

Meeting of the Council of the London Borough of Barnet

TO BE HELD ON

TUESDAY 16TH APRIL, 2013 AT 7.00 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, NW4 4BG

A G E N D A



ASSURANCE GROUP

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Agenda and Timetable
Tuesday 16th April, 2013

Item	Subject	Timing	Page Nos
1.	Part 1 - Statutory formalities	7.00pm - 7.15pm	
1.1	Prayer - the Mayor's Chaplin, Rabbi Schochet		
1.2	Apologies for absence		
1.3	Minutes of the meeting on 22 January 2013, Extraordinary and Ordinary Meeting on 5 March 2013		1 - 42
1.4	Declarations of Interest		
1.5	Official announcements		
1.6	Resolution of Appreciation		
1.7	Any business remaining from the last meeting		
2.	Part 2 - Question Time	7.15pm - 7.45pm	
2.1	Questions to the Leader and Cabinet		To Follow
3.	Part 3 Business for debate	7.45pm - 9.30pm	
	Administration Business Item		
3.1	Councillor Richard Cornelius - Welfare Reform		43 - 44
	Opposition Business Item		
3.2	Councillor Alison Moore - The Bedroom Tax		45 - 46
	Break		
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3.3	Councillor Andreas Ioannidis - Brunswick Park Health Centre		47 - 48

3.4	Councillor Pauline Coakley Webb - NLWA Inter Authority Agreement		49 - 50
3.5	Councillor Barry Rawlings - Your Choice		51 - 52
3.6	Councillor Barry Evangelis- Cyprus		53 - 54
3.7	Councillor John Marshall - Police Access in Golders Green		55 - 56
3.8	Councillor Graham Old - Community Focus and Artsdepot		57 - 58
4.	Part 4 - Statutory Council Business	9.30pm - 10.00pm	
4.1	Report from Cabinet - 25 February 2013: Community Infrastructure Levy		59 - 74
4.2	Report from Overview and Scrutiny Committees (if any)		
4.3	Report from the Constitution, Ethics and Probity Committee - 28 March 2013 & 10 April 2013		To Follow
4.4	Reports from the Remuneration Committee - 29 January 2013 & 19 March 2013		75 - 110
4.5	Report of the Head of Governance		111 - 112
4.6	Report of the Monitoring Officer (if any)		
4.7	Questions to Council representatives on Outside Bodies (if any)		

Andrew Nathan, Head of Governance
Building 4, North London Business Park, Oakleigh Road South, N11 1NP

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Minutes

OF THE MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF BARNET
held at Hendon Town Hall, The Burroughs, NW4 4BG, on 22 January 2013

AGENDA ITEM 1.3

PRESENT:-

The Worshipful the Mayor (Councillor Brian Schama)
The Deputy Mayor (Councillor Kate Salinger B.Ed (Hons))

Councillors:

Maureen Braun	Ross Houston	Colin Rogers
Alex Brodtkin	Anne Hutton	Lisa Rutter
Anita Campbell	Andreas Ioannidis	Brian Salinger
Pauline Coakley Webb	Geoffrey Johnson	Gill Sargeant
Dean Cohen	Julie Johnson	Joan Scannell
Jack Cohen	Sury Khatri BSc (Hons) MSc	Alan Schneiderman
Melvin Cohen	David Longstaff	Daniel Seal
Brian Coleman FRSA	John Marshall MA	Mark Shooter
Geof Cooke	Arjun Mittra	Agnes Slocombe SRN, RM
Alison Cornelius	Alison Moore	Ansuya Sodha MBA
Richard Cornelius	Graham Old	(Middx) Cert Ed, DipM
Tom Davey	Charlie O-Macauley	(CIM) AMBA
Barry Evangeli	Lord Palmer OBE, BA, FCA	Andrew Strongolou
Claire Farrier	Susette Palmer MA	Andreas Tambourides
Anthony Finn BSc (Econ) FCA	Bridget Perry	Joanna Tambourides
Brian Gordon LLB	Wendy Prentice	Daniel Thomas
Eva Greenspan	Sachin Rajput	Reuben Thompstone
Andrew Harper	Robert Rams	Jim Tierney
Helena Hart	Barry Rawlings	Rowan Quigley Turner
John Hart BA MA	Hugh Rayner	Darrel Yawitch

Apologies for Absence

Councillor Kath McGuirk Councillor Zakia Zubairi
Councillor Stephen Sowerby

1. PRAYER - THE MAYOR'S CHAPLIN, RABBI SCHOCHET

The Mayor's Chaplin offered prayer.

2. MINUTES OF THE EXTRAORDINARY AND ORDINARY MEETINGS HELD ON 6 NOVEMBER 2012

RESOLVED – That subject to the amendment set out in the Supplemental Report of the Head of Governance at Item 3, the minutes of the Extraordinary and Ordinary meetings of the Council held on 6 November 2013 were approved.

3. DECLARATIONS OF INTEREST

Member:	Subject:	Interest Declared:
Councillor Alison Cornelius	3.2 – Opposition Business – Barnet’s Emergency Service	Non pecuniary interest. As Chaplin’s Assistant, Councillor Alison Cornelius is part of the Chaplaincy team at Barnet & Chase Farm Hospitals NHS Trust. The position is voluntary and she does not receive any remuneration.

4. OFFICIAL ANNOUNCEMENTS

The Worshipful Mayor regretted to announce the death of former Mayoress Mrs. Lorna Dippel who passed away on Thursday 29th November 2012.

Mrs. Dippel was Mayoress to Councillor Dennis Dippel, who was mayor during the municipal year 1986-87.

Council’s thoughts are with her daughter Anne, at this sad time.

The Worshipful Mayor presented Vellums to Councillors Melvin Cohen and Agnes Slocombe expressing Council’s appreciation for their dedicated service to local government and to the residents of Barnet over a period of 30 years.

5. ANY BUSINESS REMAINING FROM LAST MEETING

There was none.

6. QUESTIONS TO THE LEADER AND CABINET

These questions, together with the answers provided and the text of any supplementary questions and answers, are set out in Appendix 1 to these minutes.

Council noted the correction to the response to Council question 34 as set at Item 4 in the Supplemental Report of the Head of Governance.

7. VARIATION TO THE ORDER OF BUSINESS

Councillor Alison Moore, duly seconded, moved under Council Procedure Rule 10.2.2, that the order of business relating to Part 4 on the agenda, be varied so that Item 4.1 - Petition for Debate, be heard immediately after Part 2 - Question Time. Councillor Joan Scannell also moved the same motion. Upon being put to the vote, the Motion was declared carried.

RESOLVED – That the order of business be varied to allow agenda item 4.1, Petition for Debate to be heard immediately after Part 2 Question Time.

8. PETITION FOR DEBATE - ONE BARNET PROGRAMME

The Council heard representations from Dr Azi Khatiri. The petition with over 8,000 signatures called on Council put an immediate stop to the One Barnet Programme until the issue is put to the electorate in the form of a simple YES or NO referendum on the One Barnet Programme.

The Deputy Leader of the Council and Cabinet Member for Resources and Performance, Councillor Daniel Thomas spoke in response to the petition. Further comments in support of the referendum were heard from the Leader of the Labour Group, Councillor Alison Moore and Leader of the Liberal Democrat Group, Councillor Jack Cohen.

Upon being put to the vote, the request for a referendum on the One Barnet Programme was declared lost.

At least ten Members rose in their places and called for a formal division on the voting on the referendum.

For	Against	Not voting	Absent
Councillors	Councillors	Councillors	Councillors
Alex Brodtkin	Maureen Braun	Brian Schama	Tom Davey
Anita Campbell	Dean Cohen	Kate Salinger	Sury Khatri
Pauline Coakley Webb	Melvin Cohen	Brian Coleman	Kath McGuirk
Jack Cohen	Alison Cornelius		Stephen Sowerby
Geof Cooke	Richard Cornelius		Zakia Zubairi
Claire Farrier	Barry Evangeli		
Ross Houston	Anthony Finn		
Anne Hutton	Brian Gordon		
Andreas Ioannidis	Eva Greenspan		
Geoffrey Johnson	Andrew Harper		
Julie Johnson	Helena Hart		
Arjun Mittra	John Hart		
Alison Moore	David Longstaff		
Charley O-Macauley	John Marshall		
Monroe Palmer	Graham Old		
Susette Palmer	Bridget Perry		
Barry Rawlings	Wendy Prentice		
Colin Rogers	Sachin Rajput		
Gill Sargeant	Robert Rams		
Alan Schneiderman	Hugh Rayner		
Agnes Slocombe	Lisa Rutter		
Ansuya Sodha	Brian Salinger		
Jim Tierney	Joan Scannell		
	Daniel Seal		
	Mark Shooter		
	Andrew Strongolou		
	Andreas Tambourides		
	Joanna Tambourides		
	Daniel Thomas		
	Ruben Thompsonstone		
	Rowan Quigley Turner		
	Darrel Yawitch		

For 23
 Against 32
 Not voting 3
 Absent 5
TOTAL 63

RESOLVED - Upon being put to the vote the request for referendum on the One Barnet Programme was declared lost.

9. COMMITTEE SYSTEM - COUNCILLOR RICHARD CORNELIUS

Councillor Richard Cornelius moved the Administration Business Item in his name. Councillors Susette Palmer and Brian Coleman moved their amendments. Debate ensued. Upon being put to the vote, the amendment in the name of Councillor Susette Palmer was declared lost. Upon being put to the vote the amendment in the name of Councillor Brian Coleman was declared lost. Upon being put to the vote, the Administration Business Item in the name of Councillor Richard Cornelius was declared carried.

RESOLVED - Council regrets the decision by Labour to enact the Local Government Act 2000 and to abolish a tried and tested system of governance moving to the Cabinet model of running the administration of the Council.

Council welcomes the Localism Act 2011 and its provisions permitting a return to the "Committee System" and resolves to call upon the Constitution, Probity and Ethics Committee to devise alterations to the Constitution of the Council to replace the Cabinet, Cabinet Resources Committee, Business Management Overview and Scrutiny Committee and Budget and Performance Overview and Scrutiny Committee with suitable operating Committees to lead on policy, budgetary and operational matters, to further devise changes to full Council proceedings to ensure the involvement of all Members in the democratic control of the business of council.

Council appreciates that this will increase the workload and responsibilities of most Members but emphasises that at a time of budgetary restraint the changes must be cost neutral.

Council notes that the provisions of the Localism Act allow for changes to the system from an Annual meeting of the Council for a minimum of five years and asks officers and the Constitution Probity and Ethics Committee to bring forward proposals to enable early approval of such change to commence operationally from the Annual meeting 2014.

10. BARNET'S EMERGENCY SERVICES - COUNCILLOR ALEX BRODKIN

Councillor Alex Brodtkin moved the Opposition Business Item in his name. Councillors Barry Rawlings and Arjun Mittra moved their amendments. Debate ensued. Councillor Brodtkin accepted Councillor Kath McGuirk's amendment. Upon being put to the vote, the amendment in the name of Councillor Barry Rawlings was declared lost. Upon being put to the vote, the amendment in the name of Councillor Arjun Mittra was declared lost.

At least ten Members rose in their places and called for a formal division on the voting on the amendment in the in the name of Councillor Arjun Mittra. Upon being taken the results of the Division were declared as follows:

For	Against	Not voting	Absent
Councillors	Councillors	Councillors	Councillors
Alex Brodtkin	Maureen Braun	Brian Schama	Kath McGuirk
Anita Campbell	Dean Cohen	Kate Salinger	Stephen Sowerby
Pauline Coakley Webb	Melvin Cohen	Jack Cohen	Ruben Thompson
Geof Cooke	Brian Coleman	Monroe Palmer	Zakia Zubairi
Claire Farrier	Alison Cornelius	Susette Palmer	
Ross Houston	Richard Cornelius		
Anne Hutton	Tom Davey		
Andreas Ioannidis	Barry Evangeli		
Geoff Johnson	Anthony Finn		
Julie Johnson	Brian Gordon		
Arjun Mittra	Eva Greenspan		
Alison Moore	Andrew Harper		
Charlie O-Macauley	Helena Hart		
Barry Rawlings	John Hart		
Colin Rogers	Sury Khatri		
Gill Sargeant	David Longstaff		
Alan Schneiderman	John Marshall		
Agnes Slocombe	Graham Old		
Ansuya Sodha	Bridget Perry		
Jim Tierney	Wendy Prentice		
	Sachin Rajput		
	Robert Rams		
	Hugh Rayner		
	Lisa Rutter		
	Brian Salinger		
	Joan Scannell		
	Daniel Seal		
	Mark Shooter		
	Andrew Strongolou		
	Andreas Tambourides		
	Joanna Tambourides		
	Daniel Thomas		
	Rowan Quigley Tuner		
	Darrel Yawitch		

For 20
 Against 34
 Not voting 5
 Absent 4
TOTAL 63

Upon being put to the vote, the substantive Opposition Business Item as amended by Councillor Kath McGuirk was declared lost.

11. VARIATION TO THE ORDER OF BUSINESS

Councillor Joan Scannell, duly seconded, moved under Council Procedure Rule 10.2.2, that the order of business relating to Agenda Item 3 be varied so that Non-Executive Business Item 3.5 be heard first. Upon being put to the vote, the Motion was declared carried.

RESOLVED – That the order of business be varied to allow Non-Executive Business Item 3.5 to be debated and voted upon in advance of votes being taken on the other Non-Executive Business Items on the Agenda.

12. ASIAN COMMUNITY IN BARNET - COUNCILLOR BRIAN SALINGER

Councillor Brian Salinger moved the Non-Executive Item in his name. Councillor Ansuya Sodha move the amendment in her name. Debate ensued. Councillor Brian Salinger accepted Councillor Sodha's amendment. Upon being put to the vote, the substantive Non-Executives Business Item as amended by Councillor Ansuya Sodha was declared carried.

RESOLVED - Council recognises that it is 40 years since Idi Amin expelled the Ugandan Asian population from that country.

Council recognises that this has proved to be a major turning point in the life of Barnet and the United Kingdom.

Council recognises the importance of the wider Asian community to the life of Barnet and Council calls on the Leader and the Mayor to find an appropriate way to celebrate the beneficial contribution that the community have made to the Borough, in particular in the last 40 years.

Council also recognises that Barnet is twinned with Jinja in Uganda, and that in the aftermath of the terrible floods a few years ago LB Barnet organised a successful fundraising dinner to help support projects in Jinja and the surrounding areas.

Council asks that the Mayor to work with the High Commissioner and the local Ugandan Asian community, as well as the broader Asian community to bring forward proposals for this celebration.

13. COLINDALE AREA ACTION PLAN - COUNCILLOR GEOFF JOHNSON

In accordance with Council Procedure Rule 31.5 Councillor Geoff Johnson requested that his item be referred directly to Cabinet.

14. BISHOP JUSTIN WELBY AND RABBI EPHRAIM MIRVIS - COUNCILLOR BRIAN GORDON

Councillor Brian Gordon moved the Non-Executive Business Item in his name. In accordance with Council Procedure Rule 31.5, the item was voted on without discussion.

RESOLVED - Council sends its congratulations to Bishop Justin Welby on his appointment as the next Archbishop of Canterbury and Rabbi Ephraim Mirvis (a Minister within this Borough) on his appointment as the next Chief Rabbi.

Council declares its pride that Barnet is a harmonious multi ethnic Borough where religious identity, faith schools, inter-faith relations and institutions such as the Mayor's Chaplain play a major role in community life.

Council believes that the majority of Barnet's citizens will salute the appointment of the said eminent gentlemen to their respective distinguished posts and instructs the Chief Executive to send letters of congratulations to Bishop Welby and Rabbi Mirvis wishing them every success.

15. TIME EXTENSION

The Worshipful Mayor in accordance with the Constitution moved that the period for the transaction of business be extended to 10.30pm.

16. REPORT FROM CABINET - COUNCIL TAX SUPPORT SCHEME (INCLUDING PROPOSALS TO REMOVE DISCOUNTS AND EXEMPTIONS)

Councillor Daniel Thomas moved adoption and reception of the report from Cabinet. Upon being put to the vote the recommendations set out in the Cabinet re were declared carried.

1.1 RESOLVED To note the results of the public consultation exercise undertaken from 1 August to 24 October 2012 on the principles and possible features of the new scheme;

1.2 To note the range of possible options to address the shortfall in revenue from government and reflect the outcomes of consultation, together with the associated impacts on population segments and risks of each option;

1.3 To endorse the adoption of the following features of the scheme for 2013/14, thereby enabling government transitional funding of £0.6m to be secured:

- Contribution of 8.5% of Council Tax liability from all working age claimants;**
- Simplified system of non-dependent allowances;**
- Protection from the impact of the scheme for war pensioners;**

1.4 To agree that technical changes to existing Council Tax discounts and exemptions in relation to Class A and C exemptions and second home discounts, and the introduction of an empty homes premium of 50% on those properties that have been empty for more than two years, should be adopted, to take effect from 1 April 2013;

1.5 To endorse the proposal that any surplus generated by the above measures should be allocated to the Crisis Fund being set up to support those in exceptional hardship in the borough;

- 1.6 To endorse the proposed implementation programme, including communications to the public;
- 1.7 To agree that the chosen scheme option should be adopted by Barnet, in line with the Government's requirement for every local authority to adopt a new scheme by 31 January 2013.

17. REPORTS FROM OVERVIEW AND SCRUTINY COMMITTEE

There were none.

18. REPORT FROM THE LICENSING COMMITTEE: 26 NOVEMBER 2012 - GAMBLING STATEMENT OF PRINCIPLES

Councillor Andreas Tambourides moved adoption and reception of the report.

RESOLVED – Council approved the recommendations set out in report of the Licensing Committee dated 26 November 2012.

18.1 REPORT OF THE HEAD OF GOVERNANCE

1. CHIEF OFFICER APPOINTMENTS

An amendment to recommendations was moved by Councillor Brian Coleman. Upon being put to the vote the amendment in the name of Councillor Brian Coleman was declared carried.

RESOLVED – That Council note;

- (1)
 1. Ms. Kate Kennally is appointed as the Director of People.
 2. Ms. Pam Wharfe is appointed as the Director of Place.
 3. Ms. Maryellen Salter is appointed as the Director of Assurance.
 4. Ms. Dawn Wakeling is appointed as the Director of Adults and Communities.
- (2) Council welcomes these appointments but instructs the Head of Governance to bring further recommendations to replace the daft and meaningless job titles with ones that are in plain English and understandable by the residents of this Borough.

2. STATUTORY PROPER OFFICER: HEAD OF GOVERNANCE

RESOLVED – That Council note Mr. Andrew Nathan has been appointed Head of Governance with effect from 1 April 2013. Council is asked to confirm Mr. Nathan as statutory proper officer for:

- All Head of Governance functions in the constitution.
- Members' declaration of acceptance of office.
- Members' notice of resignation.
- Giving notice of casual vacancies.
- Convening Council to fill Mayoral casual vacancy.
- Signing summonses for council meeting and receiving notices as to Members' addresses for summonses.
- Receiving notification of political groups for the calculation of political balance.

- **Returning Officer for election of parent governor representatives to Committee**
- **Deposit of documents.**
- **Certification and authentication of documents, byelaws and copy minutes and signing of other relevant formal notices and documents.**

3. POLITICAL BALANCE

RESOLVED –

- 1. That Council note the political balance of the Council is 37 Members of the Conservative Group; 22 Members of the Labour Group; 3 Members of the Liberal Democrat Group and 1 Independent (non-aligned) Member.**
- 2(b) That Council approve the allocation of seats on committees in accordance with the political balance regulations on the basis of seats being allocated to the political groups represented on Council and an allocation of a seat on such Overview and Scrutiny Committee (excluding Business Management Overview & Scrutiny Committee) as Council may determine.**
- 3. That Council approve the allocation of seats as set out in the tables in the report.**

19. REPORT OF THE MONITORING OFFICER

There was none.

20. QUESTIONS TO REPRESENTATIVES ON OUTSIDE BODIES

From Councillor Brian Coleman

Will the Leader report on discussions at London Councils Leaders Committee on Airport expansion and what line did he take on behalf of Barnet?

Response from Councillor Richard Cornelius

There have been general discussions without a conclusion and I have not been called upon to deliver a Barnet view.

The meeting finished at 10.30 pm

Appendix 1

Council Questions to Cabinet Members 22 January 2013 Questions and Responses

(NB: As a consequence of the issue with microphones, some of the supplementary questions and answers were not recorded. Where this has occurred it has been marked as 'inaudible')

Question 1

Councillor Brian Gordon

There is considerable public concern regarding the excessive manner (both in terms of time taken and area of restriction) in which public roads within the Borough are sometimes being closed or partially closed to traffic due to works carried out by utility companies. Is there anything the Council can do to strengthen its influence or control over this?

Answer by Councillor Dean Cohen

In accordance with the Road Traffic Act, all road closures carried out by utilities within the borough are done so either with permission from the police, for immediate & emergency works, or with prior consultation and agreement with the council to accommodate planned works. Utilities are only allowed to close roads if the council sees real benefits to safety and or a significant reduction to disruption/congestion within a given area. On occasions, the closing of a road can allow works to take place at a faster pace reducing the overall duration. Areas of restrictions and diversion routes are always agreed ahead of planned works. Council inspectors monitor all sites when works are in progress to review and amend if necessary. Planned works are publicised and in all cases the police and (where necessary) Transport for London are consulted. We can issue fixed penalty notices if the utilities have breached their permit conditions regarding the physical closure of the road and having the appropriate authorised traffic order.

