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PETERBOROUGH CITY COUNCIL SUMMONS TO A MEETING

You are invited to attend a meeting of the Peterborough City Council, which will be held in the Council Chamber, Town Hall, Peterborough on

WEDNESDAY 9 MARCH 2016 at 7.00 pm

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Chief Executive

1 March 2016
Town Hall
Bridge Street
Peterborough

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**MINUTES OF THE COUNCIL MEETING
HELD WEDNESDAY 27 JANUARY 2016
COUNCIL CHAMBER, TOWN HALL, PETERBOROUGH**

THE MAYOR – COUNCILLOR JOHN PEACH

Present:

Councillors Aitken, Ash, Ayres, Bisby, Brown, Casey, Coles, Davidson, Elsey, Faustino, Ferris, Fitzgerald, Forbes, Fower, F Fox, JR Fox, JA Fox, Harper, Harrington, Herdman, Hiller, Holdich, Jamil, Johnson, Khan, Knowles, Lamb, Lane, Martin, Miners, Murphy, Nadeem, Nawaz, North, Okonkowski, Over, Peach, Rush, Saltmarsh, Sanders, Sandford, Scott, Seaton, Serluca, Shabbir, Shaheed, Sharp, Shearman, Stokes, Swift, Thulbourn, Whitby and Yonga.

1. Apologies for Absence

Apologies for absence were received from Councillors Iqbal, Maqbool, Sylvester and Thacker.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of the Meeting held on 17 December 2015

The minutes of the meeting held on 17 December 2015 were approved as a true and accurate record.

COMMUNICATIONS

4. Mayor's Announcements

Members noted the report outlining the Mayor's engagements for the period commencing 14 December 2015 to 24 January 2016.

The Mayor advised that the Mayor's Charity was holding a 1940's charity ball on Friday 12 February 2016 at the Town Hall, for which there were tickets still available.

5. Leader's Announcements

There were no announcements from the Leader.

6. Chief Executive's Announcements

There were no announcements from the Chief Executive.

QUESTIONS AND PETITIONS

7. Questions with Notice by Members of the Public

There were no questions submitted by members of the public.

8. Petitions

(a) Presented by members of the public

There were no petitions from members of the public.

(b) Presented by Members

There were no petitions from Members.

9. Questions on Notice

(a) To the Mayor

(b) To the Leader or member of the Cabinet

(c) To the Chair of any Committee of Sub-Committee

Questions (b) to the Leader or Member of the Cabinet were raised and taken as read in respect of the following:

1. The road sweeper missing the cul-de-sac off Uldale Way;
2. Reports of fly tipping in rural wards;
3. The five day requirement to obtain a tip permit;
4. The introduction of a roundabout on Gunthorpe Road;
5. The wooded area near Sobrite Spring;
6. Plans for schools in the new Gunthorpe Ward;
7. Street lighting along Bretton Way;
8. Proposals to raise business rates; and
9. Regeneration of the Werrington Centre.

The questions and responses are attached at **APPENDIX A** to these minutes.

RECOMMENDATIONS AND REPORTS

10. Executive and Committee Recommendations to Council

(a) Cabinet Recommendation – Fourth Local Transport Plan

Cabinet at its meeting of 18 January 2016, received a report which asked it to consider and recommend to Council the adoption of the fourth Local Transport Plan (2016-2021), including the review of the Long Term Transport Strategy (2011-2026). It also requested that Cabinet consider the comments of the Sustainable Growth and Environmental Capital Scrutiny Committee, which had considered the proposals at its meeting held on 6 January 2016 and had suggested further additions.

Councillor Hiller introduced the report and moved the recommendations contained within, along with the amendments from Scrutiny as detailed. Improved transport was a priority for the city and the Local Transport Plan, produced every five years, outlined how transport issues would be tackled going forward. The plan was deliverable and had been extensively consulted upon.

Councillor Elsey seconded the recommendations and reserved his right to speak.

Members debated the recommendations and in summary raised points including:

- The Plan was lacking in ambition and many previously mentioned longer term schemes had been removed;
- There was no mention of park and ride within the document, this was an important element due to the increase in population and the number of cars travelling into the city centre;
- Air quality in parts of the city centre were already bad and were getting worse;
- Public consultation responses had shown that respondents wished the Council to prioritise cycling, walking and public transport. The Plan did not do that;
- Buses were only hourly in the evenings and cycle routes were often inadequate in busy areas, such as the city centre;
- The Plan did not join up with other important strategies such as the Health and Wellbeing Strategy and the Environment Capital Plan;
- The park and ride should not have been dismissed, it could have been made to work;
- The Plan did not meet the visions for the city as laid out within the Environment Capital Action Plan;
- There needed to be ambitious plans in place in order to cut car emissions by 50-70%;
- It was regrettable that the Plan did nothing to address air quality in the city. More work needed to be done rather than proposals put forward to monitor air quality;
- The city's footpaths needed to be better maintained and regularly swept in order to prevent cycles and mobility scooters receiving punctures;
- The Plan lacked inspiration. There was no provision for increase in traffic levels and no mention of how issues would be addressed and progressed;
- Historical figures had shown that park and ride did not work particularly well in Peterborough;
- One of the worst causes of air pollution was cars stopping because of too many traffic lights etc. Peterborough had some of the best flowing traffic in the country;
- The Transport User Hierarchy stated that pedestrians and cyclists should have priority;
- There was no long term vision within the Plan, the population was growing and this would mean more traffic congestion, leading to more air pollution;
- More investment was needed in sustainable transport. Park and Ride had been a key aspect of the previous transport plan, along with water transport;
- There was no commitment to electric vehicles within the Plan or any other areas to reduce air pollution;
- A significant number of early deaths in the city could be attributed to respiratory ailments. Air pollution was a major health issue;
- The Plan outlined realistic achievements for the local authority;
- Peterborough could not be considered as heavily congested in comparison to other major cities;
- The issues with the buses were for the bus companies to address, their services were designed around demand;
- Park and ride would only work if the city centre was congested and had high parking charges, this was not the case in Peterborough; and
- Peterborough had some of the best cycle routes in the country.

Councillor Eley exercised his right to speak and advised of the rationale behind the removal of proposed park and ride schemes since the previous Transport Plan of 2011, owing to them not being financially viable for the city. He further advised that there were a number of future schemes proposed which did not focus solely around car travel.

Councillor Hiller summed up and addressed a number of the issues raised during debate. He reiterated the decision of the cross party Sustainable Growth Scrutiny Committee in relation to the park and ride scheme, and it not being viable. Assurance was given that Peterborough was committed to lessening congestion, this being a main culprit of air pollution.

A recorded vote was taken:

Councillors For: Aitken, Ayres, Bisby, Brown, Casey, Coles, Eley, Faustino, Fitzgerald, JR Fox, JA Fox, Harper, Harrington, Herdman, Hiller, Holdich, Lamb, Lane, Nadeem, Nawaz, North, Okonkowski, Over, Peach, Rush, Sanders, Scott, Seaton, Serluca, Stokes, Swift and Whitby.

Councillors Against: Ash, Davidson, Ferris, Forbes, Fower, Jamil, Johnson, Khan, Knowles, Martin, Miners, Murphy, Saltmarsh, Sandford, Shabbir, Shaheed, Sharp, Shearman, Thulbourn and Yonga.

Councillors Abstaining: F Fox.

Following the vote (32 for, 20 against, 1 abstention) it was **RESOLVED** that Council:

Adopted the Local Transport Plan 2016 to 2021 (LTP4) including the Long Term Transport Strategy 2011 to 2026 (LTTS) as set out in the report, subject to the following additions:

- i. Air quality be monitored in the fourth Local Transport Plan in a manner that is easy to understand and would allow Peterborough to be compared with other cities; and
- ii. The long term aspiration to support the addition of further stations along the Stamford and Spalding train lines be included within the Fourth Local Transport Plan and the Council will pursue these aspirations with the relevant rail authorities subject to these (a) being supported by Cabinet and (b) only where they do not take priority over existing proposals for the rail network.

(b) Cabinet Recommendation – Council Tax Support Scheme

Cabinet, at its meeting of 18 January 2016, received a report on proposals for the Council Tax Support Scheme 2016/17, including the outcome of public consultation and discussions at the Joint Budget Scrutiny on 26 November 2015.

The purpose of the report was for Cabinet to make a recommendation to Council on the Council Tax Support Scheme to be implemented in Peterborough from April 2016 and to approve the introduction of a council tax discretionary hardship policy.

Councillor Seaton introduced the report and moved the recommendations contained within. It was advised that despite government grant funding continuing to reduce year on year, for the last three years the Council had managed to maintain a scheme with a reduction in council tax benefit of 30%, this had meant a subsidy of council tax support of the level of around £1m each year.

There were no changes proposed to the existing scheme, but there were some technical changes proposed to align the scheme to housing benefit rules. Cabinet had also agreed to the introduction of a discretionary hardship policy for those experiencing significant financial difficulties.

Councillor Holdich seconded the recommendations and reserved his right to speak.

Members debated the recommendations and in summary raised points including:

- Comments were made in relation to the universal credit process and the effects this would have on the hardship fund; and
- It was queried as to who would sit on the panel to decide who would qualify for the discretionary hardship relief.

Councillor Holdich did not wish to exercise his right to speak as seconder of the recommendations.

Councillor Seaton summed up as mover of the recommendations and responded to the points raised. He advised that a budget had been set for the hardship fund and if issues arose, then this budget may have to be revisited. In relation to the discretionary hardship relief policy, there would be a set of criteria that people's needs would be assessed against.

A vote was taken (40 for, 0 against, 11 abstentions) and it was **RESOLVED** that Council:

Approved a Local Council Tax Support Scheme for Peterborough that contained the following components:

- a) No change to the existing scheme reduction of 30% for all eligible working age claimants;
- b) Aligned the Council tax support scheme to Housing Benefit rules making it less complicated for claimants, namely to:
 - i) Limit backdating of council tax support to one month; and
 - ii) Removed family premiums from all new claimants, or existing claimants who would otherwise have had a new entitlement to the premium, with effect from 1 May 2016.

