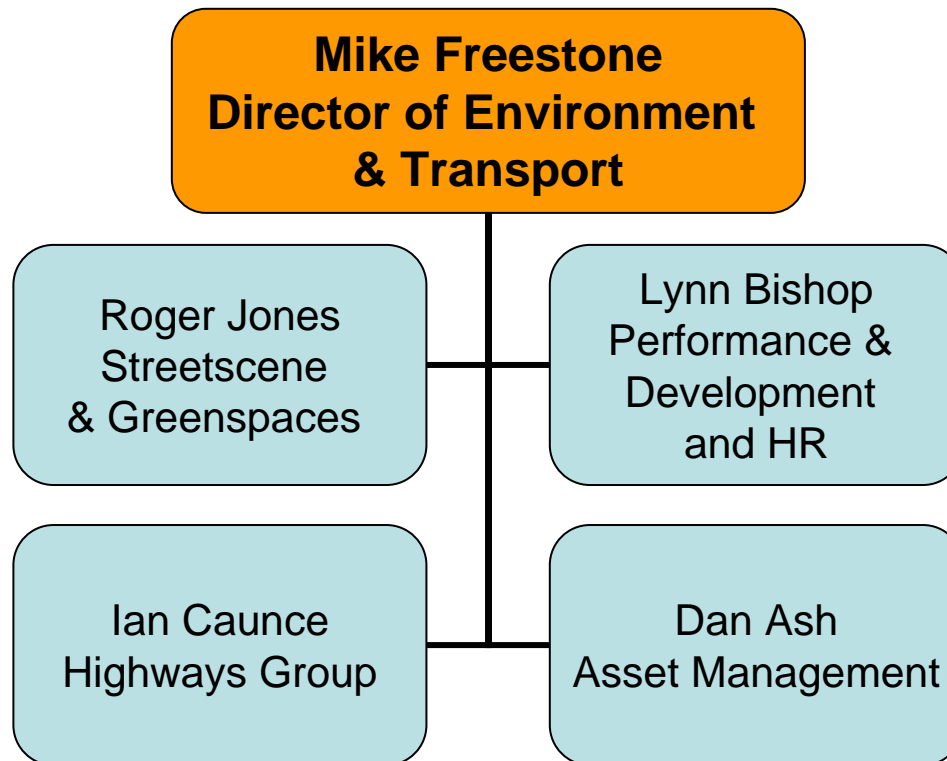
CORPORATE GOVERNANCE



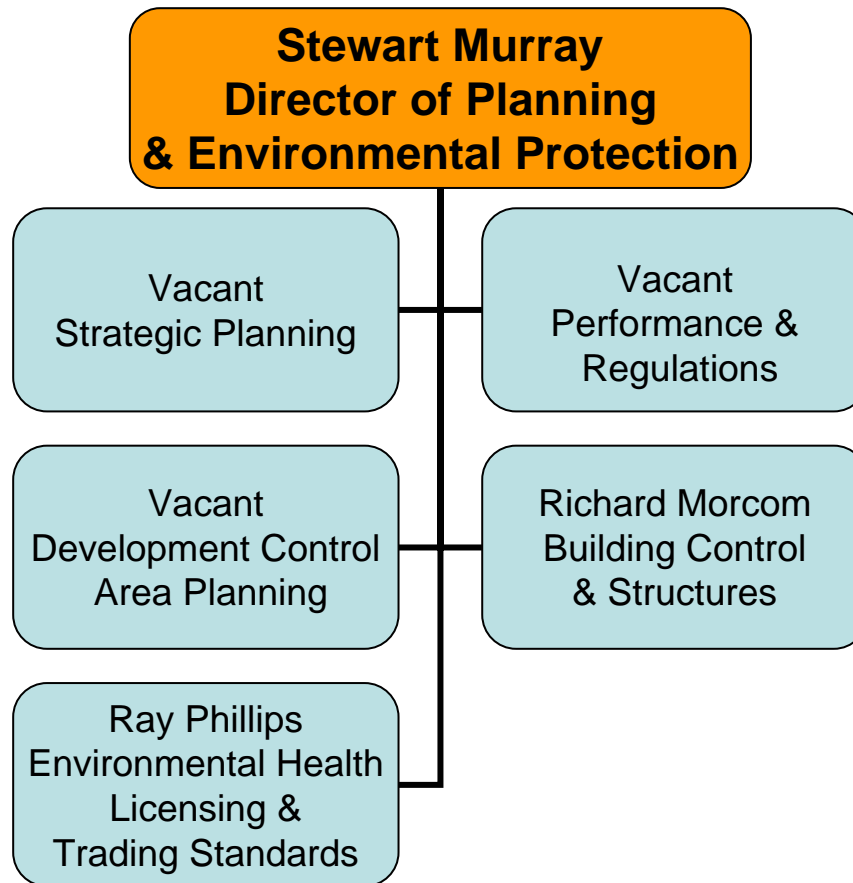
ENVIRONMENT AND REGENERATION ('The Place')