Supplementary Question 1

Councillor Brian Gordon

Here are examples of roads which have been unnecessarily closed and if not unnecessarily closed, when there isn't even any work going on, Broadfields Avenue, Hale Lane and others around the borough. Residents have complained and it has often caused unnecessary delay and hold-ups in traffic. Can we be sure that there really will be action taken to ensure that this doesn't happen and when Members complain about this, the residents ask them to complain, that these matters of road closures will be looked into immediately by the officers concerned?

Answer by Councillor Dean Cohen

I can give Councillor Gordon that assurance. Councillor Gordon will note from the answer, this authority is now in a position to issue fixed penalty notices to utility companies that breach any conditions of the road closure.

Question 2

Councillor Alison Moore

Over 7,000 people have now signed a petition calling for the One Barnet mass privatisation programme to be stopped and a referendum held on whether it continues. Given that this is significantly more people expressing a view than has ever been expressed in any council consultation on any subject, would the Leader now agree to suspend the One Barnet programme and hold a referendum on it with immediate effect?

Answer by Councillor Richard Cornelius

This programme is not a mass privatisation but a mixture of contracting out some services and bringing others such as waste in house. 11% of the council budget will be outsourced by means of the back office contract. The contract will be operational as soon as possible subject to current legal action. I see no need to revisit the decision of council on the 11th September. We operate as a representative democracy.

Supplementary Question 2**Councillor Alison Moore**

This Administration has unilaterally and without any consultation with local residents, moved Barnet to a Commissioning Council so that the majority of council services will be commissioned and delivered from and delivered by someone else. This is a radical change to local service delivery. When will you consult local residents on it?

Answer by Councillor Richard Cornelius

Residents have been consulted in the last election.

Question 3**Councillor Brian Gordon**

Councillor recently made an FOI request for details of all Councillors with parking permits. This necessitated Members providing full details of their permits to the relevant Council officers, which one would have thought should be in their possession already. Whereas a Councillor is quite entitled to make this request, do you not think that excessive attention and bureaucracy connected with this issue is something of a waste of time and public money?

Answer by Councillor Richard Cornelius

It might have been easier just to ask for the information but that is a matter for the Councillor and Officers concerned.

Supplementary Question 3**Councillor Brian Gordon**

Do you not think that it is rather an unhealthy obsession with scrutinising everything that is happening with Councillors' parking permits and there should be a little bit more common sense in this? There are, sometimes, more important things that should be dealt with than just looking into this issue and sometimes even persecuting Members of the council when they are parking quite legitimately.

Answer by Councillor Richard Cornelius

If a particular Councillor has an issue that s/he wishes to enquire about, it is for that Councillor to decide whether it is important or not.

Question 4**Councillor Ansuya Sodha**

Given the cuts to Disability Living Allowance, child benefit and tax credits and the 'Granny Tax' could the Leader say why the Conservative-led Coalition government is working so hard to make life difficult for women, the elderly and the disabled?

Answer by Councillor Richard Cornelius

The Coalition government is helping the whole population by avoiding the national bankruptcy that would have ensued if the country had stayed on Labour's inevitable path to disaster. At any time there have to be limits on the level of benefits. It can not be right for benefit to be higher than average earnings. Much needed reform is essential to bring a sense of logic to the whole welfare system and bear down on cost when the taxpayer faces crisis levels of tax.

Supplementary Question 4**Councillor Ansuya Sodha**

On the issue of council tax benefit, for example, does the Leader think it is fair to impose a council tax increase on hard working families on low pay, when millionaires are being given a council tax-free freeze next year together with an income tax rebate of £40,000 each?

Answer by Councillor Richard Cornelius

Taxation is at crisis levels at the moment to deal with the deficit that was not addressed by the

last Labour Government. It is simply unreasonable to put it as you do. The taxes are very high on income tax. If you drive income tax up in this country, you drive entrepreneurs away, much like your Socialist colleague in France is doing.

Question 5

Councillor Brian Gordon

Could the Cabinet Member use her authority to ensure that the Planning Officers are more directly accessible to councillors than is sometimes the case?

Answer by Councillor Joanna Tambourides

Members can contact planning managers directly if their matter needs to be dealt with promptly. There has been some turnover amongst planning officers recently but they should reply to any message from a Member within 24 hours of receiving it. Direct access to planning officers by telephone will be available by the end of March.

Supplementary Question 5

Councillor Brian Gordon

Why do we have to wait until March before we're told that the Planning Officers will be more directly accessible to Members? Can I seek an assurance that whatever new systems might come to operate regarding the running of the council generally, when it comes to issues like planning, direct access will mean just that? If you phone a planning officer, that planning officer will be available for you immediately and not some sort of answerphone system, which is being treated like the general customer access users amongst the public.

Answer by Councillor Joanna Tambourides

I don't think I can add anything to the answer already given. We hope to have direct access to planning officers by the end of March and I can add nothing further. If you have an urgent item, it can be emailed and you will be phoned back within 24 hours.

Question 6

Councillor Barry Rawlings

Given the nationally reported shortage of district nurses which has resulted in people staying in hospital longer than necessary, what is the situation in Barnet and its likely impact on patients?

Answer by Councillor Helena Hart

The District Nursing Service forms part of a range of Community Health Services which NHS Barnet CCG commissions from Central London Community Health Services NHS Trust. This service works with General Practice and other Health and Social Care professionals to support people to maintain their health either at home or in a community setting. There are also a range of other services supporting people such as the Rapid Response Service and the COPD service.

CLCH reports that the number of District Nurses is at the expected level and the NHS is not currently aware of people being delayed in hospital whilst awaiting District Nurse support. Recent changes in the admissions area at Barnet Hospital have led to a positive increase in the use of the Rapid Response Service.

The level of emergency admissions and excess emergency bed days at Barnet Hospital are relatively low which would tend to indicate the service is managing with the workload.

It should also be noted that recently CQC reported staffing pressures at Chase Farm Hospital do not relate to the District Nursing Service.

Supplementary Question 6**Councillor Barry Rawlings**

Can the Cabinet Member write to me with another update because after putting in the question, I was at a CLCH meeting and asked the same to the head of District Nursing who said, in Barnet, they have had trouble recruiting. They have gone out to another round of recruitment and didn't get much of a response. They are worried about the agency they use. So although they may not have told the Cabinet Member there are difficulties with district nursing, they are telling everybody else there is.

Answer by Councillor Helena Hart

The information that I had was the most up-to-date information obtained for me by the chief operating officer of the CCG, Mr Morton, who had double-checked with CLCH and this was the information they official gave him for this evening's meeting. So whether they are envisaging problems on the horizon or not, I really couldn't say but the position is, at present, that there are no delays in discharge due to lack of support from the District Nurse Service. But I'm happy to update Councillor Rawlings in due course.

Question 7**Councillor Brian Gordon**

At the recent Hendon Residents' Forum, concern was expressed regarding excessive amounts of furniture and structural merchandise being situated on pavements by traders in Watling Avenue and Burnt Oak Broadway. Similar concerns have also been expressed regarding other locations in the Borough. To the extent that such activity is unlawful and is causing obstruction on pavements, can the Council look into intensifying the enforcement measures?

Answer by Councillor David Longstaff

Where goods or other items are placed on the public highway without authorisation, the Council has powers in accordance with various London Local Authority Acts and the Highways Act to deal with them. Accordingly I have requested that officers investigate and take necessary action to ensure the public highway is not obstructed and street trading regulated.

Supplementary Question 7**Councillor Brian Gordon**

I have raised this issue of Burnt Oak Broadway in particular and Watling Avenue pursuant to the Residents' Forum. I'd just like to ask, and you may not have the answer at your fingertips, but has this particular issue been looked into? It has been raised many times at my Forum and I gave an assurance to the people bringing this up that I would raise it at Council. So, if it hasn't been looked into could you please instruct the offices to do so and to take the necessary action about what is clearly an obstruction to the pavement.

Answer by Councillor David Longstaff

Yes, I will get in touch with the officers. They have been contacted but I will get back in touch and provide an update.

Question 8**Councillor Alan Schneiderman**

Will the Cabinet Member agree to give a refund to people who paid to park for 2 hours or less on the weekend of 22/23 December when this should have been free?

Answer by Councillor Dean Cohen

I Instructed officers on December 24th and refunds were processed the week commencing 7th January 2013.

Supplementary Question 8**Councillor Alan Schneiderman**

I welcome the Councillor's answer and the decision to arrange swift refunds for the people who paid when parking was, in fact, free. But given this scheme is already too late and the lack of publicity meant that traders were denied the customers that could have been attracted, and given that people paid by phone, why did he not make the arrangements in advance with the pay-by-phone provider so that those residents would not have been charged in the first place?

Answer by Councillor Dean Cohen

The idea of this scheme was to bring residents and visitors into the high streets. Once they arrived, they came in because they saw adverts in the paper, they saw adverts in the shop windows and they heard about it by word of mouth. Obviously, there were a number of people that didn't hear about it and those people have been refunded.

Question 9**Councillor Barry Evangeli**

Will the Cabinet Member for Resources please advise the breakdown of costs to the council of the standards case which was an item at a recent Cabinet Resources Committee meeting? Please include costs incurred by the council for legal advice, representations and for officer's time.

Answer by Councillor Daniel Thomas

Counsel's fees were £9625 + VAT. Officer time was 35.7 hours (apportionment of salary including on costs equates to £1406). This totals £12,956 and excludes the costs paid by the Council as resolved at the Cabinet Resources Committee meeting in October 2012.

Supplementary Question 9**Councillor Barry Evangeli**

inaudible

Answer by Councillor Daniel Thomas

I am disappointed that a disagreement between Members can cost the taxpayer so much. I think it is important that the new system will stop this from happening again and I would like to think if members do have disagreements they can resolve them between themselves and not feel that they have to take these formal proceedings because this clearly went too far and cost the taxpayer too much.

Question 10**Councillor Ross Houston**

Residents are very concerned about the safety of road users in the northern N12 section of Nether Street, particularly because of the schools there: Moss Hall Nursery, Infant and Junior schools and Morasha Jewish Primary School. The recent road resurfacing removed the mini roundabout at that junction and also removed the two speed bumps, one half ways between Moss Hall Grove and Essex Park and the other just across the railway bridge where the speed bump and pedestrian crossing were 'levelled', leaving just the crossing and motorists free to speed along over the bridge and on down to the Moss Hall junction and the schools with not even the mini roundabout to slow them up! I understand the Administration is opposed to speed reducing road humps and the policy is to remove them wherever they are without considering alternative measures. But speeding motorists are a danger anywhere and certainly in the vicinity of four schools. I put this on the agenda for the Finchley and Golders Green Area Forum, as an urgent item back in January 2012. Residents attended and addressed the committee. All their concerns were acknowledged. But the traffic is still speeding along there and still no action has been taken

to remedy the situation. Can the Cabinet Member please reconsider and as a matter of urgency and introduce measures to reduce traffic speeds on this stretch of road past the schools?

Answer by Councillor Dean Cohen

Officers have held meetings with both ward members and schools representatives since the beginning of 2012 to inform the wider safety remit around the school in question and to explore the possibility of benefitting from the Transport for London dedicated fund towards School Travel Plan-linked initiatives. The location did not make it onto the priority list for the 2012/13 financial year. However, residual investigations to review and alleviate commuter parking on Moss Hall Grove and other roads in the vicinity of West Finchley tube station are outstanding and these will be progressed as soon as the funding for 2013/14 becomes available. Periodic speed surveys and reviews since the road layout changes continue to be made to question the need for any traffic management measures. Results from these speed surveys are held on file and show compliant speeds when compared to the 30mph posted limit. The location remains on the list of sites that are being monitored.

Supplementary Question 10

Councillor Ross Houston

I am grateful for the continued monitoring; however I do think we need to take the special nature of Wards around schools into account when looking at these. This issue is not going to go away. Parents are still concerned. Can the Cabinet Member keep Ward Members informed if there are any further developments?

Answer by Councillor Dean Cohen

Happy to give the Member that assurance.

Question 11

Councillor Barry Evangelii

Can the Cabinet Member please tell this council how much per annum is spent on advertising in the local newspapers and if there is a contract, if so when does it expire?

Answer by Councillor Daniel Thomas

Adverts and public notices are placed in both local newspapers, the Barnet Press and Barnet Times.

Below are details of payments made to Newsquest (owners of Barnet Times) and London and Essex Newspapers (Barnet Press) and TMP Media (for public notices and job adverts) for the financial year 2011/12 and this financial year to date. Please note these figures are inclusive of VAT.

	2011-2012	This Financial Year To Date
Newsquest	29,453.49	19,935.80
London and Essex Newspapers	21,359.58	20,670.38
TMP	125,565.43	117,762.69
TOTALS	176,378.50	158,368.87

Job advertising in local papers is carried out almost entirely by local schools and the placing of

public notices is a statutory requirement for a number of actions by the council. The majority of spending on public notices and job adverts is to London and Essex Newspapers through TMP.

Supplementary Question 11

Councillor Barry Evangelis

inaudible

Answer by Councillor Daniel Thomas

As the answer suggests, a lot of these adverts are taken out on behalf of schools and so it is not really the council's money that is being spent. DCLG are looking at the need to put adverts in the press and we are hoping that they will take that need away. We are already advertising on our website so, hopefully, DGLC will say there is no need to put statutory notices in the press anymore. Then of course we are ready to just carry on advertising on the internet.

Question 12

Councillor Andreas Ioannidis

At the last Council meeting, the Cabinet Member assured me that the Brunswick Park Health Centre would be open in December. It is still not open – why, and what is she doing about it?

Answer by Councillor Helena Hart

At the Council Meeting on 6th November 2012 I was unable to give a precise re-opening date for the Brunswick Park Health Centre as the Site was then awaiting the installation of a new gas main - the timing of which I clearly stated was beyond the control of both the Council and its partners. As a guide I said that it was then anticipated that the Centre would re-open in December.

I have continued to monitor the situation and together with Councillor Andreas Tambourides have actively been involved in helping to progress the works and ensuring that the Council has assisted in every way possible to progress the earliest possible re-opening of the Centre. I am pleased to report that all the works have now been completed and that the NHS is in discussions with the GP's concerned in relation to when they will move into the Centre.

Having continued to press for this much needed Centre to be re-opened at the earliest opportunity, the most up to date information I currently have is that the NHS will have a Lease in place for the new building and detailed discussions on this Agreement between them and the GPs concerned are now advancing and are expected to conclude shortly.

Supplementary Question 12

Councillor Andreas Ioannidis

Is it possible to include me as well with the rest of the local Councillors to be involved with the monitoring of the situation?

Answer by Councillor Helena Hart

Councillor Ioannides really must appreciate that the actual responsibility, both financial and operational for the reopening of the Brunswick Park Health Centre lies entirely with the NHS, not with Barnet Council. The current situation, now that the gas main has been installed, is that negotiations are still in progress between the NHS NCL and the General Practitioners who are due to move into the centre. I have repeatedly requested that these negotiations are completed as quickly as possible and I have been assured by the Chief Operating Officer of Barnet CCG that everything possible is being done to facilitate the re-opening at the earliest opportunity. I repeat, this administration is NOT responsible for the running and the financing of the Brunswick Health Medical Centre.

Question 13**Councillor Andrew Strongolou**

Could the Cabinet Member explain to us what other options for balancing the budget are available to him, aside from the One Barnet programme?

Answer by Councillor Daniel Thomas

The savings generated from the One Barnet programme are significant – the saving from the NSCSO contract alone will save an average of £7m per annum (£70m over 10 years) on the core services included, and over £12m per annum (£125m over 10 years) including procurement savings and increases in Council Tax collection. If these savings were not achieved, more painful cuts would have to be made to frontline services. For context, £12m would be equivalent to the entire libraries, leisure and refuse collection/cleansing budgets.

- Libraries £4m
- Leisure services - £1m
- Refuse collection and cleansing- £7m

Supplementary Question 13**Councillor Andrew Strongolou**

Does Councillor Thomas think these accounts will be an acceptable alternative?

Answer by Councillor Daniel Thomas

Of course the list of services there shows equivalent cuts to services if we were to go down that route. They would be unacceptable to the residents of this borough. It would be unacceptable to this Administration. That is why we have achieved most of our savings through efficiencies and not through service reductions.

Question 14**Councillor Arjun Mittra**

What cuts in funding are each Library in the borough facing for the next two years?

Answer by Councillor Robert Rams

The council has not approached the savings process on a per-library basis as implied by the question. The actual figures are outlined in the budget report agreed at Cabinet on 7th November 2012. These are 13/14 - £652K, 14/15 £85K and 15/16 £119K.

Supplementary Question 14**Councillor Arjun Mittra**

inaudible

Answer by Councillor Robert Rams

All our savings have been identified.

Question 15**Councillor Andrew Strongolou**

Could the Cabinet Member please tell us how much support the council gives to the trade unions?

Answer by Councillor Richard Cornelius

The council provides pre-agreed release time. In 2012-13 the budget is £113,320. This represents a cut of 65% from the 2009=10 budget. In 2012-13 £43,000 is budgeted to assist with the One Barnet programme. This will cease. There is also some un quantified, pre-agreed ad hoc release, use of offices, notice boards and meeting rooms.

Supplementary Question 15**Councillor Andrew Strongolou**

Does the Leader think this funding and assistance is really justifiable considering the extent of savings being made elsewhere?

Answer by Councillor Richard Cornelius

Trade Unions actually have rights which are enshrined in statute and local government agreed terms and conditions. The danger of reducing the pre-agreed sum is that ad hoc arrangements may actually end up costing more.

Question 16

Councillor Alison Moore

According to the latest Cabinet Resources budget monitoring report, car park income continues to forecast an overspend due to continuing low usage of Council car parks even after tariff changes. Given further tariff reductions are now being considered, will the Cabinet Member admit Barnet's parking charging policies are a shambles and explain what he is doing about it?

Answer by Councillor Dean Cohen

The majority of the car parks are on target and there are two or three which we are looking at proposals to improve the performance on. Overall the work done on car parks has been very successful. The first cashless machine has been installed in Lodge Lane car park to even offer a greater choice to the residents and we are sure this will improve the income even further.

Supplementary Question 16

Councillor Alison Moore

With respect, you can't even organise a free Christmas parking weekend without mucking it up; what guarantee can you give us that the income really will improve?

Answer by Councillor Dean Cohen

As stated very clearly in the answer to Cllr Moore.

Question 17

Councillor Andrew Strongolou

Does the Cabinet Member know how many council employees are members of Unison, Unite or any other trade union organisation within the council?

Answer by Councillor Richard Cornelius

The Council does not hold this information as not all Unions utilise payroll deduction facilities.

Supplementary Question 17

Councillor Andrew Strongolou

Does the Leader think that this should be available under register of interest, considering the role of the unions?

Answer by Councillor Richard Cornelius

I, personally, would be very interested to know these figures and I think we can look to try and find them some other way.

Question 18

Councillor Alex Brodtkin

What measures are being taken by the Council to ensure that the current state of Silkstream Path and the stairs behind Watling Avenue are permanently kept in good order?

Answer by Councillor Dean Cohen

Watling stairs are visited daily by the town keeper / assistant town keeper to inspect and remove any evidence of anti-social behaviour, informing Police and Community Safety as necessary. The graffiti team also visits daily Monday to Friday at 7.00am, they jet wash stair surfaces, landings and skirtings and introduce an appropriate deodorising disinfectant. Washing of stairs is deferred when there is freezing weather for safety reasons. There is a confirmation phone-call made from the graffiti team to the supervisor / Manager following every wash down to confirm actions.

The footpath called Silkstream path is walked daily by the town keeper / assistant town keeper to service all litter bins and remove litter etc. The footpath is swept manually every 6 weeks as per schedule and the area supervisor visits frequently during the week to inspect and monitor.

More permanent outcomes are being investigated in terms of lighting solutions to deter the anti-social behaviour, final options and costs are due to be received shortly. The Street Lighting PFI Contractor is obliged to scout all of our street lighting assets, including this site, on a weekly basis, to ensure the lighting that is installed is performing properly.

Supplementary Question 18

Councillor Alex Brodkin

inaudible

Answer by Councillor Dean Cohen

As it says in the answer, we are working on a permanent solution to this.

Question 19

Councillor Andrew Strongolou

Can the Leader tell us what alternatives to the One Barnet Programme have been provided by the Labour and Liberal Democrat Groups in Barnet?

Answer by Councillor Richard Cornelius

I am not aware that either party has proposed a means of achieving the level of savings planned by this programme, whilst protecting council services for residents and avoiding excessive rises in Council Tax.

Supplementary Question 19

Councillor Andrew Strongolou

Does the Leader think that any opposition is less credible in light of the fact they have not proposed any alternatives?