11. Questions on the Executive Decisions made since the last meeting

Councillor Holdich introduced the report which detailed executive decisions taken since the last meeting including:

1. Republished decision from the Cabinet Meeting held on 7 December 2015;
2. Decisions from the Cabinet Meeting held on 18 January 2016;
3. Use of the Council's call-in mechanism, which had been invoked once since the previous meeting, this being in relation to the decision taken by Cabinet on 7 December 2015, and republished on 31 December 2015, relating to 'City Centre Anti-Social Behaviour Enforcement'. The call-in request was due to be considered by the Strong and Supportive Communities Scrutiny Committee on 20 January 2016 and as a result the outcome would be included in the report to Council on 9 March 2016.
4. Special Urgency and Waiver of Call-in provision, which had not been invoked since the previous meeting; and
5. Cabinet Member Decisions taken during the period 7 December 2015 to 5 January

2016.

Questions were asked about the following:

City Centre Anti-Social Behaviour Enforcement

Councillor Shearman sought confirmation that the Strategy would not just include the city centre, but many other areas. Councillor Holdich advised that the scheme was city wide.

Councillor Murphy asked whether the Leader agreed with him that the approach was wrong and could lead to issues being stored up for the future, for example, the disbanding of some local microbeat teams leading to the loss of neighbourhood intelligence and the main interface with the public. Councillor Murphy further queried whether the Leader agreed that computers would not properly be able to allocate who should go where, as computers could not make judgements. Did he also agree that the key community safety issue was the rise in violent crime of over 30% in Peterborough. Councillor Holdich advised that he did not agree with the statements.

Changes to the Council's Adult Social Care Charging Policy

Councillor Sandford queried whether the individuals in receipt of the services, and in receipt of a large increase in charges, might perceive this as a reduction in service. Councillor Fitzgerald advised that if individuals could not afford to pay, they would not pay. There were no cuts proposed to the service, just those that could afford to contribute would be requested to.

Councillor Fower questioned whether if individuals could not afford to pay, their families would be expected to if they could afford it. Councillor Fitzgerald advised that each case would be explored on an individual basis, not as a couple or a collective.

Review of the Fourth Local Transport Plan

Councillor Ferris queried what the purpose was of air quality monitoring, simply to compare with other cities, and what action was envisaged to be triggered as a result of exceedance of what was regarded as safe standards. Councillor Hiller responded that it was important that the Council knew what the quality of Peterborough's air was and further action could not be determined until confirmation of the air quality was obtained.

Councillor Shearman questioned whether the Cabinet Member would agree that the word 'realistic' was not a synonym for ambition or aspiration. Councillor Hiller advised that the Council could be realistically ambitious.

Councillor Ash sought clarification that air quality would be monitored from different areas of the city, including rural areas, and not just the city centre. Councillor Hiller confirmed that all areas would be monitored.

Councillor Saltmarsh queried whether the aspiration to have an additional train station at Hampton had been forgotten. Councillor Holdich advised that a train station at Hampton would never be feasible because slow moving trains could never be placed on a fast track.

Appointments to Outside Organisations - Peterborough Investment Partnership (Fletton Quays) Limited and Peterborough Investment Partnership (Pleasure Fairs) Limited

Councillor Sandford sought confirmation as to which Councillors had been nominated to the Board and which party group they came from. Councillor Holdich advised that it was himself and Councillor Hiller who had been appointed.

Councillor Sandford further queried whether, given the partnership's crucial importance for the growth of Peterborough, would it not have been a good idea to have sought cross party consensus, with one Member of the administration and one opposing Member. Councillor Holdich advised that the company had been set up with no overall control, two members from Lucent and two from the City Council. If there was no consensus of opinion, issues would not be taken forward. In relation to Pleasure Fair Meadow, exploration was being undertaken into the formation of a ward member committee to look at the whole area, including the surrounding land.

COUNCIL BUSINESS TIME

12. Motions on Notice

1. Motion from Councillor Holdich

The Mayor advised that Councillor Sandford had proposed an amendment to the motion and this had been agreed by Councillor Holdich. It was therefore proposed that the motion be moved incorporating the amendment. This was agreed by Council.

That Council:

- 1. Acknowledges that there is increasing concern being raised amongst the general public and other organisations including the fire service, the police and the RSPCA, in relation to the release of sky lanterns and the mass release of balloons, and the potential risks they pose.*
- 2. Acknowledges that the release of sky lanterns and the mass release of balloons has the potential for serious impact upon public safety, wildlife and the environment, including:*
 - Fire risk from sky lanterns. Unexpired sky lanterns pose a fire hazard to residential properties, in particular thatched properties, business premises, hazardous material sites, livestock, agriculture and camping activities. An example being the immense fire in 2013 at the plastics recycling plant in Smethwick which was started by a sky lantern;*
 - Danger to wildlife. Through entanglement, ingestion or entrapment. Marine life is also at risk from lanterns and balloons falling into the sea;*
 - Environmental issues. Although some lanterns and balloons may be classed as 'biodegradable', some elements may take years to degrade. This leads to an increase in litter and waste, both on land and in the sea;*
 - Danger to humans. Through hazardous metal waste being left behind from non-biodegradable sky lanterns;*
 - Loss of resources. Lanterns can be mistaken for distress flares or aircraft and can lead to the police and the coastguard suffering a loss of resources whilst having to deal with these false alarms.*
 - Hazard to aircraft. There is a danger of both lanterns and balloons being sucked into aircraft engines and the Civil Aviation Authority has a policy in place which provides guidance for individuals or organisations wishing to conduct displays of 'directed light, fireworks, toy balloons and sky lanterns' within UK airspace.*
- 3. Acknowledges that although there are guidelines available around both sky lantern and mass balloon releases, there are no plans in the foreseeable future for the Government to make any changes in legislation relating to their use.*

Therefore taking all issues into account, that Council:

4. *Agrees that the release of sky lanterns and mass balloon releases be prohibited from Council occupied land and properties;*
5. *Agrees that the release of sky lanterns and mass balloon releases be prohibited from taking place as part of projects or events over which the Council has control, in consultation with the Assistant Director of Legal and Democratic Services and the Licensing Service as appropriate; and*
6. *Encourages the use of alternative and original ways to commemorate events rather than the release of sky lanterns or the mass release of balloons.*
7. **That Scrutiny, following implementation of the policy above, reviews the changes and within 12 months reports its recommendations to the Cabinet or relevant Cabinet Member.**

Councillor Holdich moved his motion, incorporating the amendment from Councillor Sandford and this was seconded by Councillor North.

A vote was taken (unanimous) and the motion was **CARRIED**.

2. Motion from Councillor Davidson

The Mayor advised that Councillor Holdich had proposed an amendment to the motion and this had been agreed by Councillor Davidson. It was therefore proposed that the motion be moved incorporating the amendment. This was agreed by Council.

1. Council notes that our current Local Transport Plan (LTP3: 2011-2016) contains the following policy objectives:
 - Promotion of public transport;
 - To seek to increase the proportion of eligible secondary school pupils travelling to school by public transport, where walking or cycling to school is not possible;
 - To seek Section 106 contributions from developers to implement measures contained in travel plans for new businesses, new residential developments, district centres and schools; and
 - To implement measures identified in travel plans to ensure all new developments are built with a high level of accessibility.

~~**This has not happened in Manor Drive.**~~

2. ~~**Council therefore regrets the fact that the Manor Drive development in Gunthorpe, including thousands of houses and significant industrial and commercial premises, appears to have been developed with no regard to providing services for a community, in particular the development has been delivered without any bus service, despite the fact that it is separated from existing bus services by a considerable distance and a busy parkway.**~~
3. ~~**Council requests Council notes that the Leader has requested the relevant Cabinet Member to arrange urgent discussions with ward councillors, relevant officers and bus operators to find ways of providing some public transport to this**~~

~~rapidly growing area of the city~~ review the provision of public transport to Manor Drive, a rapidly growing area of the city.

In moving her motion, incorporating the amendment from Councillor Holdich, Councillor Davidson advised that the issue was an important one which required action. Manor Drive had been poorly designed and had a lack of amenities and this would create longer term problems with any future proposed development in the area. The issue of public transport was a priority, in particular the provision of a bus service. It was acknowledged that there was a bridge crossing over the road, but this was not user friendly. Therefore a meeting was being requested in order to ascertain how the issues could be addressed going forward.

Councillor Fower seconded the motion and queried as to why no bus service had been introduced in the area considering that the promotion of public transport was included within the Local Transport Plan. After undertaking a resident's survey in the Manor Drive area, it was apparent that the residents felt that the area had been developed with no regard for providing services for the community and in particular a bus service. There was a responsibility to develop a traffic infrastructure to show that the city was serious in its aspiration to become environment capital.

Members debated the motion and in summary raised points including:

- Members were encouraged to attend the Planning Committee meetings in order to ensure their views were put across throughout the planning process;
- The bus companies needed to be approached directly in relation to any bus service provision; and
- Work had been ongoing on the Manor Drive project for the last four years and had involved a number of Members.

Councillor Davidson summed up as mover of the motion stating that the issue was an important one. The lack of bus services and community facilities on the Manor Drive estate needed to be looked at going forward and assurances given that this same situation would not happen anywhere else across the city.

A vote was taken (unanimous) and the motion was **CARRIED**.

13. Reports to Council

(a) Alternative Governance Arrangements

Council received a report which set out the Alternative Governance Working Group's proposals for implementing the hybrid model and on a proposed structure for scrutiny committees. It also included proposed changes to the Council's Constitution to implement the proposals.

Councillor Thulbourn moved the recommendations on behalf of the Design and Implementation Group and stated that a further report would be brought back to a future Council meeting proposing further Constitution amendments. This was seconded by Councillor Hiller who thanked Councillor Thulbourn for Chairing the Group and also thanked Kim Sawyer, Director of Governance for her advice throughout the process.