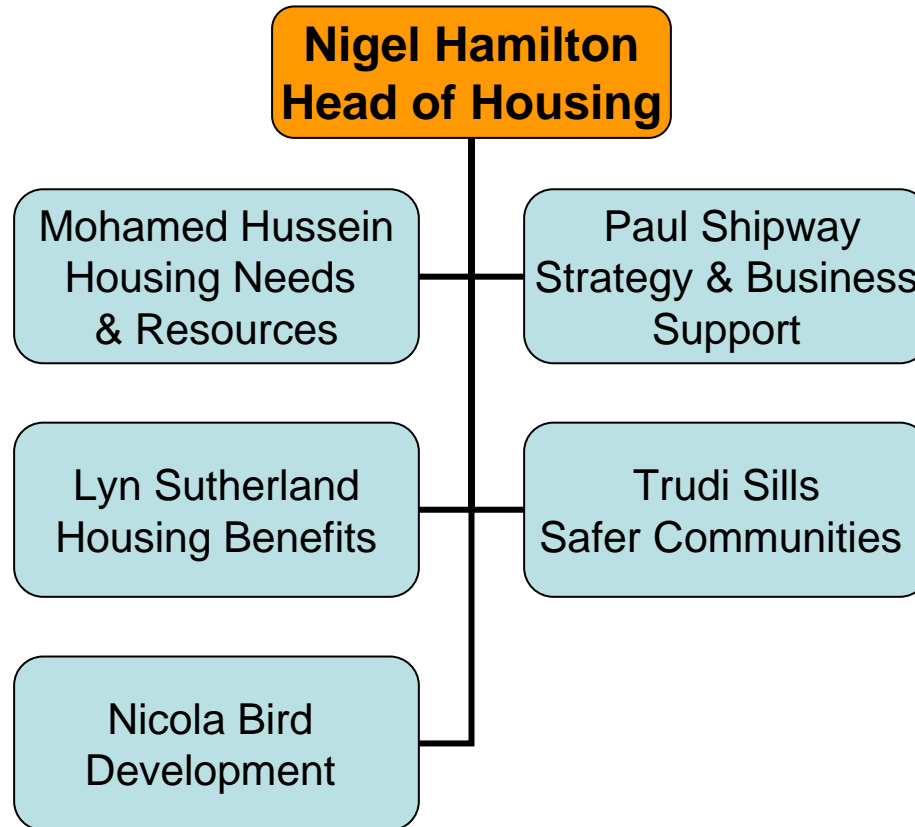
ENVIRONMENT & TRANSPORT



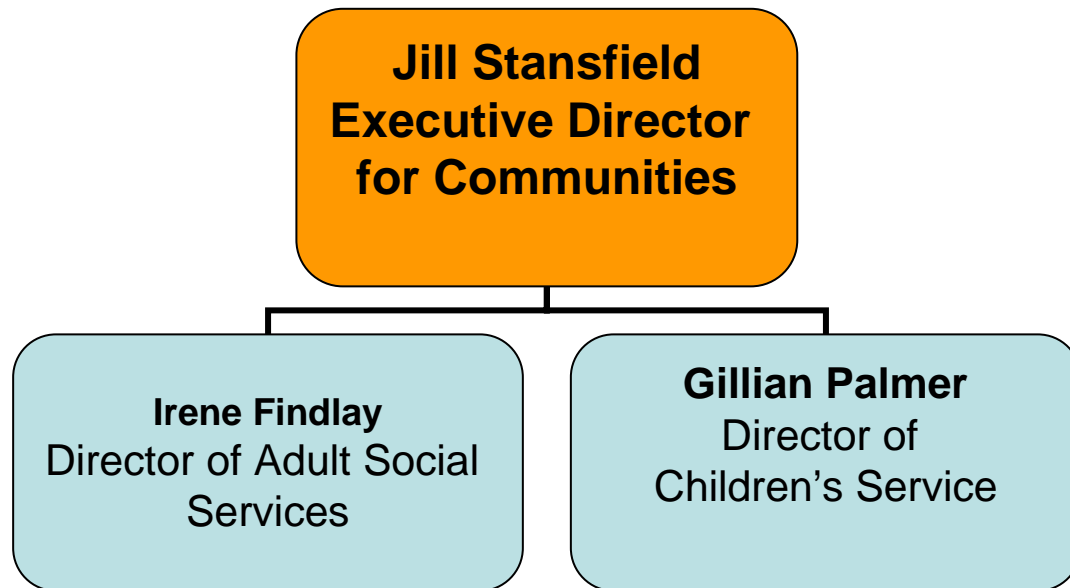
PLANNING & ENVIRONMENTAL PROTECTION



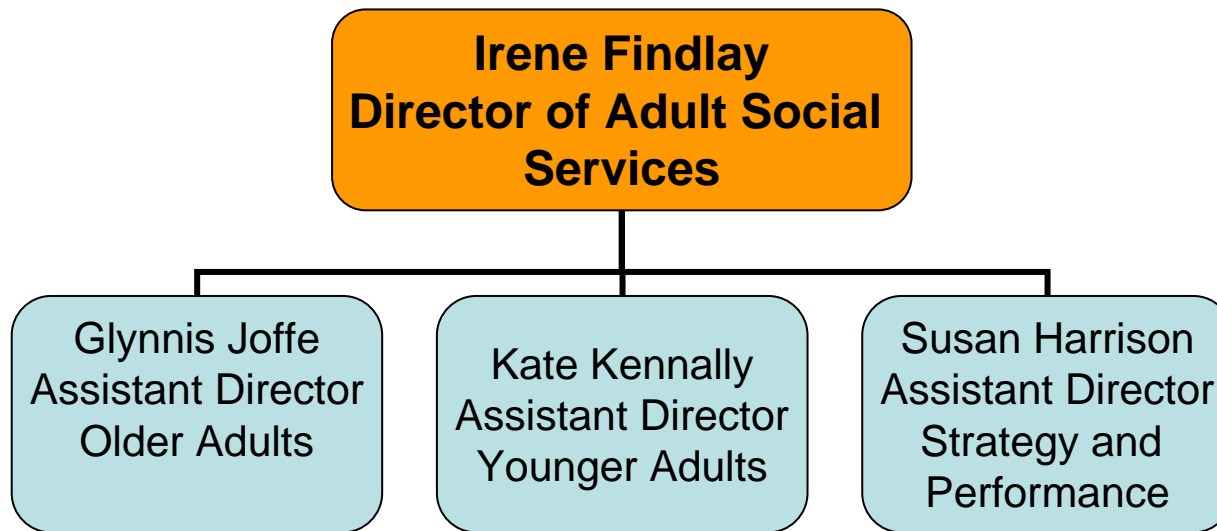
HOUSING



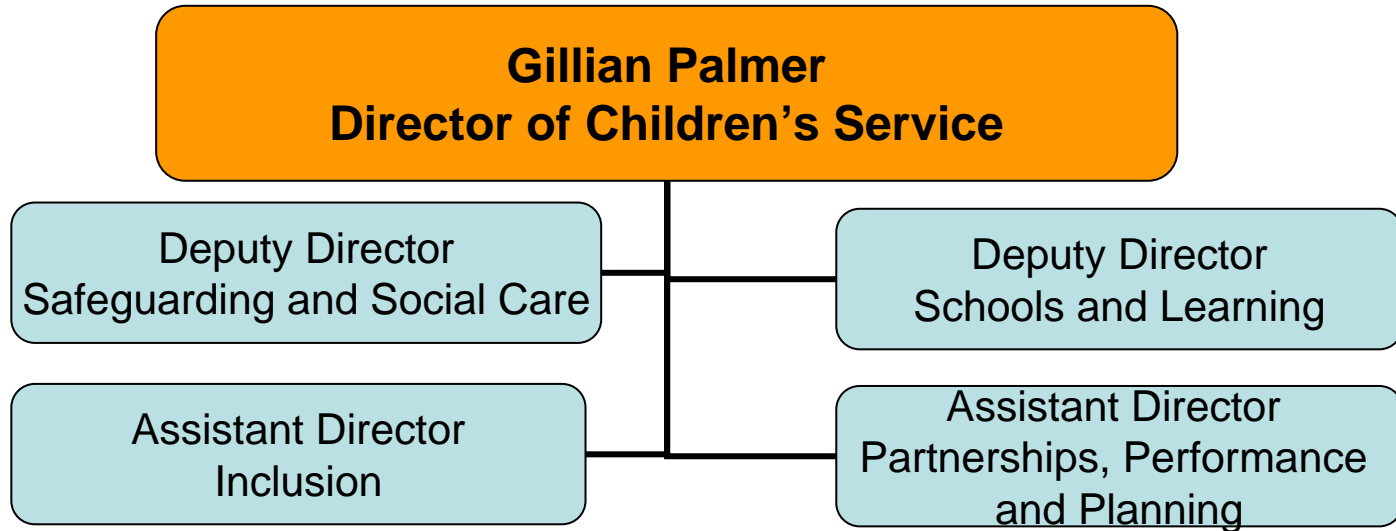
COMMUNITIES ('The People')



ADULT SOCIAL SERVICES



CHILDREN'S SERVICE



RESOURCES ('The Organisation')

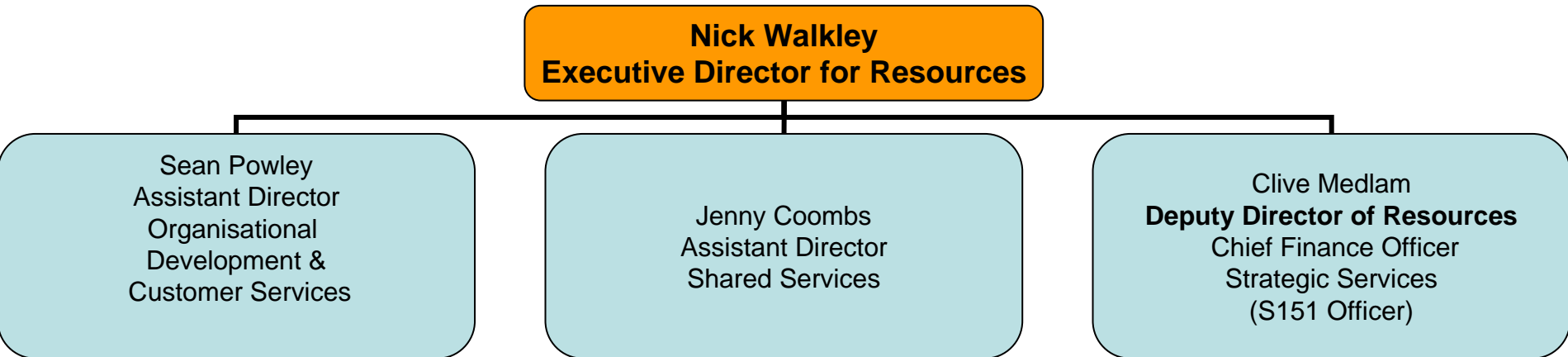


Table of Chief Officers

Chief Executive

Executive Director for Environment and Regeneration

Executive Director for Communities

Executive Director for Resources

Director of Children's Service

Director of Adult Social Services

Director of Environment and Transport

Director of Planning and Environmental Protection

Director of Corporate Governance

Chief Finance Officer

Head of Internal Audit and Ethical Governance

Head of Housing

Head of Children & Families

Deleted: Director of Environment¶
Director of Community Services
(Deputy Chief Executive)¶
Director of Children's Services¶
Director of Resources¶
Head of Environment and Transport¶
Head of Planning and Environmental
Protection¶

Deleted: Chief Internal Auditor

Deleted: Head of Adult Services¶
Borough Solicitor¶

Deleted: (Director of Social
Services)

Deleted: Head of Education (Chief
Education Officer)¶