Answer by Councillor Richard Cornelius

If one opposes a programme of cost-cutting and yet one knows that the council does have to cut its costs, it is intellectually dishonest not to come up with a similar programme of cuts. The current judicial reviews that are underway which are delaying the implementation of the two outsourcing plans that we have, the costs of those will have to be met from somewhere and I'm afraid that given the council spends most of its money on services for the public, that's where the cuts will come. It seems very unfortunate that this has happened and I think the potential loss may run up towards a £1,000,000 a month and it is a heavy responsibility for those who are causing this to bear.

Question 20

Councillor Alan Schneiderman

In the document '50 ways to save - Examples of sensible savings in local government' published last month by the Department for Communities and Local Government it says that councils could save up to 20% by following best practice to improve procurement. Given this, why does the Cabinet consider that Capita delivering just 5% savings on procurement is a good deal for Barnet?

Answer by Councillor Daniel Thomas

Over the spending review period 2011-15, the Council has made, or will have made, savings totalling £72.5m, which is equivalent to more than 20% of the Council's budget, most of these through efficiency and better procurement.

The 5% procurement savings included in the Capita contract will ensure that the Council continues to drive down third party spend, improve efficiency and ensure that Barnet is exceeding the best practice noted in the recent DCLG publication.

Supplementary Question 20

Councillor Alan Schneiderman

I think the Cabinet Member's answer to my question is rather misleading. I asked why he thought 5% savings from Capita was good value when DCLG guidance says best practice can save 20%.

Answer by Councillor Daniel Thomas

Of course DCLG has to communicate to all councils and those in the lowest denominator mainly the Labour councils who are very inefficient and what this advice doesn't consider is that councils like Barnet are already very, very efficient and therefore there is less scope for us to make savings.

Question 21

Councillor Andrew Strongolou

Could Councillor Thomas please explain how much council tax would have to rise to meet the reduction in funding should we not pursue a programme of cost cutting, within the current budget?

Answer by Councillor Daniel Thomas

The savings over the next three years included in the draft budget proposals equate to a 38% increase in council tax.

Supplementary Question 21

Councillor Andrew Strongolou

Does the Councillor believe that this is the kind of increase in council tax we would see from a Labour Administration, due to the lack of their alternative proposals?

Answer by Councillor Daniel Thomas

I read with interest that there are some Labour councils up and down the country who are looking to get around the cap on council tax imposed by central government. So, clearly it says that Labour do, across the country, want to increase council tax. That is something that this Administration will not do.

Question 22

Councillor Andreas Ioannidis

Does the Cabinet Member agree with closing police stations and reducing police station front counter opening hours?

Answer by Councillor David Longstaff

The issue under discussion at present is not the closing of police stations, but the closing of some front counters and the more efficient use of police officers and staff where and when they are needed. The issue is efficiency and improving public access to our police.

Any decision is made by the Mayor of London Office for Policing and Crime.

Supplementary Question 22

Councillor Andreas Ioannidis

Does the Member agree with the closure of the police station front counter in his Ward and the proposal that there will be no police station open to the public in the constituency in which he lives?

Answer by Councillor David Longstaff

There is no police station in the Ward where I live. I will be writing to the Borough Commander expressing my opinion that a second police front desk should be kept open in the north east of the borough and that will be High Barnet.

Question 23

Councillor Andrew Strongolou

Could Councillor Cohen please assure us that the Borough is well stocked with grit in the event of another great freeze later this winter?

Answer by Councillor Dean Cohen

This year we have stocked 3293 tonnes of salt and stocks will be replenished to no lower than 2000 tonnes by the end of January. 773 tonnes have been used thus far and if winter forecasts predict extreme winter conditions we have available 1000 tonnes on call off if needed from our

suppliers. In the meantime 194 tonnes have recently been delivered. Comparatively the salt usage over winter during; 2011/12 was 2039 tonnes and 2010/11 was 2766 tonnes and 2010/09 was 2544 tonnes. This year's scheme of Community Keepers for Grit has been taken up by 11 schools and 10 residents. The community keepers have been given salt, wheel barrows, snow shovels and advise on snow clearing. The community keeper's prime responsibility is the equitable distribution of grit stocks amongst the neighbouring residents for the purpose of keeping public roads and footways open during severe weather.

Supplementary Question 23

Councillor Andrew Strongolou

Given all the snow in the last few days, does the Councillor think that the roads have been kept well gritted and efficient?

Answer by Councillor Dean Cohen

I have to take this opportunity to commend all the staff that have worked throughout to keep the roads smooth and everyone safe. I have to say the work done by them is outstanding. Also, to note, the Community Keepers for Grit has also been another successful story and I'm sure next year that will grow further.

Question 24

Councillor Alison Moore

Is the Cabinet Member aware of the number of residents across the borough who received no refuse and recycling collection over the Christmas and New Year period, even when they had been informed that their designated collection day should proceed

Answer by Councillor Dean Cohen

There were no cancelled collections for either recycling or refuse over the Christmas and New Year period. All re-scheduled designated collection days were collected. All Christmas and New Year collections and revised collection schedules were advertised in the local newspapers and on the Council website. Specifically for this year and to ensure that households were aware of the collection days, Streetscene services placed additional information hangers (detailing revised collection schedules) on household refuse bins the preceding week.

Refuse and recycling requests for service

The numbers of information requests for the period between 24 December and 4 January have been analysed. These show that there were 107 requests for information regarding changes to the refuse and green waste collection schedules. The figure of 107 for rescheduled requests were received and answered in the call centre, with the call centre operative being able to provide the resident with their revised collection date.

290,000 Council collection services were made during the period of Monday 24/12/12 and Tuesday 08/01/13, covering the Christmas collection schedule and revised collection dates. 252,000 May Gurney recycling collection services were made during the period of Monday 24/12/12 and Tuesday 08/01/13, covering the Christmas collection schedule and revised collection dates. There were 80 enquiries regarding missed recycling collections (compared to the current two week average is 64).

Refuse

The Refuse Service including Green Waste collections were carried out as per the revised collection schedule. All roads received a collection during this period as per the revised collection schedule.

Recycling

Recycling collections were carried out as per the schedule however, due to the volume of waste

presented for recycling, approximately double the normal tonnage, there were some operational issues on Wednesday 2 January, Tuesday 8 and Wednesday 9 January. 48 and 15 roads from 453 roads (each day) did not receive their collection on the 2 January and 9 January respectively, these roads were all collected on the following day. On Tuesday 8 January 40 roads out of 451 roads did not receive their collection, these roads were collected on Wednesday 9 January and unfortunately a small number on Thursday 10 January.

Question 25

Councillor Andrew Strongolou

What options do residents have to grit their own roads should they find themselves snowed under?

Answer by Councillor Dean Cohen

463 filled grit bins are located around various roads in the borough which enable residents to use the grit to help them as required to grit foot paths. The Council also operates 'pledge bank' a scheme which encourages residents to register their interest for obtaining equipment and salt. At least 10 roads and eleven Schools are signed up members to receive nearly 1 tonne weight of a salt bag and shovels and a wheel barrow.

Supplementary Question 25

Councillor Andrew Strongolou

Has the pledge bank scheme been successful and do you intend to further push it?

Answer by Councillor Dean Cohen

As mentioned in the last answer, this scheme has been a great success; further on last year's and I hope next year it will grow even further.

Question 26

Councillor Pauline Coakley Webb

The too-little-too-late offer of some free parking on the Saturday before Christmas was, according to residents, not publicised in the car parks and led to people still trying to pay by phone. Why did the Cabinet Member not ensure that notices were placed in the areas affected?

Answer by Councillor Dean Cohen

Publicity for the event was made through the Press, the Council web site press online and poster advertising. Officers on street on the 22nd & 23rd observed a higher than normal usage of parking facilities including car parks around town centres. Those that did pay to park are in the process of receiving a refund.

Supplementary Question 26

Councillor Pauline Coakley Webb

As the first thing you do, you don't go onto the council website to see what the position is. Nor do you look to see if a local paper has been delivered to see if there's anything about it, you just actually go. So why was it not the first thing to think about, to put notices at those places, in those car parks rather than relying on everything else?

Answer by Councillor Dean Cohen

As mentioned, the idea was to bring people into the town centres.

Question 27

Councillor Andrew Strongolou

Is the Leader pleased that the Dollis Valley Regeneration agreement has been signed?

Answer by Councillor Richard Cornelius

I am delighted with this progress but will be better pleased when bulldozers are on site, after satisfying the Planning Committee.

Supplementary Question 27**Councillor Andrew Strongolou**

As I am sure the Leader is aware, the Dollis Valley Regeneration has been taking a very long time. So can he give us his assurances that we will see the bulldozers on site as soon as possible?

Answer by Councillor Richard Cornelius

I seem to remember I was asked a similar question by a Labour Member some time ago. It is my conviction now that this will actually happen. That the long heralded development will happen and I look forward to an early planning application and a commencement of works within the next year.

Question 28**Councillor Anne Hutton**

On 12 July 2012, residents in Torrington Park, North Finchley received a letter telling them that the footway between Friern Barnet Lane and Glenhurst Avenue was to be relayed, due to be completed by 23 November. The work was listed as 'in progress' on the Highways Programme of week beginning 22 October when residents say in fact the work had already stopped the previous week, leaving the worst section still to do. The footway in that section of Torrington Park is indeed in a terrible state with uneven, cracked and broken paving slabs; could the Cabinet Member please tell me why the work stopped without warning and when it will be completed?

Answer by Councillor Dean Cohen

The planned maintenance schedule for Torrington Park was published with a predicted time to allow the programme to be completed on time. However an injection of additional contractor resources completed the footway relay ahead of schedule. Additional funding of £1.5 million was allocated to the footway reserve programme which provided an opportunity to fund schemes such as Torrington Park as one of the reserve schemes. The project value of schemes with high estimate values were reduced to allow smaller value schemes to be selected to give a much greater spread of the budget bringing in higher number of jobs. Torrington Park initial estimate £550K was reduced to £125K The worst section which was in need of urgent repair in Torrington Park and the footway renewal work was carried out in sections between Friern Barnet Lane and outside number 113 and between Friern Barnet Lane and opposite Ashurst Road. We are unable to extend the works due to restraints of funding. Any section of the footway which has been left but requiring treatment will be taken into account as part of the formulation of 2013/14 highways maintenance planned works programme subject to meeting the relevant assessment criteria. The footway relay scheme in Torrington Park finished short of the original limits as stated in the Council letter circulated to resident's (Friern Barnet Lane to Glenhurst Road) due to the fact that the footway was relayed on both sides instead of concentrating only on one side. The work commenced on one side from Friern Barnet Lane up to opposite Ashurst Road (Friary Park side) and from Friern Barnet Lane to just slightly past Ashurst Road. The work as completed in the two sections was deemed to justify full relay although there are further areas in need of attention. Additional contractor resources were made available and the work completed ahead of the scheduled completion date.

Supplementary Question 28**Councillor Anne Hutton**

The pavements in Torrington Park are in an appalling state and work suddenly stopped without any warning. At the last question time the Cabinet Member did say that income from parking would go towards highways improvement. Given the state of the pavement in Torrington Park, could the Cabinet Member assure me that this will be treated as urgent?

Answer by Councillor Dean Cohen

As with all schemes, they are set at the beginning of the year and as this one was, it was also made very clear that it's part of Torrington Park and not the whole of Torrington Park but I can give the assurance to Councillor Hutton that it will be put on the list for the next financial year.

Question 29**Councillor Andrew Strongolou**

Does the tax that goes towards supporting the trade unions provide as much value for money as other council expenditures?

Answer by Councillor Richard Cornelius

Unions have a historically useful function but I would hate to feel that tax payers resources were being applied to political activity.

Supplementary Question 29**Councillor Andrew Strongolou**

Is the Leader aware if there will be any legal consequences if such resources were being used for political activities?

Answer by Councillor Richard Cornelius

If, of course, there was any legal recourse we would take it, if it was something that was sensible to do.

Question 30**Councillor Arjun Mittra**

Can the Cabinet Member confirm that Librarians have been asked to take a competency based test?

Answer by Councillor Robert Rams

Competency based interview questions form part of the selection process for all library staff involved in the current restructure process. The selection process is fully compliant with the council's managing change procedure. The process has now started and the general feedback so far has been that the process is working well. This is also standard across both private and public sectors.

Supplementary Question 30**Councillor Arjun Mittra**

Can I ask how long the staff, who took these tests, were given between notification and when they have been asked to take the test, because a couple of very distressed librarians have spoken to me about it and I was just wondering the background behind it.

Answer by Councillor Robert Rams

I'm not aware of the specific case referred to and I'll happily write to the Councillor afterwards, but competency-based questions and interviews have been part of local government, private and public sector for a long time and they are a valid resource and a valid technique by which to interview people and I fully support the use of them as someone who uses on a daily basis. But I will find out the timescale for you can get back to you on that.

Question 31**Councillor Joan Scannell**

How much influence do the trade unions have on Council policy?

Answer by Councillor Richard Cornelius

The unions have offered advice and it has been and will be listened to appropriately. The unions have a job to do representing their members but elected representatives make the decisions on policy.

Question 32**Councillor Alex Brodwin**

Following the implementation of the Designated Public Place Order in November 2012, can the Council confirm that appropriate signage has been placed in all wards indicating that the Borough-Wide Alcohol Free Zone is now in force?

Answer by Councillor David Longstaff

Signage in support of the DPPO has been put up around the borough. We have tried to balance the number of signs erected to inform the public and minimise the cost and cluttered signage. There are still a couple of additional signs to be erected in response to specific requests. If there are any problematic areas that do not have sufficient signage there is capacity to respond.

Supplementary Question 32

Councillor Alex Brodwin

inaudible

Answer by Councillor David Longstaff

If you are talking 'vague', all you said was the signage in place and the officers assured me the signage is in place. And it should all be in place by now. If it not, I will find out but if it is in all wards I will check and let you know.

Question 33

Councillor Andrew Strongolou

Could the Cabinet Member please tell us who has paid for the wrap around advertising in the local newspapers in the name of BAPS?

Answer by Councillor Richard Cornelius

I can not say who has paid for these advertisements however the names of several unions appear on the BAPS website claimed as supporters.

Question 34

Councillor Andreas Ioannidis

Who maintains the car park behind the Brunswick Park Health Centre? There is a problem in the area with litter and rats - what actions is the council taking to stop this?

Answer by Councillor Daniel Thomas

The responsibility for this area of land is currently being determined, and the legal department are investigating the title documents and boundaries to determine the purpose of acquisition and ongoing responsibility.

In the interim, property Services are monitoring the area and have had the area cleared of rubbish. In addition Environmental Health have inspected the site and determined that the drains have now been capped off, and there is no evidence of rat activity or nesting on the site. The proximity of Pymmes Brook, 300 metres away is also considered unlikely to be the source of the problem.

Environmental Health are contacting five neighbours of the site to determine whether the source is from their properties. The site is now free from rubbish and there is no evidence of rat infestation, but the situation will continue to be monitored.

Supplementary Question 34

Councillor Andreas Ioannidis

When are the bins that were promised going to be placed there?

Answer by Councillor Daniel Thomas

This topic is extremely fresh as far as I am concerned and I will write to the Member with an update.

Question 35

Councillor Andrew Strongolou

Will the Cabinet Member inform us if the Council will be pursuing legal action or consulting the press complaints commission due to factual errors in recent advertising found in the local press?

Answer by Councillor Richard Cornelius

Sadly it would not be a sensible use of tax payers funds even though it is extremely irritating.

Question 36**Councillor Arjun Mittra**

Residents of Strawberry Vale in East Finchley are concerned about anti social behaviour going on around the estate, will the Cabinet Member press the police to review the situation there, and act on residents' concerns?

Answer by Councillor David Longstaff

The police have been contacted in respect of this matter and will review the situation, taking action as necessary.

Question 37**Councillor Joan Scannell**

Does the Cabinet Member for Safety believe that ANPR (automatic number plate recognition) would be useful for Barnet?

Answer by Councillor David Longstaff

Yes. Criminals are known to target Barnet because we don't have a fully operating ANPR system. Despite arguments that ANPR is an invasion of privacy, the technology will enable our police to track criminals more effectively.

Supplementary Question 37**Councillor Joan Scannell**

ANPR is a means of identifying vehicles which are not taxed and also if they are stolen. Does the cabinet member therefore agree with me that this is an excellent invention and that motorists who have taxed and insured their vehicles have nothing to fear, only the criminals.

Answer by Councillor David Longstaff

I completely agree with my colleague.

Question 38**Councillor Pauline Coakley Webb**

In view of the welcome news that Pinkham Way will not now be home to the proposed largest waste treatment site in Europe, does the Cabinet Member still plan to move the black refuse bin fleet there? If not, where will the lorry fleet be based once they have to vacate the Depot premises at Mill Hill?

Answer by Councillor Dean Cohen

Current plans are being discussed with the North London Waste Authority (NLWA) in order to seek the most advantageous solution to cater for operational requirements for the Depot. Options for other sites including Pinkham Way are continuing to be explored.

Supplementary Question 38**Councillor Pauline Coakley Webb**

Which other sites are being explored for the building?

Answer by Councillor Dean Cohen

There are different options; I can't give you the exact details tonight but I am quite happy to write to Councillor Webb and keep her informed.

Question 39**Councillor Andrew Strongolou**

Has the Cabinet Member (Cllr Longstaff) received any information from the police about how they are utilising the new anti-squatters legislation?

Answer by Councillor David Longstaff

Barnet police welcome the new legislation. There is a recognised link between illegal squats and crime. The police and council officers have worked closely together on taking action against illegal squats and will continue to do so.

Supplementary Question 39**Councillor Andrew Strongolou**

Does Councillor Longstaff believe that this legislation should also be applied to squatters in public buildings?

Answer by Councillor David Longstaff

I certainly agree with Councillor Strongolou. I think it should be applied to public buildings and maybe with a special interest in libraries.

Question 40**Councillor Alan Schneiderman**

What action will the Cabinet Member take to help ensure that Barnet's town centres have a wide range of businesses and are not just an increasing number of chain coffee shops or betting shops?

Answer by Councillor Joanna Tambourides

Planning policy ensures significant protection against shops (Class A1) being changed to other uses. Coffee shops in general are classed as a mixed retail and restaurant type use and as such planning permission would be required for the change of use of an existing retail outlet to a coffee shop.

Planning permission would also be required to change a retail shop (Class A1) into a betting shop (Class A2) and in most cases this would be resisted on planning policy grounds. However, planning permission is not required for a betting shop to take over another Class A2 establishment like an estates agent's office.

In June 2012, Cabinet approved the Skills, Employment and Enterprise Plan for Barnet 2012-2015. The Plan sets out the actions the council will take, in partnership with the local public sector and community groups, to help create the right conditions to encourage growth and enterprise. This includes objectives around supporting our town centres. Last year the council delivered improvements to the Chipping Barnet town centre through the Mayor's Outer London Fund, and this year we will be delivering £3.7 million of improvements through the same Fund to deliver economic uplift through improvements to the appearance and vitality of North Finchley and Cricklewood town centres. This will include significant investment into the public realm, marketing and promotions and investment in improved shop fronts, exploring the concept of pop shops and other creative uses of vacant retail units. We are also supporting the Edgware Town Team who received a grant of £10,000 as part of the government's Mary Portas Review to help inject new life into high streets across the country. Improving the appearance, brand and ultimately the local economy within our town centres will support us in encouraging a wide range of businesses to locate in our town centres.

Supplementary Question 40**Councillor Alan Schneiderman**

I understand the situation is not always clear-cut and some coffee shops could be able to open up in A1 premises if they were just heating up food as part of their overall business. Can she discuss this with planning officers to make sure that the rules are strictly enforced in order to try to minimise the proliferation of coffee shops taking over retail premises.

Answer by Councillor Joanna Tambourides

Yes of course I will discuss this with planning officers and if Councillor Schneiderman could give me examples of what he's talking about, then of course I will take up the matter.

Question 41**Councillor Andrew Strongolou**

Does the Leader feel that giving tax payers money to trade unions is a good use of public finances?

Answer by Councillor Richard Cornelius

Not always.

Supplementary Question 41

Councillor Andrew Strongolou

Could the Leader tell us what services residents receive as a result of this funding and assistance?

Answer by Councillor Richard Cornelius

It is very hard to say: you pick and you choose.

Question 42

Councillor Alex Brodtkin

If the Council were to introduce Automatic Number Plate Recognition in the Borough, what would be the cost implication of this?

Answer by Councillor David Longstaff

There are no costs available at the current time. I will update Cllr. Brodtkin as and when costs become available.

Question 43

Councillor Ansuya Sodha

How many Barnet private sector landlords that the council uses to re-house residents in housing need are part of the London Landlord Accreditation Scheme?

Answer by Councillor Tom Davey

Barnet Homes has recently taken responsibility for facilitating the Landlord Accreditation Scheme in Barnet from Barnet Council. Camden Council is responsible for managing the scheme and we have requested they provide details of landlords accredited under the scheme.

Independently, we carried out a survey of our landlords. Of those that responded, 53.8% were accredited, with a further 41.2% not accredited but interested in becoming so. In response to the landlord survey we have set up a program of accreditation courses for the coming year. We are currently promoting these courses to our landlords, and updating our systems so that we can record which of our Landlords are accredited.