Members debated the recommendations and in summary raised points including:

- The original motion proposed had been for exploration to a move to a Committee System. It was not felt that the proposals achieved what was originally envisaged, with the same strong Leader and Cabinet model remaining;
- It was not considered that the proposals achieved a more democratic approach, although Members would be involved at an earlier stage in the process;
- There was concern expressed regarding the proposal to cease the Rural Commission;
- The proposals would require good will from the decision makers to not ignore any recommendations put forward by Scrutiny;
- Concerns were expressed that there would be a disproportionate spread of work across the Committees proposed;
- The appointment of Chairs should be undertaken in the same way as Parliamentary Select Committees, Cabinet Members should not have a vote on any appointments;
- It was regrettable that the representative positions of other faith groups had not been taken up;
- The model proposed was in no way comparable to the Wandsworth model, as had been agreed for implementation. The model was similar to the one already in place;
- The model retained individual Cabinet Member decision making, which did not happen at Wandsworth;
- The proposals meant that the Chairs of the Committees would not necessarily be opposition group members;
- Only 30 out of the 60 Members of the Council would be involved in the Scrutiny process, there only being three committees of 10 Members proposed;
- The proposals did not address the methods of encouraging public involvement nor did it address the devolution agenda;
- There would be many important issues to be considered by the committees and there were concerns that having only three committees would not allow for adequate scrutiny. Four Committees would have been more appropriate;
- Although there were concerns highlighted about the proposals, there would be the opportunity to revisit the system in the future;
- The Chairmen should be selected by the Committees themselves, meaning that the Cabinet was at arms-length;
- In order for the new system to work, there would have to be a culture change in the amount of work distributed to the new Committees;
- The model proposed was a Peterborough take on the Wandsworth model, the best model for Peterborough's needs;
- Democracy had played a key role in the development of the proposals, with the Design and Implementation Group being a cross party group. There had also been a number of Scrutiny workshops where comments had been submitted and taken on board during the development process; and
- It was considered that on the whole, a more appropriate system for Peterborough could have been devised. However as mentioned, there would be opportunity for review in a year.

Councillor Thulbourn summed up as mover of the recommendations and advised that the consensus had been for a Peterborough hybrid model. The way the Committees functioned would rely on Members to take them forward. Members needed to make sure they were engaged in the process as it was only them who could support the system and make it work.

A vote was taken (45 for, 6 against, 2 abstentions) and it was **RESOLVED**:

1. That in accordance with paragraph 9KC of Schedule 2 of the Localism Act 2011,
 - (a) The Council resolved to make changes to its constitutional arrangements to a hybrid model of executive decision making with a greater involvement of pre-scrutiny recommendations as set out in the report of the Design and Implementation Working Group to take effect from the Annual Meeting of the Council in May 2016.
 - (b) That copies of the Design and Implementation Working Group's report setting out the provisions of the arrangements should be made available at the Town Hall, and details of the proposals be published in one or more newspapers circulating in the area.
2. That Council approved the following changes to the Constitution to take effect from the Annual meeting of the Council in May 2016:
 - (a) Overview and Scrutiny Article 7 (Part 2:Section 7)
 - (b) Overview and Scrutiny Functions (Part 3:Section 4)
 - (c) Scrutiny Committee Procedure Rules (Part 4: Section 8)
3. The Council noted that the proposed changes to the Cabinet Procedure Rules would be reported to a future meeting of Cabinet for approval and Council for adoption.
4. That the following further consequential changes to the Constitution would be brought to the Council meeting in March:
 - a. Cabinet Procedure Rules (Part 4: Section 7)
 - b. Budget & Policy Framework Procedure Rules (Part4: Section 6)
5. That a review should be undertaken prior to the Annual Meeting in May 2017 to ensure the proposed scrutiny structure was effective.

The Mayor
7.00pm – 9.15pm

QUESTIONS & ANSWERS

Questions were received under the following categories:

<u>COUNCIL BUSINESS</u>	
9.	<p><u>Questions on notice to:</u></p> <p>a) The Mayor b) To the Leader or Member of the Cabinet c) To the Chair of any Committee or Sub-committee</p>
1.	<p>Question from Councillor Davidson</p> <p>To Councillor Eelsey, Cabinet Member for Digital, Waste and Street Scene</p> <p>Could the Cabinet Member confirm why the road sweeper sweeps up and down the main road of Uldale Way but leaves the cul-de-sac un-swept?</p> <p>Councillor Eelsey responded:</p> <p>Due to the size of the large sweeper, sweeping in tight areas such as cul-de-sacs where cars are often parked can be problematic. As a result it is quite common for the large sweeper to sweep the main drive into such roads and then at a different time for a smaller sweeper to go in to the cul-de-sac to get into the tighter areas which I can confirm is the case in this particular case.</p> <p>Councillor Davidson asked the following supplementary question:</p> <p>With regards to that response, could you then tell me, as a secondary option, that there would be a smaller sweeper to use to get into the cul-de-sac because obviously I'm getting concerned residents who are plaguing me with this particular situation to say yes, the sweeper is coming into Uldale Way but they are omitting to go in to the cul-de-sac and it's causing them big concerns.</p> <p>Councillor Eelsey responded:</p> <p>I can confirm that yes, there is a smaller sweeper and yes, it is used in those circumstances. I have it on very good authority that it is used in this particular area. They're not used at the same time so if the resident is looking out at the large one and noting that the smaller sweeper is not going into the cul-de-sac, it may be sometime later that the smaller one does. Obviously by virtue of it being significantly smaller, it is not so detectable or noisy when it actually arrives.</p>
2.	<p>Question from Councillor Judy Fox</p> <p>To Councillor Eelsey, Cabinet Member for Digital, Waste and Street Scene</p> <p>At a recent meeting of the Rural Commission, it stated on the committee papers that there were only 54 reports of fly-tipping in the Rural wards in one year up to September 2015.</p>

	<p>I believe that these figures are inaccurate and I would respectfully ask the Cabinet Member to confirm the figures, to advise how they were compiled and to confirm how each report is recorded at the time of receiving a complaint.</p> <p>Councillor Elsey responded:</p> <p>When a report of a fly tip on PCC land is received, it is recorded on the Amey Works Manager system with the specific location. This information is then used to plan the work for the operatives and also produce management reports e.g. fly tip numbers</p> <p>Unfortunately Amey have found the report they did for the Scrutiny Commission for Rural Communities, had not captured all of the address records correctly, and they have apologised for the error.</p> <p>Amey have now addressed this error and amended the report and can confirm that between August 2014 and September 2015 there were 509 fly tips removed on PCC land in the Rural wards.</p> <p>It is also worth pointing out that one of the targets for the new service provided by the proposed Joint Community Enforcement Team will be to reduce fly tips in all areas through better enforcement and targeted prevention activity.</p> <p>Councillor Judy Fox asked the following supplementary question:</p> <p>The reason I ask this, I know personally because I ring in with about four or five fly tips most weeks. Could I please ask if you can reassure me that you will keep me informed on this? I know that there are a lot of residents who are very concerned about what is being dumped, the amount and how often. But I am pleased to see that the figure has actually been altered and that, to me, is a lot fairer figure.</p> <p>Councillor Elsey responded:</p> <p>Yes I will.</p>
3.	<p>Question from Councillor John Fox</p> <p>To Councillor Elsey, Cabinet Member for Digital, Waste and Street Scene</p> <p>I recently applied online within the five day notice requirement, for a permit to take rubbish to the tip.</p> <p>I arranged a company marked van to come to my house to pick up the waste and transport it. On the relevant day the permit had not arrived at my address so I chose not to risk going to the tip in case we were turned away.</p> <p>I appreciate that I could have gone to Bayard Place to pick up a permit but the van driver was busy and did not have the time to wait around for this.</p> <p>Could the Cabinet Member reassure me that the five day notice requirement is adequate under normal circumstances or should this be extended or better still should a review of the whole household waste collection policy be looked into?</p>

	<p>Councillor Elsey responded:</p> <p>The timeframe given to residents to allow a permit to be delivered is 5 -10 working days, this is stated on the website where you apply for a permit online. Peterborough Direct inform residents when they apply of this time frame, if it does not suit the resident they can collect immediately from Bayard Place.</p> <p>Permits are <u>not</u> issued instantly online as they are only issued to Peterborough residents, they are posted to a Peterborough address to avoid residents in neighbouring authorities obtaining one. With neighbouring councils reducing the hours of Householder Recycling Centres (HRC's) near Peterborough we risk opening the site to residents from out of area in vans, thus increasing waste disposal costs.</p> <p>All policies and guidelines remain under constant review to ensure the service provided is fair and meets the needs of Peterborough's residents, the HRC permit policy does not appear to be in need of review at this time.</p> <p>Councillor John Fox asked the following supplementary question:</p> <p>I applied for the permit on the 12th January. It is now the 27th; some 15 days later. I still haven't got the permit and I still have a load of rubbish outside my house so the system somewhere is failing. It could be the reason why people are giving up. Hopefully it's not, but fly tipping, without a shadow of a doubt, is going up in the rural areas and this may be an example of somewhere along the line where something needs to be sorted out. It's just not working and you know, people are very tempted to do other things.</p> <p>Councillor Elsey responded:</p> <p>I'm happy to take this away and look at it. Clearly, it's outside the time frame. I do understand there was an issue with the permit but I'm happy to take it offline and make sure that Councillor Fox gets his permit.</p>
4.	<p>Question from Councillor Davidson</p> <p>To Councillor Hiller, Cabinet Member for Growth, Planning, Housing and Economic Development</p> <p>Could the Cabinet Member consider the introduction of a mini roundabout at Gunthorpe Ridings, Gunthorpe Road and Coniston Road at the Harrier Pub? This would alleviate traffic congestion and road safety issues.</p> <p>Councillor Hiller responded:</p> <p>It is nationally recognised and supported that Peterborough has the fastest rush hour commute of any city in the UK which supports our ambitious but achievable economy and growth aspirations. We're not complacent. We recognise that we need to continue to improve our excellent highway network to be even better for our commuting residents and visitors to our city.</p> <p>The Council therefore prioritises its capital programme of works to enhance the network for all forms of transport at locations where there are safety or congestion issues.</p> <p>Whilst I'm sure that it may be disappointing, our highways engineer's initial assessment at this location is that it is not suited to the introduction of a mini-roundabout. The</p>