Since July 2009, 150 landlords have attended the London Landlord Accreditation Scheme (LLAS) landlord development course hosted by Barnet Council.

Question 44

Councillor Alan Schneiderman

Following the North Finchley parking review, when will reviews for Barnet's other town centres be published?

Answer by Councillor Dean Cohen

It is expected that the outcomes of the Town Centre and Shopping Parades Parking Reviews will be published in February 2013, although it is expected that the results for Chipping Barnet and Edgware Town Centres will be published slightly beforehand, towards the end of January 2013.

Supplementary Question 44

Councillor Alan Schneiderman

Given that the parking policy in this borough still seems to be in total chaos, can he actually get on with it; reduce the prices in all of Barnet's town centres.

Answer by Councillor Dean Cohen

We are working our way through all town centres carefully to ensure that it's correct for that town centre. It's not just about pricing, it's about movement of traffic, correct bays in the correct locations.

Question 45**Councillor Pauline Coakley Webb**

Now that hundreds of items from Church Farm have been sold at an auction in Warwickshire, how much did council receive from this sale? Please provide a list of the lot numbers, item descriptions and the hammer price for each item?

Answer by Councillor Robert Rams

The council received £17,386.64 from the auction sale. A list of lot numbers and hammer prices will be provided separately to Cllr Coakley Webb. This money will be used to secure the retained items.

Supplementary Question 45**Councillor Pauline Coakley Webb**

I have not yet received the list that has been promised. I note that the Councillor has actually over £17,000 for the privilege of selling off assets that were donated by the public to our museum. But I would also like to know, that considering that this sale was about to take place and the Cabinet Member was happily tweeting that Barnet Museum could have whatever they want, why was this reneged on? Why were they actually stopped from having some of the items that they earmarked, that they would have liked for Barnet museum, rather than you wanting to pocket the proceeds from what are public donations?

Answer by Councillor Robert Rams

These were not all public donations; these were things that we have collected, bought over the years. We don't have the resources to store them anymore. They have now gone to good homes throughout the country. I'm sure the people of Barnet are pleased that a 'skirt lifter' is now not our property. Barnet Museum was offered a number of items and I believe they took some of those items. I am pleased that they were able to do that.

Question 46**Councillor Alan Schneiderman**

What progress has been made to date on turning North Finchley library into a 'landmark library'? How much will these plans cost?

Answer by Councillor Robert Rams

The council has commissioned a feasibility study to look at options. I am currently considering this and we will make a decision about this alongside the other potential bids for capital resources in 2013/14.

Supplementary Question 46**Councillor Alan Schneiderman**

Cllr Rams has talked about turning North Finchley into a landmark library but this seems to be going the same way as the Arts Depot being a landmark library. He has announced it, put it in his blog but we have still got no plans and no funding. Is this going to go the same way as the Arts Depot?

Answer by Councillor Robert Rams

There are plans, there will be a much-improved library in fact a landmark library there that will benefit residents throughout that area and as soon as I can bring forward the proposals, I will do.

Question 47**Councillor Alison Moore**

What progress has been made on the parking recovery plans, and when will the Special Parking Account be brought back on budget?

Answer by Councillor Dean Cohen

The council has recently implemented a number of changes and continues to review the changes and proposals closely with a view to meeting the SPA. Current projections at the end of quarter 3

are projecting SPA budget to be met.

Question 48

Councillor Alan Schneiderman

Has the Cabinet Member noticed the increasing number of pot holes and deteriorating quality of Barnet's roads and pavements and if so where is the parking income being spent?

Answer by Councillor Dean Cohen

Pothole repairs has shown decline in the overall defects attended and repaired in 2012. The potholes in 2011 were 3254 and 2012 have recorded an estimated 1545 number of potholes. We are currently seeing no excessive deterioration comparatively to previous years.

Question 49

Councillor Alison Moore

What percentage of the projected based budget savings were made by the new outsourced parking service in its first year?

Answer by Councillor Dean Cohen

The current contract at 7 months is a little early to accurately say but savings have been made and the cost of the service is in line with the budget.

Question 50

Councillor Alan Schneiderman

What progress is being made in considering further tariff changes given the acknowledged continuing low usage of Council car parks?

Answer by Councillor Dean Cohen

As part of the borough wide Parking Review, changes have taken place at all paid for car parks and North Finchley town centre. Further reviews are taking place including Edgware, Mill Hill and High Barnet and further tariff changes may occur as part of the reviews.

Question 51

Councillor Brian Coleman

How many Police Stations does the Cabinet Member think the Borough needs?

Answer by Councillor David Longstaff

What the borough needs is an estate that is fit for the purpose of 21st century policing and located in the right place to deliver this. A simple number cannot be given to such a question as there are too many variables, i.e. by police station do you mean SNT patrol base? Response Policing patrol base? An administrative centre that houses custody and other criminal justice related processes? What I can say is that several different types of building are required to deliver the many facets of modern policing. These buildings could be part of a shared service agreement with other emergency responders or public services such as Probation or the Crown Prosecution Service.

Supplementary Question 51

Councillor Brian Coleman

Is it not slightly hypocritical to oppose police station closures when these were clearly signposted in the mayoral election campaign last year and wouldn't the Cabinet Member rather see police officers on the beat, than unused physical buildings, sitting empty in the borough?

Answer by Councillor David Longstaff

The plans for Barnet do actually include an increased number of warranted officers on the streets of Barnet. I think all the plans will be better for Barnet.

Question 52**Councillor Brian Coleman**

Could Councillor Thomas update the Council on the future of Stanley Road playing fields?

Answer by Councillor Daniel Thomas

Sport East Finchley, who provided a community bid for the site, is now working with other groups and organisations to deliver wider community benefits for this location. We are monitoring progress and will report back to Members in the first half of 2013.

Supplementary Question 52**Councillor Brian Coleman**

Does Councillor Thomas have any further information because this matter at Stanley Road has been going on for a considerable number of years and surely it needs to be brought to a conclusion? Has he or officers explored with the proposed Archer Academy, whether the fields could be used as their playing fields when the school opens next September?

Answer by Councillor Daniel Thomas

We are well aware of the Archer Academy's desire for this land. But it is quite a complicated scenario and it depends on what capital receipt we get from DfE and, of course, with regards to the Stanley Road playing fields, Sports East Finchley, we asked them to work together with other bidders and people who are interested in this land. They then went to a public meeting and have got substantial public support for working with other people interested in this land. So we would like to see that through. And as I say we'll bring a report back by half of this year.

Question 53**Councillor Brian Coleman**

Does the Cabinet Member welcome the recent decisions of the Planning and Environment Committee and the Eastern Area Planning sub Committee concerning the Woodside Park and Barnet Eruvs?

Answer by Councillor Joanna Tambourides

Yes.

Question 54**Councillor Brian Coleman**

Where does Cllr Tambourides envisage Planning Officers will be based post the implementation of the DRS One Barnet project?

Answer by Councillor Joanna Tambourides

We are not able to disclose the contents of final tenders for the DRS contract. It is expected that Planning officers would be located within easy reach of the applications they are dealing with i.e. in Barnet.

Question 55**Councillor Brian Coleman**

Will the Cabinet Member list the gross costs to the Council (including redundancy payments, accrued holiday pay , pay in lieu of notice , pension contributions) paid out in relation to Assistant Directors and above who have not been given posts in the new management structure?

Answer by Councillor Daniel Thomas

Payments anticipated to be made to Assistant Directors and above who are leaving the organisation following the senior management restructure are below. The restructure will save the Council just over £1million over the Medium Term Financial Strategy.

Redundancy Payment	£131,644
Accrued holiday pay	Nil

Pay in Lieu of notice	Nil
Pension cost	£54,561

Assumptions

- The notice period concludes at the end of March, therefore, the circumstances of those affected may change, i.e. redeployment opportunities
- All outstanding holiday will be taken prior to leaving. The leaving date is the 31 March and this is also the end of the holiday year so there should have been taken by this time.
- The principle is that the notice period will be worked and within the overall planning of the restructure time was allowed for this.

Question 56

Councillor Brian Coleman

Has the Leader managed to read all 8000 pages of the Capita contract?

Answer by Councillor Richard Cornelius

I have not read every page but have relied upon officers, professional advisors and lawyers in reaching my conclusion as to the benefit to the Barnet taxpayer from the early implementation of this contract.

Question 57

Councillor Brian Coleman

Will the Cabinet Member consult Surrey County Council, Solihull Borough Council and Essex on line partnership (Essex CC and Districts) on their schemes to allow staff and members to use their own IT equipment and email addresses?

Answer by Councillor Daniel Thomas

I will ensure the above Councils are consulted.

Question 58

Councillor Brian Coleman

How is the so called "Modern Mayor's Office" review proceeding and will the Leader ensure that the traditional and well loved nature of the Civic Mayoralty remains intact?

Answer by Councillor Richard Cornelius

I have not seen this review. The role of the Civic Mayoralty is very important to the borough and appreciated by residents. The Mayor's office works well and operates as a credit to the borough. It is essential to make sure that the best means of upholding the dignity of the Mayor is maintained and that changes in the operation of the tax system do not adversely affect holders of this ancient office.

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Minutes

OF THE EXTRAORDINARY MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF BARNET

held at Hendon Town Hall, The Burroughs, NW4 4BG, on 5 March 2013

PRESENT:-

The Worshipful the Mayor (Councillor Brian Schama)
The Deputy Mayor (Councillor Kate Salinger B.Ed (Hons))

Councillors:

Maureen Braun	Anne Hutton	Hugh Rayner
Anita Campbell	Andreas Ioannidis	Colin Rogers
Pauline Coakley Webb	Geoffrey Johnson	Lisa Rutter
Dean Cohen	Julie Johnson	Brian Salinger
Jack Cohen	Sury Khatri BSc (Hons) MSc	Gill Sargeant
Melvin Cohen	David Longstaff	Joan Scannell
Brian Coleman FRSA	John Marshall MA	Alan Schneiderman
Geof Cooke	Kath McGuirk	Mark Shooter
Alison Cornelius	Arjun Mittra	Agnes Slocombe SRN, RM
Richard Cornelius	Alison Moore	Ansuya Sodha MBA (Middx)
Tom Davey	Graham Old	CertEd, DipM (CIM) AMBA
Barry Evangeli	Charlie O-Macauley	Stephen Sowerby
Claire Farrier	Lord Palmer OBE, BA, FCA	Andrew Strongolou
Anthony Finn BSc (Econ) FCA	Susette Palmer MA	Andreas Tambourides
Brian Gordon LLB	Bridget Perry	Joanna Tambourides
Andrew Harper	Wendy Prentice	Daniel Thomas
Helena Hart	Sachin Rajput	Reuben Thompstone
John Hart	Robert Rams	Jim Tierney
Ross Houston	Barry Rawlings	Rowan Quigley Turner
		Zakia Zubairi

Apologies for Absence

Councillor Alex Brodtkin	Councillor Daniel Seal
Councillor Eva Greenspan	Councillor Darrel Yawitch

1. DECLARATIONS OF INTEREST

Member:	Interest Declared:
Councillor Alison Cornelius	Non pecuniary interest. As a Chaplain's Assistant, Councillor Alison Cornelius is part of the Chaplaincy team at Barnet & Chase Farm Hospitals NHS Trust. The position is voluntary and she does not receive any remuneration.

2. THE EMERGING CRISIS IN LOCAL HEALTH SERVICE FUNDING - COUNCILLOR BARRY RAWLINGS

In the absence of Councillor Barry Rawlings, Councillor Alison Moore introduced the Opposition Business Item. On arrival, Councillor Barry Rawlings formally moved the Opposition Business Item in his name. Councillors Helena Hart, Arjun Mittra and Ansuya Sodha moved their amendments. Debate ensued. Upon being put to the vote the amendment in the name of Councillor Helena Hart was declared carried. Upon being put to the vote the amendment in the name of Councillor Arjun Mittra was declared lost. Upon being put to the vote the amendment in the name of Councillor Ansuya Sodha was declared lost. Upon being put to the vote the substantive Business Item as amended by Councillor Helena Hart was declared carried.

RESOLVED - Council believes that the Barnet Clinical Commissioning Group (CCG) has the capacity to be one of the most successful CCGs in the Country and is therefore dedicated to ensuring that everything possible is done to achieve this.

Council is therefore most concerned that the shortfall of approximately £9million in the CCG's allocation (announced in December) could prove to be detrimental to the CCG's ability to provide quality healthcare and health services for the London Borough of Barnet's extremely large and growing population.

The Barnet Health and Well-Being Board (HWBB) has received regular updates on the progress for CCG Authorisation and finances. The Board has become aware that, despite a record of good progress by the NHS in Barnet in recovering the financial position, the CCG allocations have significantly increased the financial challenge to the NHS in Barnet.

The HWBB recognises that the allocations continue to be reviewed. However, it expressed real concern about the potential shortfall in allocations outside the influence of Barnet CCG - which is in the order of £9million.

Council therefore asks the Leader - with the endorsement of the Leaders of the Opposition parties - to write to the NHS Commissioning Board London Director, Dr. Anne Rainsberry, requesting that the Barnet CCG allocation is further reviewed and the outcome of this reported back to the Chairman of the Barnet Health and Well-Being Board.

The meeting finished at 6.45 pm

Minutes

OF THE MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF BARNET
held at Hendon Town Hall, The Burroughs, NW4 4BG, on 5 March 2013

PRESENT:-

The Worshipful the Mayor (Councillor Brian Schama)
The Deputy Mayor (Councillor Kate Salinger B.Ed (Hons))

Councillors:

Maureen Braun	Ross Houston	Barry Rawlings
Anita Campbell	Anne Hutton	Hugh Rayner
Pauline Coakley Webb	Andreas Ioannidis	Colin Rogers
Dean Cohen	Geoffrey Johnson	Lisa Rutter
Jack Cohen	Julie Johnson	Brian Salinger
Melvin Cohen	Sury Khatri MSc	Joan Scannell
Brian Coleman FRSA	David Longstaff	Alan Schneiderman
Geof Cooke	John Marshall MA	Mark Shooter
Alison Cornelius	Kath McGuirk	Agnes Slocombe SRN, RM
Richard Cornelius	Arjun Mittra	Ansuya Sodha MBA (Middx)
Tom Davey	Alison Moore	CertEd, DipM (CIM) AMBA
Barry Evangeli	Graham Old	Stephen Sowerby
Claire Farrier	Charlie O-Macauley	Andrew Strongolou
Anthony Finn BSc (Econ) FCA	Lord Palmer OBE, BA, FCA	Andreas Tambourides
Brian Gordon LLB	Susette Palmer MA	Joanna Tambourides
Eva Greenspan	Bridget Perry	Daniel Thomas
Andrew Harper	Wendy Prentice	Reuben Thompstone
Helena Hart	Sachin Rajput	Jim Tierney
John Hart	Robert Rams	Zakia Zubairi

Apologies for Absence

Councillor Alex Brodkin	Councillor Rowan Quigley Turner
Councillor Gill Sargeant	Councillor Darrel Yawitch
Councillor Daniel Seal	

1. PRAYER - THE MAYOR'S CHAPLIN, RABBI SCHOCHET

The Mayor's Chaplain offered prayer.

2. DECLARATIONS OF INTEREST

Member:	Subject:	Interest Declared:
Councillor John Marshall	2.1 - Report of Cabinet - 25 February 2013: Business Planning 2013/14 - 2015/16	Non pecuniary interest. Councillor Marshall is Chairman of Barnet Carers Centre. Councillor Marshall remained in the Chamber, participating in the discussion and voting on this item.
Councillor Sury Khatri		Non pecuniary interest. Councillor Khatri is a Trustee of Barnet Carers Centre. Councillor Khatri remained in the Chamber, participating in the discussion and voting on this item.
Councillor Joanna Tambourides		Non pecuniary interest. Councillor Tambourides is Trustee Chairman of Mind in Barnet and Friends in Need in East Barnet. Councillor Tambourides remained in the Chamber, participating in the discussion and voting on this item.
Councillor Barry Rawlings		Pecuniary interest. Councillor Rawlings is a part time employee of CommUNITY Barnet. Councillor Rawlings remained in the Chamber, participating in the discussion and voting on Business Planning item but requested that any discussion and votes involving CommUNITY Barnet be taken separately so that he may leave the chamber.
Councillor Brian Salinger	Amendment in the name of Councillor Brian Coleman	A non-pecuniary interest. the amendment proposes that Council give notice to London Councils. Councillor Brian Salinger daughter is employed by London Councils. Councillor Salinger remained in the Chamber, participating in the discussion and voting on this item.

3. SUSPENSION OF COUNCIL PROCEDURE RULES

The Worshipful the Mayor, moved, duly seconded, under the provisions of Council Procedure Rule 14, that Council Procedure Rule 3.2 be suspended to allow 30 minutes for Part 1 business, as this included the election of the Mayor Designate for the year 2013/14. The Worshipful Mayor further proposed, duly seconded, that Council Procedure Rule 45 and 47 also be suspended to permit the Leader of the Council, Councillor Richard Cornelius, the Leader of the Opposition, Councillor Alison Moore, and, the

Leader of the smaller Opposition Group, Councillor Jack Cohen, to speak for a time in excess of five minutes each (25 minutes, 20 minutes and 15 minutes respectively) on item 2.1 - Report of Cabinet - 25 February 2013: Business Planning 2013/14 - 2015/16 (incorporating the Council Budget and Council Tax 2013/14

Upon being put to the vote, the motion was declared carried.

RESOLVED –

- (i) **That Council Procedure Rule 3.2 be suspended to allow 30 minutes for Part 1 business as this included the election of the Mayor Designate for the year 2013/14.**
- (ii) **That Council Procedure Rule 45 and 47 be suspended to allow Councillor Richard Cornelius, Councillor Alison Moore and Councillor Jack Cohen to speak for a time in excess of five minutes each (25 minutes, 20 minutes and 15 minutes respectively) on item 2.1 - Report of Cabinet - 25 February 2013: Business Planning 2013/14 - 2015/16 (incorporating the Council Budget and Council Tax 2013/14).**

4. OFFICIAL ANNOUNCEMENTS

Barnet Youth Shield

The Worshipful the Mayor, on behalf of Council, congratulated Barnet Youth Shield on winning the London Safeguarding Children's Award. A project led by young people to raise awareness about issues which threaten their safety had won the prestigious London Safeguarding Children Award.

Youth Shield, which was nominated by Barnet Safeguarding Children Board, scooped the accolade for their work in giving young people a stronger voice on the issues affecting them.

Led by young people from Barnet, Youth Shield had carried out research with hundreds of children and young people to build a detailed picture of child safeguarding in the borough.

Youth Shield now acted as formal advisers to the local Safeguarding Children Board, highlighting the key issues that currently concern young people - such as peer to peer violence and sexual exploitation.

The pioneering London Safeguarding Children Award scheme, which was in its second year, was run by the London Safeguarding Children Board. It highlighted innovative ideas and good practice to improve the safeguarding of children across the capital.

The judges were Rosemary Bennett, Social Affairs correspondent at The Times; Amanda Edwards, Deputy Chief Executive at the Social Care Institute for Excellence and chair of the London Safeguarding Children Board, Cheryl Coppell.

Junior MasterChef - Terence Dobson

The Worshipful the Mayor on behalf of Council congratulated 11 year old Barnet schoolboy Terence Dobson (known as TJ on MasterChef), who successfully got through to the finals of Junior MasterChef in November 2012. He started cooking at the age of 4

helping his mother. He then impressed his teachers with his cooking at Brunswick Park Primary school. He is now at Ashmole Academy.

Former Deputy Mayoress - Mrs. Marjorie Davies

The Worshipful the Mayor announced with regret the death of former Deputy Mayoress, Mrs Marjorie Davies who passed away on Thursday 30th January 2013.

Mrs Davies was Deputy Mayoress in 1999-2000.

She regularly attended council meetings but due to ill health her attendance had become restricted.

He conveyed the Council's thoughts and condolences which were with her son, former Councillor Jeremy Davies, at this sad time.

5. ANY BUSINESS REMAINING FROM THE LAST MEETING

None.

6. THE MAYORALTY FOR THE MUNICIPAL YEAR, 2013-2014

The Worshipful the Mayor called for nominations for election of Mayor of the London Borough of Barnet for 2013/14:

Councillor Hugh Rayner, duly seconded by Councillor Daniel Thomas, moved that Councillor Melvin Cohen be proposed for the appointment Mayor of the London Borough of Barnet at the Annual Meeting of the Council on 21 May 2013.

Upon being put to the vote, the nomination in the name of Councillor Melvin Cohen was declared carried.

RESOLVED – That Councillor Melvin Cohen be formally proposed and seconded at the Annual Meeting of the Council on 21 May 2013 for the appointment as Mayor of the London Borough of Barnet for the Municipal Year, 2013/14.

Councillor Melvin Cohen thanked those present for the confidence shown in him and undertook to do his very best in his term of office as Mayor of the London Borough of Barnet. He announced that Councillor Wendy Prentice had consented to be Mayoress and Councillor Bridget Perry would be his Deputy Mayor.