	<p>existing alignment of the junction and the difficulty in providing sufficient deflection to reduce vehicle speeds would, as a result, create greater conflict than occurs at present. This, I'm afraid, is a key consideration given the absence of collisions at this location resulting in personal injury over the last five years. Nevertheless due to your obvious and very genuine concern Councillor Davidson, I have requested that our officers will undertake a full assessment and advice of their recommendations in due course. Naturally, I will share these with you.</p> <p>Councillor Davidson did not have a supplementary question.</p>
5.	<p>Question from Councillor Judy Fox</p> <p>To Councillor North, Cabinet Member for Communities and Environment Capital</p> <p>Would the Cabinet Member look into the feasibility of turning over the small wooded area near Sobrite Spring, Werrington to be managed by The Open Awards Centre, Werrington, headed by Steve Milford of the Princes Trust.</p> <p>This would be a project that this group could spend valued time on and help to enhance the work that has already being done in this area.</p> <p>Councillor North responded:</p> <p>I welcome community based approaches such as this to work with the Council to help manage its assets, in particular those involving environmental stewardship. In the first instance Officers from the Strategic Projects team will make contact with The Open Awards Centre, Werrington representative via Councillor Judy Fox. The initial discussion will involve seeking an understanding of the proposal and how a feasibility study would be progressed. The Council is also aware that other groups have been working to restore the Sobrite Springs so will need to check what role if any they would seek to have and how this too may be supported/ included as part of the feasibility study.</p> <p>Councillor Judy Fox asked the following supplementary question:</p> <p>I would like to thank Councillor North for his reply. I am very grateful for this and could you please keep me updated? Thank you.</p> <p>Councillor North responded:</p> <p>It would be a pleasure to do so.</p>
6.	<p>Question from Councillor Fower</p> <p>To Councillor Holdich, Leader of the Council and Cabinet Member for Education, Skills and University</p> <p>Could the relevant Cabinet Member please inform me whether or not there are plans to build any new schools in what will become the Gunthorpe Ward, as it has been suggested there could be some around Manor Drive, how many pupils each school will hold and when they will be built by?</p> <p>Councillor Holdich responded:</p> <p>These are the current plans for which we are on target :</p>

	<ul style="list-style-type: none"> • Paston Primary : 1 Form of Entry (i.e. 210 pupils) – Estimated opening: September 2018 • Paston Secondary : Maximum of 8 Forms of Entry (1200 pupils + a 6th form) – Estimated opening: September 2019 <p>Councillor Fower asked the following supplementary question:</p> <p>Thank you Councillor Holdich for providing those figures. I wondered whether or not you would agree with myself and my colleague, Councillor Davidson, that with these additional numbers, the area of Manor Drive could certainly benefit from a bus service being provided?</p> <p>Councillor Holdich responded:</p> <p>I have to say that I find tonight quite amusing actually because they're not Ward Councillors for this area, there was a planning application yesterday of 400 houses on that piece of land which everybody had the opportunity to go to Planning Committee and put their views. I have to say that the Ward Councillors, Councillor Yonga and Councillor Fox did turn up and put their views and if you had gone to that meeting, you would have found out about the busses, schools and everything else that's gone on.</p>
7.	<p>Question from Councillor Martin</p> <p>To Councillor Hiller, Cabinet Member for Growth, Planning, Housing and Economic Development</p> <p>The street lighting on Bretton Way, between junctions 17 and 58, has not been working for several months. This has left the area in darkness during the darkest months of the year and many residents are asking why nothing is being done to rectify the problem. Some residents see the lack of lighting as a risk to health and safety.</p> <p>I fully realise that there are serious cabling issues involved here and that major works are involved to achieve a long term solution to this problem. I welcome the news that, in the interim, temporary lighting is to be provided at the four bus stop areas along that part of Bretton Way.</p> <p>Is the cabinet member able to give Bretton residents any indication as to when full lighting will be restored in the affected areas? The problem appears due to the deterioration of aging cables so this issue is likely to arise in other areas over coming years. What plans are in place to replace aging cabling before they cause the same problem in other areas?</p> <p>Councillor Hiller responded:</p> <p>The design work for the new lighting for Bretton Way is an essential requirement to ensure that the new columns and their locations attain the recommended lighting standards and that there are no issues with the positions of the new cabling. Very detailed and accurate design of the cabling is vital when moving cables from the central reservation to the verges. We want to get it right first time. I'm pleased to report this design work is progressing well and we anticipate installation of the new lighting on Bretton Way, commencing at Junction 17 of the A47 and Gresley Way, in the late Spring this year.</p> <p>I have asked our highways teams to keep you personally updated, Councillor Martin, as this work progresses. In the meantime, I'm also pleased to tell you, work has</p>

	<p>commenced to install semi-permanent lighting at the four bus stops affected by the lighting failure on Bretton Way.</p> <p>Councillor Martin asked the following supplementary question:</p> <p>Thank you for that. I was extremely pleased to see the press release that went out last week. When we don't tell people what we're doing, they tend to assume that we're not doing anything. Can I ask that we keep residents fully informed on what is happening in the future?</p> <p>Councillor Hiller responded:</p> <p>As Ward Councillor perhaps, it would befall on you, as it does with me, if there are major works going on in my ward, I make sure the effected residents are informed fully with information that I get from the Council. We do issue press releases; you've cited the press release that you've read. It's terribly difficult for Officers to knock on every door and inform every resident but as a Ward Councillor myself, of some ten years, I do tend to inform my Ward Councillors if there is anything that I think is going to affect them.</p>
8.	<p>Question from Councillor Fower</p> <p>To Councillor Seaton, Cabinet Member for Resources</p> <p>With the planned new ability to raise tax, will PCC raise the Business rates of known Tax Avoiders, Amazon, Boots, Next, Vodafone and Starbucks, etc. to a high enough rate that no further cuts need be imposed and indeed that we can return to delivering the full portfolio of services to the standard the public (aka voters, taxpayers) deserve?</p> <p>Councillor Seaton responded:</p> <p>You won't be surprised to hear that I think we already provide a portfolio of services to an excellent standard. Now, for example, our library services and Premier Fitness. I'm pleased that you have mentioned in here, although it is slightly wrong, about cuts to services because as you'll know, Councillor Fower, this Council isn't making any cuts to services at all.</p> <p>It will only be elected city-wide metro mayors who will be able to add a premium to pay for new infrastructure, and only then when they have the support of a majority of the business members of the Local Enterprise Partnership.</p> <p>Even if the Council were able to increase business rates in the manner Councillor Fower believes we can, these organisations would need to pay more than eight times more than they currently do to deliver his proposal.</p> <p>How long does he think a company like that would remain in Peterborough in those circumstances, and what message would such an approach send to any other business who were interested in coming to Peterborough.</p> <p>Councillor Fower asked the following supplementary question:</p> <p>First and foremost what I would like to say is thank you very much Councillor Seaton for providing that response but I can't take the credit, I'm afraid, for this particular question because it was presented to me by a local person – a local taxpayer – called Luke Payne. The question was actually from a local resident so it was his suggestion</p>

	<p>and I said that I would be happy to present it so that we could get a nice informed response but I'm not sure if I got that. The question was, is this actually going to be something that they look at introducing or not?</p> <p>Councillor Seaton responded:</p> <p>I think there's several points there. I looked at this list of companies and I thought that Councillor Fower is going to have to stop eating Cadbury's chocolate bars, because Cadbury's was bought by Nestlé specifically for the tax advantages it had. So it goes across all sorts of things. We could tax these companies more but we could stop eating all sorts of things because of this. I must admit, I think I have been asleep for the last 18 years, we had a Labour government from 1997 to 2010 we then had a coalition with the Liberal Democrats from 2010 to 2015. We had 18 years to sort out taxation.</p> <p>I think a bit less talking on tax. We've had 18 years to sort out tax.</p>
9.	<p>Question from Councillor John Fox</p> <p>To Councillor Hiller, Cabinet Member for Growth, Planning, Housing and Economic Development</p> <p>Werrington Centre seems to be at a standstill with regards to proposals for its future regeneration by the owners. Of the main district centres Werrington falls sadly behind the others with regards to redevelopment. Please could the Cabinet Member confirm whether Officers are liaising with the owners to see if there are any funding opportunities to improve the area or to help to find a way forward?</p> <p>Councillor Hiller responded:</p> <p>The Werrington Centre is privately owned and it is certainly disappointing that the regeneration scheme plan previously approved by the local planning authority has not been implemented. Councillor Fox will also know, because we've spoken about it on many occasions, that this authority has endeavoured to facilitate action here. Indeed, one of the first aspects of the proposed new Tesco store work was to create the new road safety scheme at the Davids Lane junction and this authority has delivered on that on time and on budget, as I promised it would. At about that time, the centre plan was due to be started. Members will perhaps recall that Tesco fell on well-publicised relatively hard times and their Werrington store replacement – the hub of the scheme – was indeed shelved.</p> <p>That said, Councillor Fox is aware that Peterborough's Local Plan is currently being reviewed and it would be possible for the centre owners to use this as an opportunity to reshape planning policy for the area.</p> <p>I will ensure that our officers continue to liaise with the centre owners and support them in bringing forward any alternative investment proposals with, when appropriate, the involvement and input of the Ward Councillors.</p> <p>Councillor Fox asked the following supplementary question:</p> <p>I would like to thank Councillor Hiller for all of the support he has given the Ward Councillors for Werrington North over the Tesco's situation. I'm not asking for my bread to be buttered on both sides but if you look at Orton and also Bretton, it is sadly lacking and hopefully the future will be bright.</p>

COUNCIL	AGENDA ITEM No. 4
9 MARCH 2016	PUBLIC REPORT

MAYOR'S ANNOUNCEMENTS

1. PURPOSE OF REPORT

- 1.1 This report is a brief summary of the Mayor's activities on the Council's behalf during the last meetings cycle, together with relevant matters for information.
(Events marked with * denotes events attended by the Deputy Mayor on the Mayor's behalf).

2. ACTIVITIES AND INFORMATION – From 25 January 2016 to 9 March 2016

Attending	Event	Venue
Mayor and Mayoress	Kids Country Breakfast Week	St Botolph's C of E Primary School
Mayor and Mayoress	Holocaust Memorial Event	Town Hall and St John's Church
Mayor and Mayoress	Holocaust Memorial Day Event	Peterborough Regional College
Mayor and Mayoress	All Saint's Brownies Visit to the Mayor's Parlour	Town Hall
Mayor and Mayoress	Katharine of Aragon Anniversary	Peterborough Cathedral
Mayor and Mayoress	Visit by Welbourne School Council	The Parlour and Council Chamber
Mayor and Mayoress	Wine Tasting with a Fairtrade Twist	The Becket Chapel, Cathedral Precincts
Mayor and Mayoress	VIP Reception for HRH Duchess of Gloucester	The Cathedral
Mayor, Mayoress and Deputy Mayor	Reception to Celebrate the Work of the National Literacy Hub in Peterborough	Town Hall
Mayor and Mayoress	Visit by the Rt. Hon. David Evennett MP	The Parlour
Mayor and Mayoress	Queensgate Magazine Chocolate Photo-shoot with M&S – Easter Egg Tasting	The Parlour
Mayor and Mayoress	Chinese New Year Theme Night	Parcs Restaurant, Peterborough Regional College
Mayor and Mayoress	Chairman of South Kesteven District Council – Charity Gala	Council Chamber
Deputy Mayor	Sea Cadets – Annual Awards Presentation	The Welland Academy, Scalford Drive
Mayor and Mayoress	Mayor of Huntingdon's Quiz Night	Medway Centre, Huntingdon
Mayor	Jazz Brunch	The Peterborough School, Thorpe Road
Mayor and Mayoress	Beds and Cambs ATC 75 th Anniversary Parade and Service	Ely Cathedral
Mayor and Mayoress	Phoenix School Opening	The Phoenix School, Malborne Way
Mayor and Mayoress	John Lewis Community Matter's Scheme	John Lewis, Queensgate
Deputy Mayor	Citizenship Ceremony	Council Chamber
Mayor and Mayoress	Opening of ABAX's New Office at the ABAX Stadium	ABAX Stadium, London Road

Attending	Event	Venue
Mayor and Mayoress	Award of the Legion D'Honneur	The Garden Lodge Care Home, Glington
Mayor, Mayoress and Deputy Mayor	Mayor's Charity 1940's Themed Evening	Town Hall
Mayor and Mayoress	High Sheriff's Award's Ceremony	The Parlour
Mayor and Mayoress	Transport for the Future Judging Competition	The Parlour
Mayor and Mayoress	Viewing of Hereward Tower	Hereward Tower
Mayor and Mayoress	Historic England Commission Lunch	Becket's Chapel, Peterborough Cathedral
Mayor, Mayoress and Deputy Mayor	Civic Awards	Reception Room, Town Hall
Mayor and Mayoress	Heltwate School DofE Award Ceremony	Heltwate School, Bretton
Mayor and Mayoress	St Oswald's Ladies Group	St Felix Hall, Lincoln Road
Mayor and Mayoress	Launch of Newly Refurbished Marks and Spencer's Store	Queensgate
Mayor and Mayoress	Peterborough United Vs Swindon	ABAX Stadium
Deputy Mayor	Peace Conference	Faizan e Madinah Mosque
Deputy Mayor	Mayor's Charity Slide Show	Reception Room
Mayor and Mayoress	Mayor's Charity Slide Show	Reception Room
Mayor	Peterborough Youth MP Election Results Evening	Town Hall
Mayor and Mayoress	Mayor of Grantham's Charity Musical Miscellany	Guildhall Theatre, Grantham
Mayor and Mayoress	Perkins Great Eastern Run Media Launch	The Parlour
Mayor and Mayoress	Inspection of the Silverware	The Parlour
Deputy Mayor	Citizenship Ceremony	Council Chamber

COUNCIL	AGENDA ITEM No. 10(a)
9 MARCH 2016	PUBLIC REPORT

EXECUTIVE RECOMMENDATIONS TO COUNCIL

(a) **CABINET RECOMMENDATION – BUDGET 2016/17 AND MEDIUM TERM FINANCIAL STRATEGY 2025/26**

Cabinet, at its meeting of 29 February 2016, received a report as part of the Council's formal budget process, set out within the Constitution and legislative requirements, to set a balanced budget for 2016/17.

The purpose of the report was to consider budget proposals for recommendation to Council on 9th March 2016.

Cabinet endorsed the recommendations, including the recommendations to Council.

The budget book has been circulated as a separate document (Book 2 of 2) and contains the following recommendations (page numbers relevant to Book 2 of 2).

IT IS RECOMMENDED that Council notes:

1. The advice of the Chief Finance Officer per Schedule A, the continuing uncertainty of national public finances, and the risks surrounding forecasts and budget proposals.
2. The outcome of the Final Local Government Finance Settlement as outlined in this report and Schedule A.
3. The feedback to date on the budget proposals from residents, staff and community groups as detailed in Schedule H.

IT IS RECOMMENDED that Council approves:

4. The Council Tax Resolution (pages 11-15) which proposes:
 - A rise in general Council Tax of 1.99%
 - An Adult Social Care precept of 2.00% as detailed in Schedule A (i)
5. The draft Medium Term Financial Strategy 2016/17 – 2025/26 (including Phase 2 budget proposals and subsequent adjustments) as set out in the attached Schedules which comprise of:

Council Tax Resolution

- a. Report of the Chief Finance Officer
 - i. Adult Social Care Precept Briefing
- b. Forecast Revenue Outturn 2015/16
- c. Budget Proposals, Key Figures & Cash Limits
- d. Treasury Strategy, Prudential Code & Minimum Revenue Provision
- e. Capital Strategy, Programme & Disposal 2016/17 – 2025/26
- f. Asset Management Plan

6. The Fees & Charges proposals as detailed in Schedule C, part 13.

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COUNCIL	AGENDA ITEM No. 11
9 MARCH 2016	PUBLIC REPORT

RECORD OF EXECUTIVE DECISIONS MADE SINCE THE LAST MEETING

1. DECISIONS FROM THE CABINET MEETING HELD ON 8 FEBRUARY 2016

i. PEOPLE AND COMMUNITIES' STRATEGY 2016/2020

Cabinet received a report which was submitted following the Strong and Supportive Communities Scrutiny Committee held on 20 January 2016.

The purpose of the report was for Cabinet to consider the approval of the People and Communities' Strategy 2016-2020 for Peterborough.

Cabinet considered the report and **RESOLVED** to approve the People and Communities' Strategy 2016-2020 for Peterborough, for adoption and implementation across council services.

ii. SAVINGS AND INVESTMENT: CHILDREN'S SOCIAL CARE - REVISED SUMMARY

In the summer of 2015, a report had been presented to Cabinet on the initial findings of the Ofsted inspection of Children's Social Care and the actions Officers and the Lead Cabinet Member considered needed to be taken to address those findings.

The purpose of the further report, presented to Cabinet on 8 February 2016, was to provide details of the actions recommended to be agreed to address the findings in the Ofsted Inspection and to take into account the financial implications arising.

Cabinet considered the report and taking into account the financial implications arising, **RESOLVED** to agree the Transformation Plan for Children's Social care, in order to improve practice and outcomes.

iii. MEDIUM TERM FINANCIAL STRATEGY (MTFS) 2016/17 TO 2025/26

Cabinet received a report which was submitted as part of the Council's formal budget process as set out within the Constitution and as per legislative requirements to set a balanced budget for 2016/17.

The purpose of the report was to consider budget proposals for recommendation to Council on 9 March 2016.

Cabinet considered the report and **NOTED**:

1. The advice of the Chief Finance Officer per Schedule A, the continuing uncertainty of national public finances, and the risks surrounding forecasts and budget proposals;
2. That all grant figures were provisional pending the Final Settlement in February.

And **APPROVED**:

3. The approach to the Phase 2 budget consultation;

4. The draft Medium Term Financial Strategy 2016/17 – 2025/26 (including Phase 2 budget proposals) for consultation as set out in the Schedules attached to the report which comprised of:
 - a. Report of the Chief Finance Officer;
 - i. Proposed a Council Tax rise of 2% for 2016/17, with indicative increases of 2% for future years for planning purposes;
 - ii. Proposed a Social Care precept of 2% for 2016/17.
 - b. Forecast Revenue Outturn 2015/16;
 - c. Budget Proposals, Key Figures & Cash Limits;
 - i. Approved for consultation the Fees & Charges proposals as detailed in Schedule C section 12 of the report.
 - d. Treasury Strategy & Minimum Revenue Provision Policy;
 - e. Capital Strategy, Programme & Disposal 2016/17 – 2025/26;
 - f. Asset Management Plan;
 - g. Phase 2 Budget Conversation Document.

And further **RESOLVED**:

5. To delegate authority to the Chief Finance Officer to investigate the government's offer of a four-year finance settlement (Schedule A of the report) and to take action if necessary before the next Cabinet meeting. If this delegated authority was exercised, details would be reported at the next scheduled meeting.

iv. **ANNUAL AUDIT LETTER**

Cabinet received a report which was submitted following a referral from the Council's External Auditor (PricewaterhouseCoopers).

The purpose of the report was to consider and respond to the Annual Audit Letter for 2014/15.

Cabinet considered the report and **RESOLVED** to approve the Annual Audit Letter for the financial year 2014/15.