7. REPORT OF CABINET - 25 FEBRUARY 2013: BUSINESS PLANNING 2013/14 - 2015/16

The Leader, Councillor Richard Cornelius, moved reception and adoption of the recommendations set out in the Cabinet Report.

Amendments in the names of Councillor Alison Moore, Councillor Jack Cohen and Councillor Brian Coleman were moved. Councillor Jack Cohen stated that in view of the Administration Budget now proposing that the savings for streetlight dimming would be in the 2014/15 plans, not 2013/14 he moved the following further amendment from the floor.

“Reverse dimming on street lighting and balance in my alternative budget by reducing the use of service developments by £200,000.00”

Debate ensued.

Upon being put to the vote, the amendment in the name of Councillor Alison Moore was declared lost.

Upon being put to the vote, the amendment in the name of Councillor Jack Cohen was declared lost.

Upon being put to the vote, the amendment in the name of Councillor Brian Coleman was declared lost.

Upon being put to the vote the report of Cabinet date 25 February 2013 was declared carried.

RESOLVED – That the report and the recommendations of the Cabinet dated 25 February 2013 be approved.

8. REPORT OF THE REMUNERATION COMMITTEE- 29 JANUARY 2013: PAY POLICY STATEMENT 2013/14

Councillor Richard Cornelius moved adoption and reception of the report.

RESOLVED - That Council endorse the council’s Pay Policy Statement for the financial year 2013/14 as set out in the report of the Remuneration Committee dated 29 January 2013.

9. REPORTS FROM OVERVIEW AND SCRUTINY COMMITTEES

There were none.

10. REPORT OF THE HEAD OF GOVERNANCE

1. VACANCIES ON SCHOOL GOVERNING BODIES

RESOLVED - The following appointments were approved:

Mapledown School

- **Mr David Tait is appointed a Governor to Mapledown School’s Governing Body.**

Church Hill School

- **Mr Andreas Nicolaides is appointed a Governor to Church Hill School’s Governing Body.**

Queenswell Infant & Nursery School

- **Mr Andreas Nicolaides is appointed a Governor to Queenswell Infant and Nursery School’s Governing Body.**

Garden Suburb Infant and Junior

- Mrs Alison Zilberkweit is appointed a Governor to the Garden Suburb Infant and Junior School's Governing Body.

2. CHANGE TO COMMITTEE DATE

Committee	Date of Meeting	New date of Meeting
Constitution, Ethics and Probity Committee	27/02/2013	28/03/2013

RESOLVED – That Council note the change of meeting date contained in the table above.

3. ALLOCATION OF SEAT ON OVERVIEW & SCRUTINY COMMITTEE

RESOLVED - That Council agree to appoint the Independent (non-aligned to political group) Member to the Safeguarding Overview and Scrutiny Committee.

11. REPORT OF THE MONITORING OFFICER

There was none.

The meeting finished at 9.00 pm

Council: Tuesday, 16 April 2013

Administration Business Item: Councillor Richard Cornelius

Welfare Reform

AGENDA ITEM 3.1

Council welcomes the introduction of vitally important reforms to the welfare system by the Coalition government. With the welfare bill reaching a staggering £208 billion in the last financial year, Council recognises the urgent need to get this figure under control. However, Council similarly recognises the need for the system to become fairer in the process. Recent and high-profile cases have clearly demonstrated the pitfalls of a welfare system which entrenches families in a culture of dependency, with claimant's becoming unable or unwilling to move into employment for fear of losing money. Council condemns this situation, greatly extended under the last Labour government, as chronically unfair to both claimants and taxpayers.

Therefore, Council welcomes measures which serve to incentivise and support employment by ensuring that work always pays. Council also understands that at a time when there are, nationally, thousands of people living in overcrowded accommodation, or awaiting social housing altogether, it is right that the taxpayer should no longer have to subsidise claimants in over-sized homes.

Council recognises that these – and those beyond - are significant changes and will therefore remain alert to mitigate any unintended consequences on the most vulnerable members of our community.

Council must though give its support to a welfare system which is becoming easier to understand, easier to administer and harder to abuse; a system which provides help for the most needy, support for those in work and an opportunity for people to escape the welfare trap.

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Council: Tuesday, 16 April 2013

Opposition Business Item: Councillor Alison Moore

AGENDA ITEM 3.2

The Bed Room Tax

Council notes that the introduction of the Bedroom Tax on April 6 will effect around 2,000 households in Barnet according to the National Housing Federation; will lead to many households being pushed below subsistence income; may force them to leave friends, family, community and support networks; and will force others to choose between basic needs such as food, heating, rent and utilities.

Council also notes the impact of this new tax on disabled people, who may be forced to downsize from specially modified accommodation to smaller accommodation which will

have to be modified again.

Council also notes that an exodus of people from the social rented sector into the private rented sector, which is on average £80 more expensive than the social rented sector, will mean a net increase in the housing benefit bill, and higher rents to all private renters due to an increase in overall demand.

Council believes this Bedroom Tax is unfair, will cause untold misery, and, therefore Council calls on Cabinet to write to the Secretary of State and ask him to abandon this ill conceived policy.

Council also asks Cabinet to lobby Barnet's three local MPs to ask them to call for a full parliamentary debate on the issue, and to express their outright opposition to the Bedroom Tax.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor Andreas Ioannidis

AGENDA ITEM 3.3

Brunswick Park Health Centre

Council notes that the Brunswick Park Health Centre has been closed since January 2010, and despite being ready for the GPs to move into for some time, still remains closed.

Council notes the East Barnet Residents Association (EBRA) has now launched a campaign to try and get it re-opened so that the thousands of residents who need this health centre can have access to it.

Council asks Cabinet to support the EBRA campaign to get the Brunswick Park Health Centre re-opened, and calls on the Cabinet Member for Health to work with EBRA and the three ward councillors to lobby the NHS to make sure the health centre opens immediately.

Under Standing Order Part 4, Section 1, 31.5: if my item is not dealt with by the end of the meeting I ask that it be voted upon at the Council meeting.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor Pauline Coakley Webb

AGENDA ITEM 3.4

NLWA Inter Authority Agreement

Council is concerned that despite the delay to the North London Waste Plan (NLWP) proceedings, Pinkham Way will once again resurface as a site for a waste treatment plant and depot.

Council notes the overwhelming opposition to this from local residents in the area because of the concerns about environmental pollution, as well as noise and traffic nuisance.

Council calls on Cabinet not to sign the North London Waste Authority (NLWA) Inter Authority Agreement until a proper, open and thorough reassessment of the business plan is done by all councils involved.

Under Standing Order Part 4, Section 1, 31.5: if my item is not dealt with by the end of the meeting I ask that it be voted upon at the Council meeting.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor Barry Rawlings

AGENDA ITEM 3.5

Your Choice

Council notes that Your Choice, the Local Authority Trading Company set up by the Council under the One Barnet programme to run care services for adults with learning disabilities and physical and sensory impairment disabilities, is in financial difficulty after only one year of trading.

Council notes that Your Choice has had to be bailed out with a loan of around £2 million pounds from Barnet Homes – a sister company- in order to continue to operate, and that Support Workers who care for these vulnerable adults are having their posts downgraded to Assistant Support Workers with the result that many will either lose their jobs or have to re-apply for a downgraded post with significantly less pay.

Council is concerned that the financial sustainability of Your Choice is at risk, that they may not be able to compete commercially in the market, and that the consequence of this imposed competition is a race to the bottom in terms of quality of care.

Council notes that the original business plan suggested that if Your Choice failed it should be brought back in- house.

Council believes that the impact of any failure in the service could be devastating for vulnerable adults using Your Choice, and asks Cabinet to consider bringing it back in-house.

In accordance with Council Procedure Rule 31.5 Councillor Barry Rawlings requests that his item is referred directly to Cabinet.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor Barry Evangelini

AGENDA ITEM 3.6

Cyprus

Council notes the challenging financial circumstances currently faced by Cyprus. Council believes the resultant attacks by the EU on people's savings accounts are truly awful and constitute a seriously worrying turn in the response to Europe's ongoing economic crisis.

Council realises that this situation is of considerable concern to the borough's Cypriot residents and their families. Council therefore welcomes the Treasury's decision to implement a UK protection scheme to support depositors at the UK branches of the worst affected banks and further thanks our local Conservative MPs for all their work to achieve this end.

Under Standing Order Part 4, Section 1, 31.5: if my item is not dealt with by the end of the meeting I ask that it be voted upon at the Council meeting.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor John Marshall

AGENDA ITEM 3.7

Police Access in Golders Green

Council believes that if the closure of Golders Green Police Station is to be implemented it must be accompanied by the provision of a public place, such as a shop, where residents in the southern part of the borough can go to report crime. Council believes that this facility should be accessible 7 days per week.

Under Standing Order Part 4, Section 1, 31.5: if my item is not dealt with by the end of the meeting I ask that it be voted upon at the Council meeting.

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Council: Tuesday, 16 April 2013

Non-Executive Business Item: Councillor Graham Old

AGENDA ITEM 3.8

Community Focus and Artsdepot

Council is aware of the ongoing dispute between Artsdepot and Community Focus resulting from the eviction notice served by the former to the latter.

Access to the arts is important for all residents and Council does not wish to see existing opportunities for this curtailed – particularly with regards to an organisation catering for vulnerable members of the community. Council fully supports the good work of Community Focus and is determined that this will continue.

Council therefore welcomes the fact that the Administration is actively working towards a resolution which allows Community Focus to remain in its current premises (having operated there since 2004), whilst exploring ways for the Artsdepot to progress their proposed arrangement with London Studio Centre.

Council expresses its disappointment that intervention and mediation has been necessary and thus calls upon Artsdepot management and Community Focus to engage constructively with one another – and with the Administration - to work towards a mutually beneficial outcome

Under Standing Order Part 4, Section 1, 31.5: if my item is not dealt with by the end of the meeting I ask that it be voted upon at the Council meeting.

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Report of Cabinet

25 February 2013

AGENDA ITEM 4.1

Members Present:-

Councillor Richard Cornelius (Chairman)
Councillor Daniel Thomas (Vice-Chairman)

Councillor Dean Cohen	Councillor David Longstaff
Councillor Tom Davey	Councillor Sachin Rajput
Councillor Andrew Harper	Councillor Robert Rams
Councillor Helena Hart	Councillor Joanna Tambourides

COMMUNITY INFRASTRUCTURE LEVY

For the reasons set out in the Cabinet Members' report, Cabinet

RESOLVED - To recommend to Council on 16 April 2013 the approval of the Barnet Community Infrastructure Levy Charging Schedule (Appendix A) for formal adoption on 1 May 2013.

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Meeting	Cabinet
Date	25 February 2013
Subject	Community Infrastructure Levy
Report of	Leader of the Council Cabinet Member for Planning.
Summary	<p>The Community Infrastructure Levy (CIL) mechanism replaces planning obligation tariffs and will improve the process of applying infrastructure funding from new development by making it more flexible and responsive. Local authorities must develop a 'Charging Schedule' to justify levying the charge on development in terms of both the cost of funding new infrastructure as well as the viability of development.</p> <p>The Charging Schedule document has progressed to its final version, and an Examination in Public (EIP) took place on 21 December 2012. The document was found to be sound, and can now be adopted.</p>

Officer Contributors	Lucy Shomali – Assistant Director for Strategic Planning and Regeneration Adam Driscoll – Infrastructure Planning and Delivery Manager Ricky Ching – Planning Obligations Officer
Status (public or exempt)	Public
Wards Affected	All
Key Decision	Cabinet
Reason for urgency / exemption from call-in	Not applicable
Function of	Executive
Enclosures	Appendix A: Draft Charging Schedule (Submitted to Examiner) Appendix B: 'Regulation 123 List' of Infrastructure Projects
Contact for further information:	Ricky Ching, Planning Obligations Officer, ricky.ching@barnet.gov.uk

1. RECOMMENDATIONS

- 1.1 That Cabinet approve the Barnet Community Infrastructure Levy Charging Schedule (Appendix A) for reference to the next meeting of the Council on 16 April 2013 for formal adoption on 1 May 2013.**
- 1.2 That Cabinet approve the draft Regulation 123 list for publication, and permit future changes to the list to be delegated to the Director for Place.**

2. RELEVANT PREVIOUS DECISIONS

- 2.1 On 25 February 2012 Cabinet Resources Committee, (Decision Item 16) approved the process for adopting CIL in the borough, and to progress the Preliminary Draft Charging Schedule (PDCS) for public consultation, and that progress to continue through all the stages required until a final version of the Charging Schedule is ready for adoption by a resolution of the full council.
- 2.2 On 19 October 2010, Cabinet Resources Committee, (Decision Item 7) approved the Infrastructure Delivery Plan as part of the Council's evidence base to support the Core Strategy as well as to be used as the basis for developing a Community Infrastructure Levy to replace the use of S106 tariff arrangement.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 Adoption of a Community Infrastructure Levy supports all three core Council objectives as set out in the Corporate Plan 2012 to 2013 by providing a funding stream to support delivery of community infrastructure.
- 3.2 The Council's 'Three Strands Approach: Protect, Enhance and Consolidate planned Growth (PECG)' is a key planning and regeneration strategy that requires effective infrastructure planning and funding solutions to have real effect.

4. RISK MANAGEMENT ISSUES

- 4.1 Barnet was successful in being selected to be a round 2 national frontrunner for the delivery of its Community Infrastructure Levy and the work undertaken to date, particularly in terms of forward planning infrastructure and funding was acknowledged as an exemplar by the team working for the Planning Advisory Service. The Council's preparations for the delivery of CIL have been audited by the CIL Knowledge Partnership (commissioned by the Planning Advisory Service to support national frontrunner local authorities) and found to be sound in all aspects.
- 4.2 Failure to deliver a Community Infrastructure Levy to replace Planning Obligations tariffs by March 2014 would impact significantly on the Council's ability to fund Education, Libraries and Healthcare infrastructure.

- 4.3 Delays to the adoption of a local CIL could impact on the proposed adjustment to support the viability of development within Barnet.
- 4.4 If the rates of CIL set are too high, then there is a risk that delivery of new development in the Borough will be affected, where as if the rates set are too low, then there is a risk that less funds are raised towards supporting the delivery of infrastructure than could otherwise have been achieved and alternative sources of funding will need to be found.
- 4.5 Getting the balance right has been a three stage process of
- i) Firstly getting independent testing of the viability of development,
 - ii) Secondly considering the maximum income that could be achieved through a CIL approach focused on maximising income from development and
 - iii) Lastly considering the impact of a maximum charge against the ability to deliver regeneration and other development in the borough, alongside the signals this will send to the local development industry.
- The assessment of various options for rate-setting has led to selection of a rate that focuses on a locally appropriate balance seeking to support the local development industry to return to growth.

- 4.6 Internal and external legal advice was sought at various stages of the Charging Schedule document to ensure it complied with the relevant legislation, regulations and statutory guidance. At Examination by the Planning Inspectorate the document was found compliant with Regulations.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Successful delivery of the Councils Protect, Enhance and consolidated Growth Strategy, as set out in the Council's Local Plan Core Strategy, requires an effective programme of infrastructure delivery as described within the corporate Infrastructure Delivery Plan. The funding and delivery of critical and necessary infrastructure is therefore essential to the outcomes of the Local Plan being achieved for all residents across the borough and to deliver a successful place for people to work and live.
- 5.2 The Community Infrastructure Levy is a key funding source that will contribute towards the funding required to enable delivery of physical, social and green infrastructure projects in Barnet that are needed to maintain or improve upon the quality public services and the facilities through which they operate. The purpose of the Community Infrastructure Levy supporting such infrastructure investment is to address and mitigate for the impacts of population growth and change; through setting an appropriate charge upon the parties involved in delivering new development within the borough. Those who benefit contribute towards mitigating for the impacts on local and wider communities.
- 5.3 Barnet's Charging Schedule has followed two 6-week rounds of public consultation, plus a further 4-week round of 'modifications' consultation managed through the Council's consultation website alongside the ability to review copies of documentation available in all public libraries and Barnet's Planning Reception. Adverts were published in local newspapers, two developer forums were held, and planning officers have discussed the

implications with developers with whom they have been reviewing their applications or discussing potential future applications.

- 5.4 A letter or email notifying people of the consultations was sent to every person registered on the Council's Planning Policy Consultation database notifying them of the proposed Levy, and it is considered that all interested parties and suitable representation groups for protected communities are included within this database. The Council has therefore gone beyond straightforward compliance with Regulations to ensure it has a wide-ranging and appropriate consultation process, reflected by the fact that only three parties chose to submit concerns to the Public Examination in December 2012, after receiving many responses at previous stages of the consultation.
- 5.5 No equalities issues have been raised in relation to the introduction of the Community Infrastructure Levy, neither through the consultation stages described above nor at public examination. The Council's Charging Schedule has been reviewed by the Planning Inspectorate, found to be in full compliance with Legislation and Regulations and therefore deemed sound. The application of a zero rate to all forms of community and public service development will ensure that such facilities are not made unviable by the charge. The Council therefore considers itself to have fully complied with the Public Sector Equalities Duty.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The cost of setting up collection systems and preparing for introduction of a local Community Infrastructure Levy is expected to be up to £179,000 of capital investment; although savings to this budget are expected when the final costs come through. The operation of a monitoring and enforcement team (1 manager and 3 staff) over the first 3 years in which the Community Infrastructure Levy will operate is anticipated to cost approximately £465,000.
- 6.2 The combined cost of £644,000 represents the total cost of providing all the policy documentation, IT systems and staffing with which to monitor and enforce all Planning Obligation and Community Infrastructure Levy matters in order to ensure developers contribute towards the necessary infrastructure required to support delivery of growth within the borough.
- 6.3 The cost to operate the team is funded through planning obligation (s.106) monitoring contributions and a monitoring percentage is permitted to be applied to Community Infrastructure Levy income through the Regulations, with funds able to be used interchangeably as their function is the same.
- 6.4 The Community Infrastructure Levy Regulations permit an administration charge of up to 5% of the levy collected in the first three years of its operation that can be used to support the set up and ongoing operation of a Community Infrastructure Levy; the total income is anticipated to be up to £430,000.
- 6.5 Furthermore, the Councils collecting responsibilities on behalf of the Mayor of London mean that up to 4% of Mayoral CIL can be retained for administration costs; a further £85,000 is therefore anticipated from collecting Mayoral CIL.

- 6.6 Lastly the Council currently has an existing monitoring amount of approximately £300,000 towards the monitoring and administration of Planning Obligations (s.106) agreements, this pot will cash flow the Community Infrastructure Levy adoption and operation whilst its administration funds are collected.
- 6.7 Considering the above information, the anticipated cost of introducing and operating a Community Infrastructure Levy and appropriate enforcement support will be approximately £644,000 whilst anticipated income to support the functioning of the monitoring and enforcement team will be £815,000, therefore a 26% allowance has been accounted for in case Community Infrastructure Levy collection rates are lower within the three year period.
- 6.8 Use of electronic means of communication will be maximised in order to reduce process and production costs.
- 6.4 All income collected through the operation of Barnet's CIL, except for the monitoring percentage, will be paid into an Infrastructure Reserve held by the Council, and utilised to support priority infrastructure projects.
- 6.5 Decisions on spend priorities will be determined through the usual capital programme processes, but taking into account of the community spending priorities identified within the Infrastructure Delivery Plan.
- 6.6 The Council's 'Regulation 123 list', the list of projects eligible to be funded using CIL income, will be published online and updated annually or more often as required. Updates will likely reflect changes in CIL spending priorities and the needs and impact of any new Planning Applications for large scale development. The first version of this list is detailed in Appendix B.

7. LEGAL ISSUES

- 7.1 The Planning Act 2008 made provision for the imposition of a charge to be known as the Community Infrastructure Levy. The Community Infrastructure Levy Regulations came into effect on 6 April 2010, and the latest amendments on 28 November 2012. Formal Guidance was also reissued on 28 November 2012, which provides detail and clarification enabling Local Authorities to set up and adopt a Charging Schedule.
- 7.2 Upon formal adoption the Community Infrastructure Levy will become a statutory levy upon local development, and the local authority's permitted rights to secure agreed levy payments are set out in the 2010 Regulations as amended; these include the levying of fines and the ability to instigate criminal proceedings should this be required to secure payment of due contributions.
- 7.3 The Regulations have received a number of changes through the course of delivering the final version of the Charging Schedule. The latest amendments took place on 28 November 2012, and further changes are currently being discussed by government, but without such details being currently available.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 The Council's Constitution in Part 3, Responsibility for Functions, states in paragraph 3.8 the functions delegated to the Cabinet; namely decision to recommend to Council for adoption a plan or strategy.
- 8.2 The government's formal Guidance on development of Charging Schedules requires that a Local Community Infrastructure Levy is adopted by resolution of full council, meaning the importance of the document is considered similar to a Development Plan Document, despite not being a required part of the Local Development Framework.