2. **DECISIONS FROM THE CABINET MEETING HELD ON 29 FEBRUARY 2016**

THESE DECISIONS ARE SUBJECT TO CALL-IN WHICH EXPIRES ON THURSDAY 3 MARCH, MIDNIGHT.

i. **SAFER AND STRONGER PETERBOROUGH MULTI-AGENCY PREVENTION AND ENFORCEMENT TEAM**

Cabinet received a report which was submitted following the Strong and Supportive Communities Scrutiny Committee held on 20th January 2016.

The purpose of the report was to outline detailed proposals to Cabinet for the introduction of a multi-agency Safer and Stronger Peterborough Prevention and Enforcement Team.

Cabinet considered the report and **RESOLVED** to approve:

1. The creation of a Peterborough-wide multi-agency Safer and Stronger Peterborough Prevention and Enforcement Team; and
2. To achieve that, the transfer of relevant functions to and from the Police and other Partners, subject to agreement by the Corporate Director People and Communities in consultation with the Cabinet Member for Communities and Environment Capital as to the relevant functions to transfer.

ii. **SELECTIVE LICENSING OF PRIVATELY RENTED ACCOMMODATION**

Cabinet received a report following a referral from Councillor Peter Hiller, the Cabinet Member for Growth, Planning, Housing and Economic Development.

The purpose of the report was to outline detailed proposals to Cabinet for a Selective Licensing Scheme for the private rented housing sector within Peterborough following public consultation.

Cabinet considered the report and **RESOLVED** to approve the introduction of a Selective Licensing Scheme for the private rented accommodation sector within Peterborough, subject to Secretary of State approval, in the areas described in Appendix 4 to the report, the conditions of which were as set out in Appendices 1, 6 and 7 to the report.

iii. **MEDIUM TERM FINANCIAL STRATEGY (MTFS) 2016/17 TO 2025/26**

Cabinet received a report as part of the Council's formal budget process as set out within the Constitution and as per legislative requirements to set a balanced budget for 2016/17.

The purpose of the report was to consider budget proposals for recommendation to Council on 9 March 2016.

Cabinet considered the report and **NOTED**:

1. The advice of the Chief Finance Officer per Schedule A, the continuing uncertainty of national public finances, and the risks surrounding forecasts and budget proposals;
2. The outcome of the Final Local Government Finance Settlement as outlined in this report and Schedule A;
3. The updates to the budget since 8th February 2016 as detailed in this report and Schedule A;
4. The feedback to date on the budget proposals from residents, staff and community groups as detailed in Schedule H;

And **APPROVED**:

5. The Schools budgets as set out in Schedule A, part 10;
6. The Street Lighting Business Case as set out in Schedule E (i), including the works to be delivered by Skanska;

And further **RESOLVED** to recommend to Council:

7. The draft Medium Term Financial Strategy 2016/17 – 2025/26 (including Phase 2 budget proposals and subsequent adjustments) as set out in the Schedules attached to the report which comprised of:

- a. Report of the Chief Finance Officer;
 - i. Adult Social Care Precept Briefing.
 - b. Forecast Revenue Outturn 2015/16;
 - c. Budget Proposals, Key Figures & Cash Limits;
 - d. Treasury Strategy, Prudential Code & Minimum Revenue Provision;
 - e. Capital Strategy, Programme & Disposal 2016/17 – 2025/26;
 - f. Asset Management Plan.
8. The Fees & Charges proposals as detailed in Schedule C, part 13;
9. A general Council Tax rise of 1.99% for 2016/17, with indicative increases of 1.99% for future years for planning purposes; and
10. A Social Care precept of 2.00% for 2016/17.

3. CALL-IN BY SCRUTINY COMMITTEE OR COMMISSION

Since the publication of the previous report to Council, the call-in mechanism has been invoked once.

- i. This was in respect of the decision taken by Cabinet on 7 December 2015, and republished on 31 December 2015, relating to ‘City Centre Anti-Social Behaviour Enforcement’. The call-in request was considered by the Strong and Supportive Communities Scrutiny Committee on 20 January 2016. Following consideration of the reasons stated on the request for call-in and the response to the call-in, the Committee did **not** agree to the call-in of this decision on any of the reasons stated.

Under the Overview and Scrutiny Procedure Rules in the Council's Constitution (Part 4, Section 8, and paragraph 13), implementation of the decision would take immediate effect.

4. SPECIAL URGENCY AND WAIVER OF CALL-IN PROVISIONS

Since the publication of the previous report to Council, the waive of call-in provisions have not been invoked.

5. CABINET MEMBER DECISIONS

CABINET MEMBER AND DATE OF DECISION	REFERENCE	DECISION TAKEN
Deputy Leader and Cabinet Member for Integrated Adult Social Care and Health Councillor Wayne Fitzgerald	JAN16/CMDN/07	<p>Extension of Expenditure with Providers on the Homecare Framework</p> <p>The Cabinet Member, in consultation with the Cabinet Member for Resources, approved expenditure for the extension of the Framework Agreements the Council has with the following providers for the provision of personal care and support (homecare) services until 19 January 2018:</p>

CABINET MEMBER AND DATE OF DECISION	REFERENCE	DECISION TAKEN																
03 February 2016		(a) Affinity Trust; (b) Atlas Care Services Ltd; (c) Augusta Care Ltd; (d) Axiom Care Limited; (e) Axiom Housing Association Limited; (f) Cross Keys Homes Limited; (g) FPS (Peterborough) Limited; (h) Hales Group Limited; (i) Housing & Care 21; (j) Cozy Care Limited; (k) Lifeways Community Care Limited; (l) Mears Care Limited; (m) Nestor Primecare Services Limited (trading as Allied Healthcare); (n) Prestige Nursing Limited; (o) Royal Mencap Society; (p) Sage Care Limited; (q) Select Support Partnerships Ltd; (r) Social Care Solutions Limited; (s) Springfield Care Limited; (t) Total Home Care Solutions.																
Cabinet Member for Resources Councillor David Seaton 19 February 2016	JAN16/CMDN/12	<p>Extension to the Framework Agreement for the Supply of Social Care Temporary Agency Workers</p> <p>The Cabinet Member approved the extension of the framework agreement for the supply of social care temporary agency workers between 1 February 2016 and 30 June 2016, up to a value of £866,094.40.</p> <p>Temporary agency workers would be provided by the following suppliers in respect of the categories listed under the framework agreement:</p> <table border="1" data-bbox="759 1469 1299 1883"> <thead> <tr> <th data-bbox="759 1469 1091 1518">SUPPLIER NAME</th> <th data-bbox="1091 1469 1299 1518">Category</th> </tr> </thead> <tbody> <tr> <td data-bbox="759 1518 1091 1568">Sanctuary Personnel</td> <td data-bbox="1091 1518 1299 1568"></td> </tr> <tr> <td data-bbox="759 1568 1091 1617">Medicare First</td> <td data-bbox="1091 1568 1299 1617"></td> </tr> <tr> <td data-bbox="759 1617 1091 1666">Pulse Healthcare</td> <td data-bbox="1091 1617 1299 1666"></td> </tr> <tr> <td data-bbox="759 1666 1091 1715">Eden Brown</td> <td data-bbox="1091 1666 1299 1715"></td> </tr> <tr> <td data-bbox="759 1715 1091 1765">Randstad Care</td> <td data-bbox="1091 1715 1299 1765"></td> </tr> <tr> <td data-bbox="759 1765 1091 1814">Service Care Solutions</td> <td data-bbox="1091 1765 1299 1814">Social Care</td> </tr> <tr> <td data-bbox="759 1814 1091 1883">Capita Resourcing</td> <td data-bbox="1091 1814 1299 1883"></td> </tr> </tbody> </table>	SUPPLIER NAME	Category	Sanctuary Personnel		Medicare First		Pulse Healthcare		Eden Brown		Randstad Care		Service Care Solutions	Social Care	Capita Resourcing	
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COUNCIL	AGENDA ITEM No. 12
9 MARCH 2016	PUBLIC REPORT

MOTIONS ON NOTICE

The following notices of motion have been received in accordance with the Council's Standing Order 13.1:

1. Motion from Councillor John Knowles

Air pollution from road traffic is a serious public health issue. Official figures state that 29,000 deaths a year are directly attributable in the UK to fine particulate exhaust pollution. Figures released on 23rd February 2016 by The Royal Colleges of Physicians and of Paediatrics and Child Health state that outdoor air pollution contributes to 40,000 early deaths per year in the UK.

This Council, noting the intention in the 4th Local Transport Plan regarding the use of the electric and low emission vehicles, will continue to highlight the use of electric and low emission vehicles through its policies and recommend that in implementing the 4th Local Transport Plan consideration be given to the installation of a further electric vehicle charging point in St Peters road and allow free parking for hybrid and dual fuel vehicles for 1 hour in St Peters Road.

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COUNCIL	AGENDA ITEM. 13(a)
9 MARCH 2016	PUBLIC REPORT

PAY POLICY INCLUDING LOCAL GOVERNMENT PENSION SCHEME DISCRETIONARY POLICY

RECOMMENDATIONS
FROM : Director of Governance
<p>That Council agree:</p> <p>(i) the 2016/17 Pay Policy (Appendix 1); and</p> <p>(ii) the revised copy of the Local Government Pension Scheme (LGPS) discretionary policy (Appendix 2).</p>

1. PURPOSE AND REASON FOR REPORT

- 1.1 Council is required by the Localism Act 2011 to pass a resolution approving the Pay Policy Statement for each financial year. This report asks council to approve the Pay Policy Statement for 2016/17.
- 1.2 The Council as an admitted body under the LGPS is required to formulate, publish and keep under review a statement of policy on certain discretions under the pension scheme. The draft revised policy includes the addition of one new discretion arising from the LGPS (Amendment) Regulations 2015. The policy also includes the previously published discretions which apply to the 2008 and the 1997 regulations.