9. BACKGROUND INFORMATION

9.1 Purpose of the 'Community Infrastructure Levy' (CIL)

- 9.1.1 At present, development related infrastructure funding is principally generated from Planning Obligation 'Section 106' contributions, details of the income and its application are reported to this committee, for which the Council currently has around £14m unspent, much of which is already fully allocated to projects, whilst projections of existing approved planning permissions for smaller scale major and minor development anticipate £5m further income in 2013-16.
- 9.1.2 The current 'tariff' usage of Section 106 will be replaced through a new form of charge upon all development known as a 'Community Infrastructure Levy'. The Planning Act 2008 introduced 'CIL Regulations' that allow councils to charge developers to pay for local infrastructure.
- 9.1.3 The Community Infrastructure Levy will improve predictability and certainty for developers. The flat rate is intended to introduce a level of simplicity, to encourage greater confidence and higher levels of inward investment. The flexibility and freedom in the use of CIL funding affords the Council to set its own priorities and creates a predictable funding stream for Barnet to plan ahead more effectively.
- 9.1.4 Whilst far from a completely new source of funding, the delivery of CIL will assist in the delivery of the Growth Strategy in Barnet. CIL will broaden the range of developments asked to contribute; consequently this allows the cumulative impact of developments to be better addressed. The flat rate is envisioned to create an environment for growth in the local economy and benefit for the community.
- 9.1.3 The 'Charging Schedule' will identify the universal CIL rate required to be paid per square metre of net additional floor space. The Council is determined to focus on supporting growth in the economy rather than maximising its infrastructure funding to ensure that not only will development remain viable, but it will be incentivised to come forwards to support local economic growth.
- 9.1.4 From 6 April 2014, CIL will become the only permitted mechanism through which contributions from new development can be legally 'pooled' (levied on more than 5 development proposals) for the delivery of required local

infrastructure. This means that its introduction will affect income presently received in relation to Education, Libraries and Healthcare facilities; the introduction of a local CIL is intended to fully address this concern.

- 9.1.5 The Government views CIL as offering additional benefit to local authorities as funding will be very flexible and could be applied to any capital infrastructure project that is published in the Council's official list of CIL-related infrastructure ("Regulation 123 list" – see appendix B).
- 9.1.6 The drafting of the List has allowed the Council to identify the needs of the borough, supporting the implementation of the local Growth Strategy, creating the ability for investment in skills and employment, and investment in Barnet's transport infrastructure and community facilities. This List is appended to this report, it will be regularly updated to ensure greater transparency for local people and to account for changes in planned infrastructure delivery.
- 9.1.7 A report to assess the economic viability of the various types of development in Barnet was commissioned from BNP Paribas; it offered analysis of the viability of different types of development and for different areas.
- 9.1.8 Four 'rate-setting' approaches were considered in terms of ensuring the right balance is struck between infrastructure delivery and development viability:
- (i) maximum infrastructure income (limit of average development viability),
 - (ii) maximum viability based on all viable development – low flat rate,
 - (iii) maximum viability based on residential development – medium flat rate,
 - (iv) differential rates focused on achieving regeneration scheme viability.
- 9.1.9 Barnet's Regeneration Review determined that at the present time and for the short term, up to three years, a single (low) flat rate should be applied to enable development in Barnet to become more viable and thereby facilitate economic growth. This approach followed the successful approach taken by LB Redbridge who were the first Council to adopt a Charging Schedule.
- 9.1.10 The flat rate of CIL proposed by the Council was £135 /sqm of development, the Charging Schedule background document provided an impacts analysis of this rate and how it compared to existing planning obligation tariffs levied by the Council on different types of residential development. This rate was anticipated to secure a total income of £12m from Planning Permissions permitted before April 2016, although only £8m of this will actually be collected during the period as the CIL income depends on development commencing. This will be applied to the delivery of critical infrastructure as identified in the Infrastructure Delivery Plan – allocated through the Capital Programme.
- 9.1.11 As discussed in Section 9.6, the Planning Inspector has recommended that residential and retail developments should be liable for the £135 /sqm CIL, but that all other forms of development within the Borough are to be zero rated.
- 9.1.12 Barnet's flat rate compares well compared with other local authorities in London when considered against the aims behind the proposed rate. Figure 1 details the different rates introduced or proposed for adoption across London.

Figure 1 - Community Infrastructure Levy rates being introduced across London

Local Authority	Progress	Flat rate	Differential rate	Office/ Retail	Industrial	Community	Other
Barnet	Adoption proposed April 2013		Residential £135 residential (C1-C4) + HMO <i>Excl. ancillary car parking</i>	£135 retail (A1-A5) <i>Excl. ancillary car parking</i>	£0	£0	£0
Brent	Adoption proposed Spring 2013		£200 Residential (C3-C4) + HMO £200 student halls (C2) £100 Hotels (C1)	£40 office £40 retail	£0	£5 leisure D2	£40 Sui Generis
Croydon	Adoption proposed April 2013		£120 borough wide (C3-C4) £0 'met centre' (C3-C4) £0 C1 & C2	£120 'met centre' office (B1) £120 'met centre' (A1-A5) £0 elsewhere	£120	£120	None
Haringey	Adoption proposed Summer 2013		£265m ² Residential West £165m ² , Central £ 15m ² North East	£95m ²	£25 m ²		
Harrow	EIP Early Spring		£110m ² Residential £55m ² (C1-C2, Sui Generis HMOs)	£100m ² , Retail (A1 - 5)	£0	£0	None
Hillingdon	Adoption proposed March 2013		£40 m ² Hotels £95 m ² Residential	£215m ² Large Retail (A1-A5 1000m ² +), £35 m ² Office	£5m ² ,	£0	£35 m ² Sui Generis
Lewisham	EIP Spring 2013		£100 m ² (Zone 1) £70m ² (Zone 2)	£80 m ² £0 m ² B1&B8 (Zone 1) £0 m ² B1&B8 (Zone 2)	£80 m ²	£80 m ²	£80m ² ,
Merton	Consultation		£385 Wimbledon £140 Colliers Wood / Raynes Park £42 Mitcham/Morden	£100 retail £0 office	£0	£0	None
Redbridge	Adopted January 2012	£70					
Sutton	Adoption proposed Summer 2013		£100	£120			
Wandsworth	Adopted November 2012		£575 & £265 - Nine Elms £0 - Roehampton £250 - Wider-Wandsworth	£120 'Nine Elms £0 Wider-Wandsworth	£0	£0	None

9.2 The London context: accounting for a regional CIL

- 9.2.1 According to the legislation, Barnet's CIL must account for the viability of development inclusive of top-slicing for the proposed £35 /sqm contribution towards the Mayoral CIL; this became chargeable from April 2012.
- 9.2.2 The Mayor's Charging Schedule allows him to charge for strategic transport infrastructure in London at present; this is directed to support the £300m CIL contribution required by government as part of the Crossrail funding package.
- 9.2.3 Together with the Mayoral CIL, the combined rate for new development will be £170 /sqm of 'net additional floor space' on residential and retail development.

9.3 Barnet's proposed CIL arrangements

- 9.3.1 In terms of the local context it is clear that only residential, hotel and retail development appear to be sufficiently viable to be delivered in the current market, given the primary need to support economic growth locally, a flat rate of CIL for these forms of development is proposed to be set to ensure that all development is made more viable.
- 9.3.2 Certain types of development are exempted from being charged CIL by the Regulations, namely development where:
- (i) Gross internal area <100m²; except if one or more additional dwellings is created.
 - (ii) A charitable institution owns the chargeable development and it will be wholly or mainly used for those charitable purposes
 - (iii) Chargeable floorspace is intended for social housing
- 9.3.3 The Council intends to permit relief available in the CIL regulations for exceptional circumstances where a development may be allayed from the requirement to pay CIL. This mechanism in conjunction with the operations of the emerging Planning Obligations SPD will enable the Council to have the necessary flexibility to address the varied planning needs in the borough, in particular with respect to Regeneration Schemes.
- 9.3.4 To further secure the viability of development, the Council is looking to adopt its own instalment policy, or follow the policy set by the Mayor of London for CIL to be paid in stages instead of an up front lump sum payment.

9.4 Review of Barnet's Charging Schedule

- 9.4.1 In Barnet, the decision to set a flat rate of CIL on residential and retail development is intended to focus on the short-term objective of promoting growth through a difficult economic climate. The Regeneration Review recommended that such a rate only operate for three years, and therefore if it is in operation as proposed from May 2013, then a new rate will need to be consulted upon and adopted to operate from May 2016 if the Council is to continue to strike the right balance between funding infrastructure and supporting delivery of new development.
- 9.4.2 Secondly to fit with the Infrastructure Delivery Plan operating in 5-year time periods, it is anticipated that the 'Charging Schedule' should be reviewed in

early 2015/16 to enable a new Charging Schedule to be adopted by May 2016, thereby account for the next group of infrastructure projects required to be delivered in the 2016-21 period. To enable this to take place it is proposed that completion of an update to the Infrastructure Delivery Plan, including costing for 2016-21, will be required to be in place by April 2015.

9.5 Consultation on the Barnet CIL

- 9.5.1 The consultation for the Preliminary Draft Charging Schedule (“PDCS”) took place on 12 March 2012 to 23 April 2012 – a period of 6 weeks. Aside from support provided through telephone and email conversations, the Council ran a Developers Forum on 27 March 2012 and a further session for Regeneration Partners on 18 April 2012 to assist developers to adjust to Mayoral CIL and to respond to the PDCS consultation. Space for questions to be asked and answers given was therefore available throughout the consultation period to assist local developers to understand CIL and how the system will operate.
- 9.5.2 The consultation on this Draft Charging Schedule took place from 27 July until 5pm 7 September 2012 in compliance with Regulations for a period of 6 weeks.
- 9.5.3 Barnet made modifications to the Draft Charging Schedule after its publication. A Statement of Modification has been produced on 5 November 2012, and made available for comment over a 4 week period as required by Regulations.

9.6 Examination in Public

- 9.6.2 The Examination in Public (EIP) hearing took place on 21 December 2012, and provided the opportunity for discussions about the submitted Charging Schedule document led by the Examiner.
- 9.6.3 At the EIP hearing, the Examiner highlighted a number of discussion points which were referred to in his report.
- 9.6.4 **Charging Schedule Format** – the Charging Schedule drafted by the Council incorporated explanatory notes that were intended to clarify the operations of CIL in the borough. It was suggested by the Examiner that only the required regulation items are placed in the Charging Schedule, with the remaining explanatory notes to be attached separately as guidance. The Council has accepted this amendment to the document presented at the EIP, and the revised version of the Charging Schedule, following the recommendation in the Examiner’s Report is attached as Appendix A.
- 9.6.5 **Community uses / other development identified to be unviable** – the purpose of a single flat rate was to encourage development, and to introduce simplicity and transparency to the development community. Representations were made at the examination that nil rates should have been applied to types of developments in the borough identified in the evidence as unviable. The Examiner has accepted these concerns and recommended that the Council adopt a zero rate of CIL for forms of development other than residential and retail, the Council has accepted this recommendation and the amendments are incorporated in Appendix A.

9.6.6 **Ancillary Car Parking** – the inspector received representations in relation to a major development scheme within the Borough, it was recognised at the examination that the application of CIL to ancillary car parking would impact on the viability of this development. As such development was deemed significant with relation to the Borough’s development plan, and no evidence was presented to suggest that ancillary car parking was anticipated to secure required CIL income, the Examiner has recommended the exclusion of the £135 /sqm CIL rate from car parking ancillary to residential and retail uses.

9.6.7 The Examiner confirmed compliance with procedure in relation to the Legislation, Regulations and Statutory guidance for the Charging Schedule document. As a result, the Examiner has recommended approval with modifications to the Charging Schedule document.

9.7 Examiner’s Report

9.7.1 It is a requirement under the Planning Act 2008 that the Council accepts the Examiner’s recommendations to adopt the Charging Schedule.

9.7.2 In conclusion, the Examiner considers Barnet’s Charging Schedule to be sound. We regard the recommendations to be acceptable after considering the importance of adopting the Community Infrastructure Levy in Barnet in May 2013.

10. LIST OF BACKGROUND PAPERS

10.1 Barnet’s Local Plan Core Strategy

10.2 Planning Obligations Supplementary Planning Document (Draft Dec 2012)

10.3 Regenfirst Barnet Council Review of Regeneration Functions (Feb 2012)

10.4 Barnet’s Community Infrastructure Levy Draft Charging Schedule

10.5 The complete set of documents related to the CIL Draft Charging Schedule, and submitted to the Examiner is available on the Barnet website. Anyone wanting to inspect these papers should contact Ricky Ching on 020 8359 5136.

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Cleared by Legal (Officer’s initials)	CH

Community Infrastructure Levy Charging Schedule
(Taking effect from 1st May 2013)

- 1 The London Borough of Barnet (“the Council”) as Charging Authority has produced this Charging Schedule for adoption by resolution of Full Council on 16th April 2013. This will enable a Community Infrastructure Levy (“CIL”) to be introduced under powers set out in Part 11 of the Planning Act 2008 (“the Act”), the CIL Regulations 2010 as amended (“the Regulations”) and informed by the ‘Community Infrastructure Levy Guidance’ (“the Guidance”). The Charging Schedule has been delivered following public consultation and examination, with all recommendations by the examiner addressed included within this document.
- 2 CIL is a standardised non-negotiable levy on new development. It provides a consistent and transparent mechanism to secure financial contributions formerly sought using Planning Obligations tariffs. Revised Planning Obligations policy will be introduced to operate alongside this charging schedule.
- 3 The CIL applies to all ‘chargeable development’, defined by Regulations as buildings usually used by people where development delivers 100sqm or greater of gross internal floorspace or leads to the creation of additional dwellings.

The chargeable amount will be calculated in accordance with Regulation 40 of the Regulations to net increase of the gross internal area.

- 4 The purpose of the Council’s CIL is to secure capital funding to help address the gap in funding for local infrastructure. The money raised will be used to pay for infrastructure required to mitigate the impact of development in the Borough.
- 5 The definition of infrastructure is set out in section 216(2) of the Act and in Barnet’s Infrastructure Delivery Plan. Barnet will publish its list of infrastructure that could be funded from CIL income in accordance with the requirements of Regulation 123; updates to this list will be provided on the website as required.
- 6 On 1 April 2012, the Mayor of London started charging CIL (“Mayoral CIL”) on most development to help provide £300m towards the cost of delivering Crossrail. Chargeable development in Barnet will pay £35 per m², excluding facilities used wholly or mainly for educational / health purposes that have been zero-rated.
- 7 The Council has agreed to set its CIL as £135 per square metre on residential and retail development; with all other use classes, including car parking space deemed ancillary to retail or residential development, zero-rated.

<u>Mayoral CIL</u>	<u>Barnet CIL</u>
£0 Education uses (D1)	£135 Residential (C1 - C4, Sui Generis HMOs) *
£0 Health uses (D1)	£135 Retail (A1 - A5) *
£35 All other use classes	£0 All other use classes
	* <i>excluding ancillary car parking</i>

- 8 The Council has ensured the approach taken to CIL rates is affordable for most development proposals. It recognises that this approach may secure slightly less overall income than under Planning Obligation tariffs, but sees this change as part of its contribution towards ensuring growth in new housing can continue in Barnet. The justification for the Council’s proposed CIL rate is set out in section 3 & 4 of the ‘Charging Schedule Supporting Document’.

Barnet Community Infrastructure Levy: Regulation 123 List for 2012/13

This Regulation list is valid from 1 May 2013

Regulation 123 of the Community Infrastructure Levy Regulations 2010 restricts the use of planning obligations for infrastructure that will be funded in whole or in part by the Community Infrastructure Levy (CIL), to ensure no duplication between the two types of developer contributions.

A CIL charging authority is expected to publish a list of infrastructure that will benefit from CIL on its website. The table below sets out the list of infrastructure projects that Barnet Council intends will be, or may be, fully or partially funded by CIL. In accordance with Regulation 123, developer contributions to the projects listed below will not be sought through planning obligations.

The inclusion of either a project or infrastructure type in this list does not signify a commitment from Barnet council to fully or partially fund all the projects listed, allocation of Community Infrastructure Levy income is agreed through the Council's Capital Programme. Further, the order in the table does not imply any order of preference for spend and Barnet council will review this list at least once a year as part of its monitoring of CIL collection and expenditure. The list therefore identifies projects from the Council's Infrastructure Delivery Plan that may require Community Infrastructure Levy funding to support delivery of the project.

Where required infrastructure delivery has been secured by means of a Planning Obligation, in relation to planning permission granted prior to Barnet's CIL Charging Schedule coming into effect, then the balance between CIL and Planning Obligations for any new application will be considered. The Council commits to update this Regulation 123 list with the results of such discussions.

Infrastructure projects that may be partly or wholly funded by CIL*:

Strategic Highways / Junction Improvement Projects:

- Junction of A41 Watford Way / Queens Road (Hendon Quadrant)
- Junction of A406 North Circular Road / Golders Green Road
- Junction of A5 Edgware Road / Deansbrook Road
- Junction of Aerodrome Road / Colindale Avenue / Grahame Park Way

Priority Town Centre Improvement Projects:

(Priority Town Centres are defined within the Local Plan Core Strategy)

- De-cluttering of street furniture
- Additional or replacement street furniture and / or signage
- Footway and carriageway surface improvements
- Pedestrian crossings and associated carriageway improvements
- Contributions towards shop front improvements / heritage conservation
- Improvements to parking layout / traffic flows
- Tree Planting
- Natural features and environmental enhancements to public spaces
- Provision of Town Centre Car Parking facilities where required

Education Facilities Projects:

- One Form of Entry expansion to a school in the East of the Borough (phase 2 Primary Capital Programme)
- One Form of Entry expansion to Deansbrook School in the West of the Borough (phase 2 Primary Capital Programme)

Health Facilities Projects:

- Re-provision of Finchley Memorial Hospital and associated landscaping

Community and Leisure Facilities Projects:

- Reconfigured provision and / or improvements to Child's Hill Library

Parks, Open Spaces and Green Chain Projects:

- Improvements to water quality and habitats along Upper Dollis Brook
- Improvements to water quality and habitats along Silk Stream

** Underlined or italicised text is for heading, clarification or categorisation purposes only and should not be treated as constituting a broad capture all allocation of Community Infrastructure Levy income. To avoid doubt, this means the Council may consider alternative projects within these categories as suitable for delivery through a site specific Planning Obligation, provided this complies with all relevant legislation.*

Report of the Remuneration Committee

29 January 2013

Members Present:-

AGENDA ITEM 4.4

Councillor Richard Cornelius (Chairman)
Councillor Daniel Thomas (Vice-Chairman)

Councillor Jack Cohen

Councillor Alison Moore

Councillor Joan Scannell

THE ALLOCATION OF CHIEF OFFICER POSTS, STATUTORY RESPONSIBILITIES AND DEPUTISING ARRANGEMENT IN THE NEW SENIOR MANAGEMENT STRUCTURE

The Committee approved the attached report attached.

RESOLVED TO RECOMMEND - That following ratification at full council, the Head of Governance is instructed to amend the Council's Constitution to reflect the changes.

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Meeting	Remuneration Committee
Date	29 January 2013
Subject	The allocation of chief officer posts, statutory responsibilities and deputising arrangement in the new senior management structure
Report of Summary	Assistant Director Human Resources This report provides information to the Committee about the arrangements in place that deal with statutory and deputising arrangements.

Officer Contributors	Jacque McGeachie, Human Resources Sarah Murphy-Brookman, Assistant Director Human Resources
Status (public or exempt)	Public
Wards Affected	Not Applicable
Key Decision	No
Reason for urgency / exemption from call-in	Not Applicable
Function of	Council
Enclosures	None
Contact for Further Information:	Jacque McGeachie 020 8359 7952

1.1 That the committee note the designation of chief officers, statutory accountabilities and deputising arrangement in the new senior management structure.

1.2 That the committee instruct the Head of Governance, following ratification at full council, to amend the Council's Constitution to reflect the changes.

2. RELEVANT PREVIOUS DECISIONS

2.1 Remuneration Committee met on 24 October 2012 met and resolved:

2.1.1 To note the interim arrangement for the Chief Finance Officer/Section 151 officer.

2.1.2 To note the Committee requested that a report should be presented to the committee to discuss and agree deputising arrangements for Chief Officers.

2.2 General Functions Committee on 24 April 2012 met and authorised the Head of Paid Service to implement the new organisational structure.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

3.1 The designation of chief officers, statutory accountabilities and deputising arrangements in the absence of a chief officer, are a requirement upon the council under article twelve of the Council's constitution.

4.1 RISK MANAGEMENT ISSUES

4.1 The allocation of chief officers, statutory accountabilities and deputising arrangements were considered when designing the new senior management structure. During consultation to implement the new structure and as part of the selection process these arrangements were finalised and are detailed in section nine of this report.

5. EQUALITIES AND DIVERSITY ISSUES

5.1 There is no equality and diversity issues directly arising from this decision as the allocation of chief officer posts, statutory accountabilities and deputising arrangements are in consideration of the post and not the individuals. All post-holders have been through a rigorous selection process which is detailed in the General Functions Committee report on the 24 April 2012 which included an Equality Impact Assessment.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

6.1 Use of resources and the allocation of duties are in line with the Councils constitution. There are no implications for finance, IT, and Property. Post holders that are affected by the designations listed in section nine of this report have been consulted with as part of developing the new senior management structure.