2. BACKGROUND

2.1 Pay Policy Statement 2016/17 (Appendix 1)

- 2.1.1 The Localism Act (the Act) requires that the Council approves a pay policy statement that sets out the authority’s policies for the financial year relating to the remuneration of its chief officers, the remuneration of its lowest paid employees and the relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
- 2.1.2 The Act contains specific items that must be included in the Pay Policy, and the statement recommended to Council is compliant with those requirements. It has also been drafted having regard to the guidance provided by the Department of Communities and Local Government (DCLG) “Openness and accountability in local pay: Draft guidance under section 40 of the Localism Act” and supplementary guidance.
- 2.1.3 The requirement to approve, publish and comply with a Pay Policy Statement builds on the Code of Recommended Practice for Local Authorities on Data Transparency that has led to the Council already publishing data on senior salaries and the structure of the Council’s workforce. The requirement in the Act is based on the premise that elected members should have a significant input into how decisions on

pay are made, particularly decisions on senior pay, and that they are open about policies that determine those decisions, to enable local taxpayers to take an informed view of whether local decisions on remuneration are fair and make the best use of public funds.

- 2.1.4 The Act and government guidance recognises that each local authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for local taxpayers. The Act does not impose policies, and only requires that authorities are open about how their own policies and local decisions are made.
- 2.1.5 Should the pay policy be amended during the financial year the Council would be required to approve such amendments and publish the amended policy accordingly.

3. LGPS Discretionary Policy (Appendix 2)

- 3.1 Attached at Appendix 2 is the LGPS Discretions Policy. It is a requirement under Section 7 of the 1972 Superannuation Regulations for the Council to approve policy on discretions under the LGPS. Once approved, the Council must send this to the Pension Fund administering authority. In formulating and reviewing its policy, the Council is required by the regulations, to have regard to the extent to which the exercise of its discretionary powers could lead to a serious loss of confidence in the public service. The 2008 discretions apply to scheme members who ceased active membership between 1 April 2008 - 31 March 2014. The 1997 discretions apply to scheme members who ceased active membership between 1 April 1998 – 31 March 2008. There are no changes to the 2008 and 1997 discretions that were previously in place.
- 3.2 The newly added discretion is 2013 LGPS Regulation 16 (16):-That the Council will not extend the 30 day deadline for a member to elect for a shared cost additional pension contribution upon return to work from a period of authorised unpaid leave. The view is that 30 days is sufficient time for such a decision to be made by the employee.

4. IMPLICATIONS

- 4.1 The pay policy sets out clearly the expectations detailed in the Localism Act. The LGPS discretionary policy allows the Council to take consistent, fair decisions when dealing with a request from a pension scheme member. The adjudicator for the decisions is the Assistant Director of HR and Development. The Chief Executive must approve any decisions that are outside of the agreed policy.

5. BACKGROUND DOCUMENTS

- 5.1 Openness and accountability in local pay under section 40 of the Localism Act and supplementary guidance.
- 5.2 Understanding Employer Discretions and Policies – Local Government Association 17 March 2014.

6. APPENDICES

Appendix 1 – Pay Policy 2016 – 2017

Appendix 2 – LGPS Discretions Statement V5



Governance Pay Policy 2016-17

References:

Small Business Enterprise and Employment Bill
 Section 38 (1) of the Localism Act
 Section 40 (1) of the Localism Act
 Repayment of Public Sector Exit Payments Regulations 2015

Issue date:	11 February 2016
Version number:	
Review due date:	1 April 2016

This document can only be considered valid when viewed via the Peterborough City Council internal web pages on Insite.

If this document is printed into hard copy or saved to another location, you must check that the version number on your copy matches that of the Insite version.

Document Control Sheet

Purpose of document:	To articulate an authority's own policies towards a range of issues relating to the pay of its workforce, particularly its chief officers and its lowest paid employees.
Type of document:	Policy
Document checked by Legal	To be shared with AB
If applicable, has an initial Equality Impact Assessment (EIA) been completed?	Not Applicable – confirmation of already agreed position
Document lead and author:	Karen Craig - HR
Dissemination:	All new and updated policies and procedures are notified to entire workforce via insite and a variation letter. This policy is also submitted to LGSS, EPM and Serco. All documents are also posted onto the Employee Information pages of Insite.
What other documents should this be read in conjunction with:	None
Who will review the document (job title):	Senior HR Consultant (Policy Development)
Why is this document being reviewed?	Statutory Requirement.

Revisions

Version No.	Page/ Paragraph No.	Description of amendment	Date approved
5	All	Text Reviewed. Main changes inclusion of Peterborough Living Wage and Shared Chief Executive. Data updated and incorporated.	

PAY POLICY STATEMENT FOR 2016/17

1. Purpose of the Policy

- 1.1 The council is required by ss38 to 43 of the Localism Act 2011 to produce an annual pay policy statement. It must be approved by Full Council each year, and must then be published on the council's website.
- 1.2 The statement sets out the council's policy with regard to:
 - The remuneration of chief officers (as defined in 4.1);
 - The remuneration of the lowest paid employees (as defined in 6.2); and
 - The relationship between chief officers' remuneration and that of officers' (who are not chief officers).
- 1.3 Remuneration includes salary or payment under a contract for services, expenses, bonuses, performance related pay and severance payments.
- 1.4 The objectives of this policy are:
 - 1.4.1 To set remuneration at a level sufficient to attract and retain adequately experienced, trained and qualified individuals to deliver the council's priorities,
 - 1.4.2 To reflect fairness and equality of opportunity, and
 - 1.4.3 To set out the council's approach to remuneration in a fair and transparent manner.

2. Pay Framework

- 2.1 The council's main pay framework was implemented in April 2007 in line with national joint council (NJC) guidance, with the grade for each role being determined by a job evaluation process. This followed a national requirement for all local authorities, and a number of other public sector employers, to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer. As part of this the council determined a local pay framework for NJC posts, up to spinal column point 60.
- 2.2 In exceptional circumstances, basic pay for any officer may be supplemented by a market supplement if market evidence on demand for these skills supports it. The process and terms of these payments is clearly detailed within the council's Market Supplement policy.

2.3 This pay policy statement does not relate to:

- staff of local authority schools
- contractors
- companies wholly or partially owned by the council
- the receipt or distribution of any payments received by the Chief Executive in her role as Returning Officer

3. Pay Awards

3.1 The council's policy on pay awards for all employees, including chief officers, has been to follow national negotiations. During 2015-2016 the following pay awards were implemented:

Terms and Conditions type	Increase awarded	Date effective
Joint Negotiating Committee for Chief Officers	2% on salaries of £99,999 or less at 31 December 2014. The pay award did not apply to the first £99,999 of salaries of £100,000 or more.	1 January 2015 (covered the period 1 April 2014 – 31 March 2016).
National Joint Council Single Status	2014-16 agreement was for a non-consolidated payment (paid in December 2014 and the balance in April 2015) plus percentage increase of at least 2.2% payable from 1 January 2015.	1 April 2014 – 31 March 2016
NHS	Spinal column point increase to those who had not reached the top of their grade only. The NHS pay award was not paid.	Variable dates depending on anniversary date of job holder.
Youth & Community JNC	2.2%	1 March 2015 (had been due September 2014)
Soulbury	2014-16 agreement was increase of 2.2% on all pay points.	01 September 2014 – 31 March 2016

- 3.2 Where staff have been transferred in to the council their contractual terms and conditions will be **static** at the point of transfer. This will apply in all cases **excluding** those where the council has the possibility of participating in the negotiation process of such collective agreements concluded after the date of the transfer. This will mean that any pay award negotiated after transfer will not be paid (providing the council had no possibility of participating in the negotiation process).
- 3.3 There is incremental progression for NJC evaluated posts where increments are paid in accordance with agreed council policy, usually on an annual basis. Incremental progression for NJC evaluated jobs is automatic within the pay range for the job, and takes place until the maximum incremental point within the pay range is achieved. Thereafter the employee is only eligible for any annual cost of living award negotiated by the appropriate bodies.
- 3.4 As part of the 2015/16 budget negotiations it was agreed that the council should pay the 'Peterborough Living Wage.' The amount was the rate published by the Living Wage Foundation in November 2014. The council committed to pay this rate for the financial year 2015/16. This meant that a non-consolidated allowance was paid on top of the hourly rate to all employees who were earning below £7.85 per hour. The rate payable for 2016/17 is under consideration.
- 4.1 As is required by the Localism Act, for the purpose of this policy, chief officers are defined as:
- Head of Paid Service (Chief Executive)
 - Monitoring Officer (Director of Governance)
 - s151 Officer (Corporate Director: Resources)
 - Statutory Chief Officers Corporate Director: People & Communities and Director of Public Health.
 - Non-Statutory Chief Officers: Corporate Director: Growth and Regeneration. Any post that reports directly to the Chief Executive (other than administrative posts).
 - Deputy Chief Officers: Service Director or Assistant Director who as respects all or most of the duties of his/her post, reports directly to a chief officer.
 - Any self-employed individual engaged by the council in one of the categories above

A list of posts and officers included in this definition is attached at Appendix A.

4. Policy relating to remuneration of Chief Officers

- 5.1 Local government has changed radically; this council is no exception and many of our services are now provided externally. During 2013/14 senior manager pay scales were reviewed and the following parameters agreed by Employment Committee:-
- Senior manager role profiles should be evaluated independently under Hay, which is the council's chosen job evaluation system for senior managers.