7. LEGAL ISSUES

7.1 These proposals are subject to agreement with the London Borough of Harrow in relation to the Deputy Monitoring Officer post and Public Health.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

8.1 The Remuneration Committee's terms of reference are noted in Part 3 of the Council's Constitution – Responsibility for Functions

9. BACKGROUND INFORMATION

9.1 The new senior management structure has taken into considered which roles will be deemed as chief officers and in accordance with the Remuneration Committee terms of reference post holders have been appointed by that Committee.

9.2 Table 1 below shows the council's designation of chief officer posts, statutory accountabilities, and in their absence deputising arrangements in relation to their statutory obligations.

9.3 The transition to the new structure has started and will be fully implemented by 1 April 2013. Any interim deputising arrangements required until the 1 April 2013 are detailed in Table 1.

Table 1

Post	Chief Officer	Statutory accountability	Deputising arrangements for statutory purposes	Interim arrangements required
Chief Executive	Yes	Head of Paid Service	Designated role will be allocated at the time of absence and will be either:- Chief Operating Officer, Director for People, Or the Director for Place	None
Chief Operating Officer	Yes	Chief Finance Officer/Section 151	Deputy Chief Operating Officer	None
Director for People and Director of Children's Services	Yes	Director of Children's Services	Delivery unit Director	Deputy Director of Children's Services

Post	Chief Officer	Statutory accountability	Deputising arrangements for statutory purposes	Interim arrangements required
Director for Place	Yes	None	None required	
Assurance Director	Yes	Monitoring Officer	Deputy Monitoring Officer (Barnet and Harrow Shared Services)	The Director for Corporate Governance will continue as the Monitoring officer until 16 April 2013 and the Assurance Director as the Deputy Monitoring Officer
Director of Adults and Communities	Yes	Director of Adults and Social Care	Adult Social Care Assistant Director	
Lead Commissioner – Public Health	No	Director of Public Health	Public Health Lead Commissioner (Barnet and Harrow Shared Services)	
Deputy Chief Operating Officer	No	Deputy Finance Officer/Section 151	Head of Finance	

- 9.4 Changes to article twelve of the council’s constitution will require an amendment to reflect the changes along with a statement detailing the Council’s relationship with London Borough of Harrow shared service for Deputy Monitoring Officer and Public Health Lead Commissioner.
- 9.5 Deputising arrangements for chief officers other than for statutory purposes as indicated in Table 1 will be allocated by that chief officer at the point of their absence. This provides the organisation and individuals the opportunity to use absence periods, for example annual leave, as a development experience of those deputising. It will be the responsibility of the chief officer to communicate these arrangements to members, other senior managers, external partners and any other relevant body or individual.
- 9.6 If, for any reason, the chief officer has not made any deputising provision in their absence the Chief Executive will be responsible for making the necessary arrangements.

10. BACKGROUND PAPERS

10.1 None.

Cleared by Finance (Officer's initials)	MC/JH
Cleared by Legal (Officer's initials)	LC

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Report of the Remuneration Committee

19 March 2013

Members Present:-

Councillor Richard Cornelius (Chairman)
Councillor Daniel Thomas (Vice-Chairman)

Councillor Jack Cohen

Councillor Alison Moore

Councillor Joan Scannell

1. RECRUITMENT OF THE CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

The Committee approved the report attached at Appendix 1;

RESOLVED TO RECOMMEND -

That Council approve to amend the current arrangements for the interim Chief Executive and Head of Paid Service so, the post-holder may remain in post until the selection process is concluded and the successful applicant starts.

2. PAY POLICY STATEMENT – 2013/14

The Committee approved the consequent changes to Council's Pay Policy Statement attached at Appendix 2.

RESOLVED TO RECOMMEND -

1. The changes to Council's Pay Policy Statement for the financial year 2013/14 for endorsement by Council on 16 April 2013.
2. That Council agree that the functions of approving salaries and severance packages of £100,000 or more are delegated to Remuneration Committee.

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Appendix 1

Meeting	Remuneration Committee
Date	19 March 2013
Subject	Recruitment of the Chief Executive and Head of Paid Service
Report of	The Leader of the Council
Summary	The report covers the approach to the recruitment and appointment to the Chief Executive and Head of Paid Service post.

Officer Contributors	Jacque McGeachie – Human Resources
Status (public or exempt)	Public
Wards Affected	None
Key Decision	Remuneration Committee
Reason for urgency / exemption from call-in	None
Function of	Council
Enclosures	<ul style="list-style-type: none"> ▪ Chief Executive and Head of Paid Service job description – appendix 1 ▪ Overview of role and requirements – appendix 2
Contact for Further Information:	Jacque McGeachie – Human Resources 020 8359 7952

1. RECOMMENDATIONS

- 1.1 That the committee agree the approach and timetable for the recruitment and selection of a Chief Executive and Head of Paid Service as detailed in this report.**
- 1.2 That the committee agree to amend the current arrangements for the interim Chief Executive and Head of Paid Service so, the post-holder may remain in post until the selection process is concluded and the successful applicant starts.**
- 1.3 That recommendation 1.2 above be referred to Council for approval.**

2 RELEVANT PREVIOUS DECISIONS

- 2.1 General Function Committee 28 June 2012 Decision No 8 resolved that the proposed new employment contract and terms and conditions of employment for those senior posts which are part of the Council re-organisation be agreed.
- 2.1 Remuneration Committee 24 October 2012 Decision No. 3 resolved:-
 - 2.1.1 That in accordance with the Localism Act 2012, the Committee voted and agreed that the pay range for the post of Chief Executive be set at £177,613 to £187,613 (excluding on costs);
 - 2.1.2 That where a market supplement is required up to Market Median and there is clear market evidence to support this then this will be a matter for the Leader of the Council in consultation with members of the Remuneration Committee.
- 2.2 Remuneration Committee 24 October 2012 Decision No 5 noted that Mr Andrew Travers be appointed as the interim Chief Executive and interim Head of Paid Service with effect from 3 December 2012.
- 2.3 Council meeting on the 6 November 2012 Decision No 21 resolved that the appointment of Mr Andrew Travers as Interim Head of Paid Service be confirmed, with effect from 3 December 2012.

3. CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 The role profile and the selection process reflect the skills, knowledge and experience required to deliver the Council's priorities and strategic plans, including but not exhaustive; the Corporate Plan, the Medium Term Financial Strategy, the Growth Strategy and Children and Young Peoples Plan.
- 3.2 The Council's Recruitment and Selection Policy does not include the Chief Executive and Head of Paid Service post. However, the process has been designed to be fair and transparent and will not fetter any opportunities under the Council's Equalities Policy.

4. RISK MANAGEMENT ISSUES

- 4.1 The Chief Executive and Head of Paid Service post is currently vacant. This provides the Council with the opportunity to redesign the focus of the role and align to the recent changes to the senior management structure.
- 4.2 There is no requirement to consult with any individual. However, for completeness the trade unions have been informed of the changes to the role and the recruitment process.
- 4.3 To ensure business continuity and the leadership of the Council's functions during a significant period of change the Council has already put in place an interim arrangement to cover the requirements of this post, and it is for the Remuneration Committee to consider and agree any extension to this arrangement in line with the recruitment and selection timetable.

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 Attention has been paid to the design of the attraction and selection process to ensure that it is fair to all candidates and as diversity friendly as possible. The assessment of candidates will involve several people in the evaluation process, different types of exercises so, that candidates have more than one opportunity to perform at their best and assessment is against a standardised and consistent set of measures.

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 The Remuneration Committee agreed the pay range for the Chief Executive and Head of Paid Service role at the 24 October 2012 meeting, which represented a saving at the top of the pay range of £18,000 including on costs.

7. LEGAL ISSUES

- 7.1 The recommendation at 1.2 of the report is subject to ratification by Council, as is the pay of the Chief Executive.

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 The Remuneration Committee's terms of reference are noted in Part 3 of the Council's Constitution – Responsibility for Functions.

9. BACKGROUND INFORMATION

- 9.1 Following the resignation of the Chief Executive and Head of Paid Service the Remuneration Committee on the 24 October 2012 agreed to an interim arrangement for this post whilst consideration was given to the recruitment and selection of a permanent Chief Executive and Head of Paid Service.

- 9.2 The Council has taken the opportunity to redesign the Chief Executive and Head of Paid Service role and appendix one and two provide an overview to the role and the role profile. The Leader invited Councillor Moore, Leader of the Labour Group and Councillor Cohen, Leader of the Liberal Democrats Group, to participate in the review of the role including what skills, knowledge and experience they would like to see from future candidates applying to the post.
- 9.3 The pay scale for the Chief Executive and Head of Paid Service was agreed by the Remuneration Committee on the 24 October 2012 and will be confirmed by Council on the 5 March 2013 as part of approving the Pay Policy Statement for the Council.
- 9.4 Payment for election duties is also mentioned in the Pay Policy Statement and states:
- The role of Returning Officer is considered to be secondary employment and any Senior Officer undertaking this role will be expected to either take annual leave or special unpaid leave when fulfilling this function.*
- 9.5 The Chief Executive and Head of Paid Service post will be subject to a personal contract which is the same as other senior posts in the Council. The key changes are a decrease in annual leave to 30 days and a decrease in sick arrangements to a maximum of six months at full pay and three months at half pay, dependent on the employee's length of qualifying service.
- 9.6 The recruitment and selection process is designed as a fair, inclusive and transparent process, using a number of best practice attraction and selection methods to provide good choice of quality candidates and a rigorous process to support the final appointment.
- 9.7 The table below details the key selection activities and the involvement of the Remuneration Committee during the process.

Date	Activity
19.03.2013	Remuneration Committee agree the recruitment programme and timetable
25.04.2013	Advertise role
20.05.2013	Closing date and initial evaluation of applications
Week commencing 03.06.2013	Long list meeting with Remuneration Committee to ratify the shortlisted candidates
Week commencing 10.06.2013	Initial technical interviews and assessment centre
Week commencing 24.06.2013	Short list meeting with Remuneration Committee to ratify the candidates to be invited to final interviews
Week commencing 08.07.2013	Stakeholder assessment and final interviews
16.07.2013	Full Council ratification of appointment

10. LIST OF BACKGROUND PAPERS

10.1 None.

Cleared by Finance (Officer's initials)	MC and JH
Cleared by Legal (Officer's initials)	LC

Appendix 1

Role: Chief Executive

The Chief Executive has lead responsibility to implement the Council's policies, ensuring that it delivers to its objectives and duties, within budget, and according to strategic priorities and statutory requirements. London Borough of Barnet is implementing on its dynamic vision to become an exemplar authority through the development of radically different approaches to serving the needs of its community which are based on the principles of citizen-empowerment, a genuinely local focus and long-term economic sustainability. The Chief Executive will be at the forefront of driving forward and consolidating an ambitious change programme to achieve this objective. Working closely with the Leader, Cabinet and recently appointed Strategic Commissioning Board to prioritise performance at both the corporate and the individual level, this role requires energy, grit, determination and the capacity to inspire, motivate and drive forward the transformation agenda. Commercial acumen is also essential, in order to deliver the substantial efficiency savings required by the fundamental changes in public service funding prompted by the economic downturn. The Council must work extensively in partnership with other organisations – public, private and voluntary – to deliver high quality, cost effective services that ensure a good quality of life for the residents of Barnet. Therefore, the ability to build, manage and maintain key stakeholder relationships is crucial.

Role Purpose

To lead the strategic management of the Council to ensure quality and best value for money.

To be the Council's principal policy and business adviser.

To be the managerial leader, ensuring that the staff of the Council deliver the agreed objectives and priorities.

To take the statutory responsibilities of Head of Paid Service

To deliver, within a politically-led environment:-

- The Council being positioned at the leading edge of public service innovation.
- The pursuit of new funding and income streams to ensure the Council is as self sufficient as possible.
- Challenge to all parts of the Council to ensure that the working practices, systems and behaviours of staff accord to best practice in the commercial world.
- The Council taking a prominent role in community leadership for Barnet working within complex partnerships across the public, private and third sectors.
- Effective arrangements for ensuring a closely aligned political and managerial partnership focused tightly on delivery and strategic outreach.

This role will:

- Act as principal advisor to the Council in the formulation of its objectives, values and strategic policies, and to ensure that these are delivered and implemented effectively, so that the Council fulfils its statutory responsibilities and meets the needs of its citizens in line with legal and budgetary requirements.
- Work with councillors to lead and develop relationships with key stakeholders in Government, and across all sectors and communities in Barnet, creating partnership working to influence views and decisions for the benefit of Barnet communities. In particular to shape and influence public sector spend and best use of resources in Barnet.
- Lead and inspire the Council’s services and hold it accountable, collectively and individually, for the effective delivery of the objectives, political and financial aspirations and goals of councillors.
- Build and develop strong relationships with existing and potential Partners (local, regional and national) in order to build collaboration and confidence towards multi-agency working.
- Develop a creative, citizen-focussed, high-performance, financially sustainable organisation, in which all staff are clear about their individual responsibilities and roles, to ensure the Council delivers quality and value to the Barnet.
- Review the structure, capacity, skills and performance of the Council to ensure that they match the needs of local citizens, fiscal constraints, strategic priorities and statutory requirements. Promote a culture that exhibits a positive outlook and continuous improvement to meeting the challenges despite financial constraints.
- Take overall responsibility for the Council’s risk and reputation management by ensuring it operates in an open, accountable and democratic manner.
- Monitor and advise on the Council’s corporate governance arrangements.
- Be responsible for the overall co-ordination and performance management of the Council’s operations, including arrangements for managing major projects.
- Participate in the appointment of the Council’s Directors, undertake their annual performance and development reviews, and address any issues arising.
- Act as Electoral Registration Officer and organise elections.

Core Accountabilities

- **Think Customer:**
 - ◆ Ensuring that there is a clear and jargon free strategic document in place focused on the delivery of outstanding services that meet the needs and expectations of the people of Barnet.
- **Leadership & People Management:**
 - ◆ Providing strong, visible, consistent and courageous leadership setting out a clear vision and direction that identifies individual and collective responsibilities and accountabilities.
 - ◆ Inspiring staff to demonstrate and support a culture of high personal standards and performance, acknowledging their accomplishments and developing their skills through a framework of coaching and mentoring.
- **Democratic Spine:**
 - ◆ Providing clear advice and guidance to Council Members helping them to develop and agree strategic priorities and approaches for the Council.

- ◆ Reporting the outcomes flowing from the implementation of their strategy.
- ◆ Identifying the ongoing needs of Members to be properly equipped and trained to make informed decisions in their increasingly demanding role.
- **Financial & Risk Management:**
 - ◆ Overseeing the Council's overall financial budget by exercising financial and commercial acumen ensuring that the corporate financial position remains within agreed parameters.
 - ◆ To ensuring robust policies are in place to comply with relevant legislative and statutory requirements for effective risk.
- **Market Analysis & Management:**
 - ◆ Looking to the future to capitalise on opportunities and steer clear of potential threats.
 - ◆ Seeing the opportunities in the midst of the pressure of everyday activities.
 - ◆ Focusing on a healthy mix of high quality public, private and third sector providers in Barnet to ensure the best possible outcomes for local people.
- **Partnership Building:**
 - ◆ Forming strong strategic relationships with a broad range of local, regional and national organisations building strong partnerships to provide high quality, outcome focused services.
 - ◆ Finding a common language that connects with customers, thereby leading to better understanding about proposed solutions.
- **Business & Resource Planning:**
 - ◆ Ensuring that business plans meet Medium Term Financial Strategy savings whilst continuing to deliver the agreed priority outcomes.

Knowledge, Skills and Experience

- Substantial record of senior strategic leadership achievement and experience.
- Recent experience of successfully leading the delivery of outcomes and transformation in a large local authority, including cross function performance management and improvement.
- Significant analytical skills and clear strategic thinking is required to provide complex advice that balances competing environmental, social and economic considerations in a joined-up, clear and sensitive manner.
- Strong negotiation and influencing skills to ensure that others co-operate in the achievement of corporate objectives.
- An in-depth knowledge, understanding and experience of the social, legal and economic context within which local authorities work and the implications of this for delivery of council aims.
- Broad knowledge of public sector service delivery and strategic commissioning approaches.
- Ability and track record in building broad networks and partnerships across the public, private and voluntary sectors, at borough, regional and national level.
- A collaborator who can develop productive relationships with a varied and broad range of stakeholders and communities to ensure the development, design and delivery of services that reflects their needs.
- Experience of having worked at a senior level in a political environment, skills in understanding and responding to different perspectives and taking a cross-organisational perspective.
- Business acumen gained from creating a commercial environment where the management of cost and delivery of priority outcomes are paramount.
- An inspirational leader who; motivates, leads and has a track record of get things done.
- Politically astute, with strong integrity and a good appreciation of governance.

Core Leadership Behaviours

- **Customer Focused:**
 - ◆ Leads the organisation in its focus on its customers
 - Demonstrates by example that customers' needs are placed at the centre of the Councils priorities.
 - Is seen as a role model and behaves accordingly.
 - Includes measurement of management team performance from customer feedback
- **Drive Innovation**
 - ◆ Creates and embeds a learning culture
 - Uses knowledge and understanding to the development needs of staff in anticipation of ongoing change and challenge.
 - Eliminates any notion of attributing "blame" when things go wrong.
 - Takes a personal and active lead as a coach and mentor.
 - Identifies the ongoing needs of Members to be properly equipped and trained to make informed decisions in their increasingly demanding role.
- **Brings Insight**
 - ◆ Initiates looking to the future by scanning the external environment to capitalise on opportunities
 - Introduces new and imaginative ways of assessing current activity and the options around change.
 - Focuses on taking opportunities in the midst of the pressure of everyday activities.
- **Drive Continual Improvement**
 - ◆ Champions continual improvement
 - Challenges performance levels and focuses on "raising the bar".
 - Leads on identifying accountability and responsibility for actions.
 - Looks for ways of measuring qualitative as well as quantitative performance.
- **Entrepreneurial**
 - ◆ Leads on creating new opportunities
 - Actively champions and supports the introduction of new ideas and thinking.
 - Acts as a role model in future thinking and publicly acknowledges individuals who contribute ideas that benefit the Council and its customers.
- **Engages People**
 - ◆ Acts as an exemplar in building a committed workforce
 - Projects a positive and optimistic attitude throughout good and bad times.
 - Actively supports and celebrates individual and collective success.
 - Is seen as a visible and supportive leader by both the organization and its various partners.
- **Influences**
 - ◆ Takes a strategic approach
 - Recognises and uses influence to capture a wide range of support both within and out with the Council
 - Actively pursues a wide network for both current and longer term need.
 - Leads on the interpretation of local, regional and national thinking which will demand Council action.
- **Confident and Resilient**
 - ◆ Understands and accepts the nature of the role of Chief Executive
 - Has the courage to maintain a point of view under pressure.
 - Avoids the temptation to be detached and distant as a means of earning respect.

- Remembers that people have emotions and will only genuinely respond to leaders who share feelings.

Appendix 2

Overview on Role and Requirements

London Borough of Barnet, Chief Executive

Draft Briefing Document for Candidates provided by Leaders of the Conservative, Labour and Liberal Democrat Parties.

Focus of Role

The Chief Executive will play the leading role on the implementation of the Council's transformation agenda aimed at serving the Barnet community through a commissioning approach to providing services.

Delivering this ambitious change demands considerable leadership and personal qualities that arguably go beyond those traditionally required in former times. Whilst working with the Council Leader, Elected Members and Corporate Directors in setting the strategic direction and priorities regardless of Political mandate, remains an essential and ongoing responsibility, delivering the strategy will now become the task of a recently formed Strategic Commissioning Board.

The Board's focus will be on innovation, creativity and an absolute commitment to the principles of meeting the needs of the Barnet community irrespective of the means of delivery which may be through public, private or voluntary sector organisations. A key priority for the Chief Executive, as leader of the Board, will be initiating, fostering, encouraging and monitoring a wide range of partners and multi-agency alignment all aimed at the provision of integrated, cost efficient and effective services to the people of Barnet.

Given the unremitting pressure on Council funding, the Chief Executive will need to exercise considerable financial and commercial acumen in guiding the Council towards the successful delivery of its agenda for change.

Barnet enjoys strong political leadership and good cross party working and Members welcome highly visionary, visible and capable leadership in the organisation. A new chief executive will be comfortable working with and contributing to the direction of the Council in conjunction with Members, and feel able to act as critical friend whilst respecting the democratic process.

Whilst significant change has taken place over the last few years, and more is anticipated, there is no doubt that there is a critical need for the contracts and business in Barnet to be consolidated and the plan delivered upon. This does not mean there isn't room for further innovation, particularly if it is about delivering more or better for less for the residents of Barnet. But it is important to note that major outsourcing contracts, key delivery units with strong citizen accountability and a heightened emphasis on intervention and prevention are in sensitive stages of establishment and the new chief executive will need to assure Members of their

ability to deliver on these first. A successful transition and maintaining business as usual will be an initial priority for the new chief executive.

Barnet enjoys strong and high quality leadership at all levels, and has put emphasis on developing clear values and behaviours within the organisation and in its work with partners. The values and behaviours play an important part of how they 'do business' and would want a chief executive who feels passionately about engaging citizens, employees and partners in an aligned organisation where values and behaviours are lived, not just written on the wall.

Further details of these are set out in the job description and candidates are encouraged to take time to read through them and consider how as the organisational leader for Barnet they will meet and exceed these.

The organisational structure in Barnet has recently undergone major change with a number of services outsourced and delivery structured into clearly accountable units the leadership team of the Council has been reorganised to reflect these changes and support the Commissioning Council approach. A new organisational chart is attached.

The Strategic Commissioning Board (SCB) is made up four key roles:

- Chief Executive
- Chief Operating Officer
- Director of People
- Director of Place

The SCB will drive the strategic future of Barnet to deliver the political mandate and ensure that the services delivered, by whatever method are the most effective and cost efficient for residents.

Our Ideal Candidate

Whilst we have set out in the person specification the key areas of competence, we thought it would be helpful to hear what our Members and partners think is important in our new chief executive;

- Experienced in leadership/senior management roles ideally gained in a local authority of similar size/scope/challenge.
- Bring vision and innovation to delivering change for residents
- Experienced in offering sound advice and healthy challenge to Members to develop clear strategies.
- Be focused and passionate about the community we serve, and understand the priorities for those who live in Barnet; and ensure that the things our community values/needs are of focus.
- Understand the purpose and limitations of local government. Be business like, but recognise that Barnet Council is not a plc.

- Have experience of diverse models of delivery; large scale contracts; commercial and partner management and the ability to drive effectiveness through contracts and partnership.
- Bring experience or understanding of managing population growth successfully and sustainably; and translate this into the Council's plans and strategies.
- Someone who has or can quickly gain real knowledge of Barnet, the community and the challenges of the Borough and can demonstrate experience of making change happen for residents.
- Be credible quickly with Members, partners and senior managers – be comfortable with Members taking the lead externally and confident personally under pressure and in the spotlight internally; be able to use and influence external networks for the benefit of Barnet; but remain focused on Barnet.
- Recognise and value the role of partners and partnership in delivering services and changing lives in Barnet. Be an experienced and effective partner for Barnet, recognising when to lead and when to follow.
- Be a confident leader of the organisation; bring sound ideas and new innovations that will improve operational success and positively impact our residents.
- Be inquisitive about and interested in the community and interested in how we can improve their lives through our work.
- Inspire others to do great things; be the natural leader of a strong senior management team and set positive leadership behaviour through effective people and performance management.

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Appendix 2

Meeting	Council
Date	16 April 2013
Subject	Pay Policy Statement
Report of Summary	<p>Remuneration Committee</p> <p>This report sets out formal delegation of decision making from Council to the Remuneration Committee and the consequent changes to the Council’s Pay Policy Statement.</p>

Officer Contributors	Sarah Murphy-Brookman, Assistant Director Human Resources
Status (public or exempt)	Public
Wards Affected	Not applicable
Key Decision	Not applicable
Reason for urgency / exemption from call-in	Not applicable
Function of Enclosures	Council Annex A - London Borough of Barnet – Pay Policy Statement 2013/14
Contact for Further Information:	Sarah Murphy-Brookman 0208 359 7912

1. RECOMMENDATIONS

- 1.1 That Council notes the content of the supplementary guidance issued by DCLG in February 2013 and the changes necessitated by this guidance.**
- 1.2 That Council notes that it must be offered the opportunity to vote on severance packages and salaries that total £100,000 or more.**
- 1.3 That Council delegates the function of approving salaries and severance packages of £100,000 or more to Remuneration Committee.**
- 1.4 That all delegated decisions taken by Remuneration Committee are reported back to Council.**
- 1.5 That Council agrees the consequent changes to the Council's Pay Policy Statement for the financial year 2013/14.**

2. PREVIOUS RELEVANT DECISIONS

- 2.1 At the meeting of Council on the 5 March 2013 the Council's Pay Policy Statement for the financial year 2013/14 was endorsed..

3 CORPORATE PRIORITIES AND POLICY CONSIDERATIONS

- 3.1 The Council is required under the Localism Act 2011 to produce an annual Pay Policy statement. The practise to date has been that the Remuneration Committee agrees the statement and then remits it for endorsement by Council and then publication is by 31 March each year.
- 3.2 The Localism Act recognises that from time to time Pay Policy Statements may require amendment during the financial year. The Act states that an amended Pay Policy Statement must be published as soon as practicable following approval by Council.
- 3.3 The Department for Communities & Local Government issued supplementary guidance in late February 2013. This supplementary guidance requires that:
 - 3.3.1 Council are offered the opportunity to vote on severance packages that total £100,000 or more. The component elements of the severance package include salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid
 - 3.3.2 Council are offered the opportunity to vote on salaries that total £100,000 or more.
- 3.4 It is suggested that that these decisions set out paragraph 3.3.1 and 3.3.2 be delegated by Council to Remuneration Committee, this change would then need to be reflected in the 2013/14 Pay Policy statement.

4. RISK MANAGEMENT ISSUES

- 4.1 Council has responsibility to discharge its obligations under the Localism Act 2011, in particular the issues of transparency for Chief Officer pay

5. EQUALITIES AND DIVERSITY ISSUES

- 5.1 The Pay Policy Statement provides enhanced transparency about pay policy within the Council and forms part of the information that the Council publishes to discharge its Public Sector Equality Duty as part of the Equality Act 2010

6. USE OF RESOURCES IMPLICATIONS (Finance, Procurement, Performance & Value for Money, Staffing, IT, Property, Sustainability)

- 6.1 There are no resource implications.

7. LEGAL ISSUES

- 7.1 Pay policy statements have been necessitated by section 38(1) of the Localism Act 2011 and the Council must publish its amended pay policy statement as soon as practicable following approval by Council.

- 7.2 An amended Pay Policy Statement has been produced following supplementary guidance issued by the Department for Local Government & Communities in late February 2013. This supplementary guidance requires that:

7.2.1 Council are offered the opportunity to vote on severance packages that total £100,000 or more. The component elements of the severance package include salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid

7.2.2 Council are offered the opportunity to vote on salaries and severance packages that total £100,000 or more

8. CONSTITUTIONAL POWERS (Relevant section from the Constitution, Key/Non-Key Decision)

- 8.1 The Remuneration Committee's terms of reference are noted in Part 3 of the Council's Constitution – Responsibility for Functions

9. BACKGROUND INFORMATION

- 9.1 The Remuneration Committee's role is to ensure transparency about Council pay matters. The pay bill is the largest cost for the London Borough of Barnet and this committee underpins the aim of pay control in order to deliver the Medium Term Financial Strategy.

- 9.2 Remuneration Committee is a function of Council and its membership is politically balanced and its membership includes the Leaders from the three main political Groups.
- 9.3 All of Remuneration Committees decisions are reported back to Council.
- 9.4 In late February 2013 the Department for Communities & Local Government issued supplementary guidance about matters to be covered in Pay Policy statements. This supplementary guidance now requires that:
- 9.4.1 Council are offered the opportunity to vote on severance packages that total £100,000 or more. The component elements of the severance package include salary paid in lieu, redundancy compensation, pension entitlements, holiday pay and any bonuses, fees or allowances paid
- 9.4.2 Council are offered the opportunity to vote on salaries and severance packages that total £100,000 or more
- 9.5 This report asks full Council whether it wishes to be offered the opportunity to vote on salaries and severance packages of £100,000 or more or whether it wishes to delegate this function to Remuneration Committee.
- 9.6 An amended 2013/14 Pay Policy statement is attached at Annex A which reflects the delegation of these responsibilities. The statement uses the previous 2013/14 statement as a template.

10. LIST OF BACKGROUND PAPERS

- 10.1 None

Annex A - London Borough of Barnet – Pay Policy Statement 2013/14

1. Background

1.1 Localism Act 2011 - Openness and accountability in local pay

Section 38(1) of the Localism Act requires local authorities to produce an annual pay policy statement.

The provisions in the Act do not seek to change the right of each local authority to have autonomy on pay decisions, however it emphasises the need to deliver value for money for local taxpayers.

This statement has been approved by Council and any further changes during the year will be brought back to Council for adoption.

This statement does not cover schools.

1.2 Related Remuneration and Transparency Context

The Council follows the transparency requirements on remuneration as set out in the Code of Recommended Practice for Local Authorities on Data Transparency issued by the Department for Communities and Local Government in September 2011 and specific guidance relevant to the Localism Act issued by the Department in February 2012 and February 2013. In addition the Council will continue to meet all of its other obligations with regard to the publication of pay information.

2. Governance arrangements for pay and conditions of service within London Borough of Barnet

General Functions Committee - as set out in the Council's constitution Part 3, section 2 – has responsibility for staff matters and conditions of service. General Functions Committee is a sub committee of Council and all of its decisions will either be called in or are approved by Council.

Remuneration Committee – as set out in Part 3 of the Council's Constitution – Responsibility for Functions has in its Terms of Reference accountability for remuneration of chief officers and pay in general. Remuneration Committee is a sub committee of Council and all of its decisions will either be called in or are approved by Council.

The Remuneration Committee also has responsibility for ensuring that remuneration is set within the wider pay context, including giving due consideration to the relationship between the highest and lowest paid in the organisation. The Remuneration Committee will produce pay recommendations and will remit the pay policy for approval by Council.

3. Remuneration arrangements for all employees

3.1 Introduction

This section sets out the remuneration arrangements for London Borough of Barnet (LBB) employees.

Senior Management

A new set of Pay and Reward arrangements have been implemented for the Senior Management Team. These arrangements include:

- Market based pay structure which links job size to the mid point between Median and Lower Quartile Pay data
- Evaluation of all roles using Hay Job Evaluation scheme to size the role.
- Pay Grade reflect job sizes and evaluated roles are slotted according to the evaluated job size
- Automatic enrolment into Local Government Pension Scheme (LGPS)
- Base pay reviewed by Remuneration Committee - these roles are outside national pay bargaining
- 30 days annual leave
- Sick pay is a maximum of six months at full pay and three months at half pay

Rest of the Council

LBB is reviewing its Pay and Reward arrangements for all other employees. Current arrangements are:

- Base pay negotiated through collective bargaining arrangements administered by the Local Government Association
- Adoption of the National Joint Council (NJC) for Local Government Services (LGS) pay spine
- Evaluation of all roles using systematic Job Evaluation.
- Roles placed on the pay spine using job evaluation
- Automatic enrolment into Local Government Pension Scheme (LGPS)
- Other terms and conditions of employment, such as entitlement to sick pay and annual leave, are governed by the NJC LGS

3.2 Pay Scales

Senior Management Team

The Council has recently introduced a new grading structure for senior managers. The grade structure and rates of pay were agreed by Remuneration Committee on 28 June 2012. Remuneration Committee will set the pay rates applicable to the new grade structure on annual basis and this pay policy statement will be updated. The table below sets out the new pay grades for the Senior Management Team and the Statutory Officer posts.

Pay Grade	As at 1 Jan 2013 Pay point for Entry	As at 1 Jan 2013 Pay point for Developing	As at 1 Jan 2013 Pay point for Fully Competent	Chief Officer Post(s)* included in each Pay Grade
1	£177,613	182,613	£187,613	Chief Executive
2	£148,464	£153,464	£158,464	Chief Operating Officer; Director for People (incorporates the statutory function of the Director of Children's Services)
3	£124,870	£129,870	£134,870	Director for Place; Family Services Director Adults and Communities Director
4	£103,846	£108,846	£113,846	Assurance Director
5	£85,139	£89,869	£94,599	
6	£71,511	£75,484	£79,457	
7	£57,950	£61,170	£64,389	

* These Chief Officer posts are subject to changes in the Council's constitution to reflect the new senior management structure

Each Pay Grade comprises 3 pay points Entry, Developing and Fully Competent. The Fully Competent pay point reflects the evaluated level of the job. LBB does not pay beyond the evaluated level of the job and there is no automatic progression between each level within the Grade.

The appropriate pay point at recruitment will normally depend upon the applicant's assessed level of competence.

All chief officer appointments will be conducted by a member recruitment panel. The candidate's remuneration will be voted on by the Remuneration Committee and reported to Council at the earliest opportunity. Council have been given the opportunity to vote on Chief Officer salaries at or above £100,000 per annum and have delegated this function to the Remuneration Committee. Remuneration Committee consists of the Leaders of all three main political parties (one of whom is the Leader of the Council) and two other members.

Council retains the responsibility to vote both on the candidate and the level of remuneration for Chief Executive appointments.

Rest of the Council

The council in accordance with its single status agreement currently has two pay bands in operation for the remainder of the Council as follows:

Pay Band	Relevant employees	Lowest Pay Point as at 1 Jan 2012	Highest Pay Point as at 1 Jan 2012
Hayband 4	Senior Managers and some professional staff	£47,550	£62,514
Barnet Broadband	All other employees	£14,697	£64,827

The evaluated grade for a role is normally 4 spinal column points. However the Single Status Agreement allows for some discretion in the number of spinal column points within a grade ranging from single spot grade through to a career grade; this discretion must be in line with the single status agreement.

The pay point on recruitment is normally at the bottom point of the grade for each post unless there is a justifiable reason for doing otherwise. An example might be that for particular roles there is difficulty in recruitment and retention and to ensure that the successful candidate accepts the job offer a salary above the bottom of the grade is required.

Progression through the grade is through annual increments until the top of the pay grade is reached.

3.3 Other Elements of Remuneration

Pay Protection

The Council's Managing Organisational Change Policy is applicable to all employees and sets out the Council's pay protection policy.

Honoraria

The Council has an Honoraria Policy applicable to all employees which sets out: when Honoraria may be paid; the payment calculation and the period of payment. Any Honoraria payments must be agreed at Assistant Director level or above.

Market Factor Supplements

The Council has a Market Factor Supplement Policy applicable to all employees which describes when and how LBB may pay beyond the evaluated level of the job. Any market payment will need to be supported by clear market evidence before it can be brought into payment.

Other

LBB does not pay bonuses or performance related pay.
LBB does not offer any benefits in kind
LBB does not use ex-gratia payments.

3.4 *Payment for election duties*

The role of Returning Officer is considered to be secondary employment and any Senior Officer undertaking this role will be expected to either take annual leave or special unpaid leave when fulfilling this function.

Any employee who undertakes election duties is paid for this through the Returning Officer. The level of Fees & Charges payable for election duties are set by the Cabinet Office & London Councils.

3.5 *Pension Arrangements*

The percentage rate of contributions is set through national negotiations.

Employees of the London Borough of Barnet are automatically enrolled into the LGPS but can opt out if they so wish.

All pension matters are dealt with by LGPS Scheme Rules.

3.6 *Redundancy Terms*

The Council's Managing Organisational Change Policy is applicable to all employees, including Chief Officers and Head of Paid Service, and sets out redundancy compensation.

Compensation is calculated as 1x actual salary x number of weeks. Number of weeks is calculated using the statutory matrix of Age and Years of Completed Service. The minimum is 1 week's actual pay and the maximum is 30 weeks.

The Council's redundancy terms do not enhance pension entitlements.

The Council as part of its duty to mitigate the consequences of redundancy puts in place appropriate employee support, which includes career advice, workshops, and trial periods for redeployees.

3.7 *Appointment and Remuneration Terms*

The Council appoints to roles on a variety of terms and the final decision about the appointment and remuneration terms will be a reflection of the requirements of the role; the evaluated level of the role; the longevity of the role; budgetary constraints and broader value for money considerations.

4. *Severance arrangements*

The Council does not enhance severance packages beyond statutory and contractual entitlements. In practice this means that a severance package will consist of redundancy pay (see 3.6), pay in lieu of notice (contractual entitlement), any holiday pay the employee is contractually entitled to and pension payments which the employee is entitled to in accordance with the Local Government Pension Scheme (LGPS)..

Where an employee is aged 55 or above and is made redundant then by virtue of the LGPS scheme rules the employee's pension will automatically come into payment. It should be noted that an employer cost, known as 'Pension Strain' will be crystallised and is a cost to be paid by the employer to LGPS.

For the purposes of calculating the component parts of a severance package this will include:

- redundancy pay
- pay in lieu of notice
- holiday entitlement earned but not taken
- 'pension strain' cost payable by the Council to the Pension Scheme

Council have been given the opportunity to vote on severance packages at or above £100,000 per annum and have delegated this function to the Remuneration Committee. Remuneration Committee consists of the Leaders of all three main political parties (one of whom is the Leader of the Council) and two other members.

5. Relationship between the remuneration of its chief officers, and the remuneration of its employees who are not chief officers

5.1 Remuneration of the Lowest Paid

The definition of the lowest paid is based on the spinal point 4 which is the lowest pay point on the NJC scale and is above the National Minimum Wage.

5.2 Pay Dispersion

The highest paid role in the Council is the Chief Executive with earnings of £187,613 the median average paid role is £28,800 and this covers a wide range of roles. The ratio between the highest paid in the authority (Chief Executive Officer) and the median average paid role is 1:6.5. The lowest paid role in the Council is scp 4 earning £14,697 per annum the ratio between the highest and lowest paid roles is 1:12.76.

5.3 Elements of Chief Officer Remuneration

All Chief Officers receive only base pay. In common with all other roles in the Council if there was clear market evidence that the evaluated level of the job did not reflect the market then a market supplement would be considered. Any market supplement would need to be agreed by the Remuneration Committee.

6. Staff moving posts within the public sector

LBB operates a recruitment policy based on merit - in line with discrimination legislation.

Should a successful candidate be in receipt of a severance payment or pension the London Borough of Barnet applies the Rules of the Local Government Pension Scheme and Modification Order to manage the following scenarios, should they occur:

- Where previously employed by the same authority, left with a severance or redundancy payment, and have come back as a Chief Officer
- Are in receipt of a Local Government Pension Scheme or Firefighter pension (whether their previous service was with the same authority or not)

Where the successful candidate was previously employed by LBB then there would normally be a six month break before LBB would re-employ either as an employee or under a contract for services

7. Publication of and access to information regarding remuneration of Chief Officers

Remuneration information about Chief Officers is published on the London Borough of Barnet's website which is accessible to all members of the public.

The Council's Annual Accounts set out actual remuneration including all elements of pay for roles paid above £58,200. These accounts are published on the Council's website.

8. Amendments to this Pay Policy Statement

It is recognised that the Council is undergoing fundamental change during the period covered by this pay policy statement. Amendments to this pay policy statement in-year will be carried out via the governance framework set out at section 2 with approval as appropriate by Council.

April 2013

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Council Meeting

16 April 2013

AGENDA ITEM 4.5

REPORT OF THE HEAD OF GOVERNANCE

1. REPORT EXEMPT FROM CALL-IN

These matters are reported to the Council to meet Constitutional requirements (Overview and Scrutiny Procedure Rule 16.8). No action is required by the Council and the decision has been implemented.

In the case listed below, the Chairman of the Business Management Overview and Scrutiny Committee agreed that the decision proposed was reasonable in all the circumstances, was urgent and therefore had consented to the proposed decision being exempted from call-in:

DPR 1946 - Interim IT Infrastructure Support Solution

The Commercial Director on the 7 March 2013 authorised the appointment of Capita to provide interim IT infrastructure support solution for the Council.

The decision was considered urgent as the council's Infrastructure managed ICT service provider went into administration and an emergency arrangement was required to secure the continuation of the critical IT services. Any delay involved in awaiting any call-in to the Business Management Overview and Scrutiny Committee (whose next meeting is not due to take place until 2 May 2013) would result in the Council being unable to restore or ensure continuity of essential business and critical ICT services.

RECOMMEND - That Council note the report exempted from call-in.

2. ALLOCATION OF SEAT AND APPOINTMENT OF INDEPENDENT MEMBER (NON-ALIGNED TO POLITICAL GROUP) TO SAFEGUARDING OVERVIEW AND SCRUTINY COMMITTEE

At its meeting on the 22 January, 2013 Council resolved to include the Independent (non-aligned to political group) Member in the allocation of seats on the basis that an additional seat could be allocated on any of the Overview & Scrutiny Committees, excluding Business Management Overview & Scrutiny Committee, without changing the political balance on those committees. Council did not determine which Overview & Scrutiny Committee the allocation would be made to.

At its meeting of 5 March, 2013, Council resolved (at item 10.3) to agreed to appoint the Independent (non-aligned to political group) Member to the Safeguarding Overview and Scrutiny Committee.

Council is requested to note that, subsequent to the decision taken by Council at its meeting on 5 March, 2013, the Independent (non-aligned to political group) Member has written to the Director of Corporate Governance and stated that he does not wish to be a member of the Safeguarding Overview & Scrutiny Committee.

Council is not obliged to allocate a seat on a Committee to an Independent (non-aligned to political group) Member, but it may choose to do so. Equally the Council having decided to allocate a seat on a Committee to an Independent (non-aligned to political group) Member

is not obliged to remove that allocation because the Independent (non-aligned to political group) Member does not wish to take up the specific appointment. The resolution to allocate a seat to the Independent (non-aligned to political group) Member can only be revoked by Council.

RECOMMEND - That Council confirm whether it wishes to retain or remove the appointment of the Independent (non-aligned to political group) Member to the Safeguarding Overview and Scrutiny Committee.

**Andrew Nathan
Head of Governance**