- It was agreed that there should be seven pay bands which are anchored at the 50th percentile (market median) and range between 10% below or 10% above this market anchor point. Application of the council's Market Supplement policy will be considered in cases where the market dictates a rate that is above the 50th percentile and evidence is provided to support this.
 - Pay protection would be applied to those who saw a reduction in their salary in accordance with the council's existing Redundancy Policy pay protection arrangements.
 - Salary upon appointment will be set in accordance with the Guidance Document on Setting Senior Manager Pay.
- 5.2 Full Council is responsible for approving the appointment of the Head of Paid Service (Chief Executive). Full Council is responsible for confirming the dismissal of the Chief Executive, and for confirming the dismissal of the Monitoring Officer (Director of Governance) or the s151 Officer (Corporate Director: Resources) following a recommendation of dismissal by an independent panel. Before the independent panel make a recommendation to council every cabinet member must be notified of the name of the person to be dismissed, any other particulars relevant to the dismissal and the period within which objection to the dismissal is to be made. Full council may only approve the dismissal where no material or well-founded objection has been made by the leader or other cabinet member.
- 5.3 Employment Committee is responsible for approving the appointment (including remuneration) or dismissal of all other Chief Officers and Deputy Chief Officers. All Cabinet members have a right to object to the appointment or dismissal.
- 5.4 Full Council is responsible for approving salary grades of £100,000 or more in respect of a new appointment. The Employment Committee, under its delegated powers will determine the salary to be paid within the grade approved by Council. Full Council is responsible for approving severance packages beyond £100,000 for staff leaving the organisation.
- 5.5 There is currently no formal mechanism in place for Chief Officers to progress through the pay bandings. Any increase previously paid was at the discretion of the Chief Executive and appropriate Cabinet Member, and linked to a change in responsibilities, or agreed on recruitment following an initial period in the role. The Chief Executive and Director in consultation with the relevant portfolio holder and the Assistant Director: HR & Development are authorised to amend and update the job descriptions of Directors, Assistant Directors and Heads of Service.
- 5.6 Information relating to the remuneration of senior officers is published annually in the statement of accounts, and also in accordance with the Department of Communities and Local Government's (DCLG) Transparency Code. The Council will continue to follow these requirements when determining disclosure for Chief Officers. Information in relation to payments made under a contract for services (for example if a Chief Officer is paid through a third party these will be published in the Statement of Accounts
- 5.7 Since 19 October 2015 the Chief Executive role has been shared with Cambridgeshire County Council for an initial period of 12 months. This is to give Peterborough and the county a stronger voice nationally to promote economic development and to create greater opportunities for jointly commissioned services and sharing of best practice between the two councils. Peterborough City Council remains the employer of the Chief

Executive. However, 50% of the salary is recharged to Cambridgeshire County Council. A similar arrangement applies to the Director of Public Health who is seconded from Cambridgeshire County Council.

6. Policy relating to remuneration of the council's lowest paid employees

- 6.1 The Localism Act requires the council to determine who its lowest paid employees are. It may adopt any definition which most appropriately fits local circumstances, providing it explains in the policy why that definition has been adopted.
- 6.2 For the purpose of this policy, the Council defines its lowest paid employees as those in the bottom 10% of employees by remuneration. As of 1st February 2016 the 10% is based on a total of 1331 staff (i.e. 133) with a full time equivalent salary between £15,145 and £19,048. The average remuneration package for those employees is in the region of £17,129. For employees who work part-time, their salary is calculated pro rata to the full-time equivalent. As a consequence of applying the 'Peterborough Living Wage' the rates of pay for the lowest paid have increased since the last pay policy was published.
- 6.3 The definition used to define the lowest paid workers is the same as the definition applied in the 2015/16 Pay Policy. This definition has been selected because it captures a meaningful number of employees and avoids the distortions that might occur with a very small group, or the excessive averaging that would be required if a larger group was used, such as the lowest quartile. This definition has been agreed with the relevant trade unions.
- 6.4 Former council employees who have transferred to external contractors with whom the authority has contracted to perform services are excluded from this definition.
- 6.6 The pay award for Chief Officers was not received until 2 February 2015 and therefore was not taken into account when calculating the amounts in paragraph 6 or 8 of the previous years' policy.

7. Policy relating to remuneration of all employees

- 7.1 The council's policy is to differentiate between remuneration of its employees by setting different levels of basic pay to reflect differences in responsibility, but not to differentiate on other allowances, benefits and payments it makes. The council has separate policies relating to travel and subsistence, redundancy, relocation, and other entitlements, and does not differentiate between chief officers and those who are not chief officers in respect of entitlement to these benefits. Similarly, all officers who work on elections are entitled to payment for specific roles such as count supervisor or count assistant, at rates agreed and paid each year by the Returning Officer, and the rates agreed relate specifically to the election role undertaken, and not to the grade or employment status of the officer undertaking the role.
- 7.2 Mobile telephones
- Officers (including chief officers) are entitled to be provided with a mobile telephone or other personal data device if it is necessary to carry out their duties. Personal use is permitted, but must be reimbursed in accordance with council policies, so this is not classified as a benefit in kind for tax purposes.

7.3 Policy on receipt of salary & pension

The Local Government Pension Scheme (LGPS) does not allow current employees to receive their pension at the same time as their salary unless it is under a flexible retirement arrangement. New starters may join who are already in receipt of a pension from previous service in the LGPS or another pension provider. It is also the council's policy not to re-engage officers who have left the council on a redundancy basis, except in exceptional circumstances where the Chief Executive considers it necessary for continuity of an essential service. The Government is consulting on draft legislation that will limit the levels of redundancy pay and also impose further restrictions on re-employment of previously redundant public sector employees. These rules will of course be incorporated into council policy.

7.4 Enhancement of pension benefits

Most employees are eligible to join the Local Government Pension Scheme, which in certain circumstances provides for the exercise of discretion that allows retirement benefits to be enhanced. Pension regulations require the council to issue a written policy statement on how it will exercise the various discretions provided within the scheme, and this is published as a separate document entitled "Local Government Pension Scheme Discretionary Policy". That policy was approved by Employment Committee in March 2010. Under the policy, the council will consider each case on its merits, but its usual policy is not to enhance benefits for any of its employees, with no distinction made between chief officers and those who are not chief officers. Different rules apply to those in the Teacher's Pension Scheme and the NHS Pension Scheme.

7.5 Termination of employment

In relation to the termination of employment, the council will have due regard to the making of any appropriate payments where it is in the council's best interests. Any such payments will be in accordance with contractual or statutory requirements and take into account the potential risk and liabilities to the council, including any legal costs, disruption to services, impact on employee relations and management time. The council will have specific regard to the legal requirements which apply to the termination of employment of the Head of Paid Service (Chief Executive), the s151 Officer (Corporate Director: Resources), and the Monitoring Officer (Director of Governance).

8. The relationship between the remuneration of the council's chief officers and those who are not chief officers

- 8.1 The Localism Act requires the council to state the relationship between the remuneration of chief officers and those who are not chief officers, and leaves the council the flexibility to determine how to express this. This was considered in the Hutton report, which was asked to explore the case for a fixed limit on pay dispersion in the public sector through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. Hutton concluded that this was not helpful, and that the most appropriate metric is the top to median earnings. However, the council would not expect that the remuneration of its highest paid officer would exceed 20 times the remuneration paid to its lowest paid employee, except in exceptional circumstances, which must be specifically authorised by the Employment Committee and reviewed annually. The Chief Executive's

remuneration is currently 9.93 times the remuneration of the lowest paid employees.

This is summarised below:-

	Feb 12	Feb 13	Feb 14	31 Jan 15	31 Jan 16
Chief Executives salary	£170,175	£170,175	£170,175	£170,175	170,175
Lowest salary (using bottom 10%)	£15,931	£15,011	£15,779	£16,062	£17,129
Ratio	10.68 to 1	11.34 to 1	10.78 to 1	10.59 to 1	9.93 to 1

8.2 Hutton considered that the most appropriate metric to track the pay dispersion across the organisation is the multiple of the remuneration of the Chief Executive to the average remuneration of the organisation's workforce. The table below shows both the mean and the median average.

The current calculation and ratio is as follows:-

	Jan 15		Jan 16	
	Median	Mean	Median	Mean
Chief Executives salary	£170,175	£170,175	£170,175	£170,175
Average	£ 27,913	£ 30,420	£ 27,946	£ 31,145
"pay multiple" ratio	6.09 to 1	5.59 to 1	6.09 to 1	5.46 to 1

8.3 The 'average salary' is calculated as follows:

- Median – where the full time equivalent salaries of every employee are listed in order of value, and the value of the employee in the middle is used. In this case, in January 2016 the council had 1331 employees covered by this pay policy. When all of these salaries are listed in order, the total salary package of the 665th employee is £27,946.
- Mean - where the full time equivalent salaries of every employee are added together, and then divided by the total number of employees (in this case 1331). It should be noted that adding the salaries together is not the same as calculating the total pay bill. This is because full time equivalent salaries are used for these figures, but in the council a significant number of staff have part time contracts.

8.4 A graph showing pay dispersal across the council as at January 2016 is included at Appendix B. This is likely to fluctuate as the shape of the council changes, particularly if further services are transferred into, or out of the council's control. During the year the workforce has reduced to ensure that the council manages its financial reductions.

8.5 The ratios comparing the Chief Executive's pay to average and lowest salaries has decreased. The cause is the changing structure of the

organisation and the increase to pay of those covered by the national conditions plus the introduction of the Peterborough living wage which raised the salary of the bottom point on the salary ranges to £7.85 per hour. As there has been no change or increase to the Chief Executive's salary this has resulted in a reduced ratio.

9. Review of the Pay Policy Statement

- 9.1 This policy will be kept under review in the light of external best practice and legislation, internal data on recruitment and retention, and external pay data. Any changes will be discussed with stakeholders before being presented to council for approval. The pay policy will be published on the Council's website. Council will approve its Pay Policy Statement at least on an annual basis, normally at the council meeting when the council's budget is considered.
- 9.2 The transfer of further staff into or out of the council may have an impact on salary differentials in the future.

10. Notes

- 10.1 This pay policy statement is not intended to be a statement of terms and conditions for a chief officer's employment contract;
- 10.2 Nothing in this pay policy statement is intended to revoke other council policies related to pay, or terms and conditions of employment;
- 10.3 This pay policy statement has been prepared having regard to the guidance given by the Secretary of State in relation to sections 38 to 43 of the Localism Act 2011.

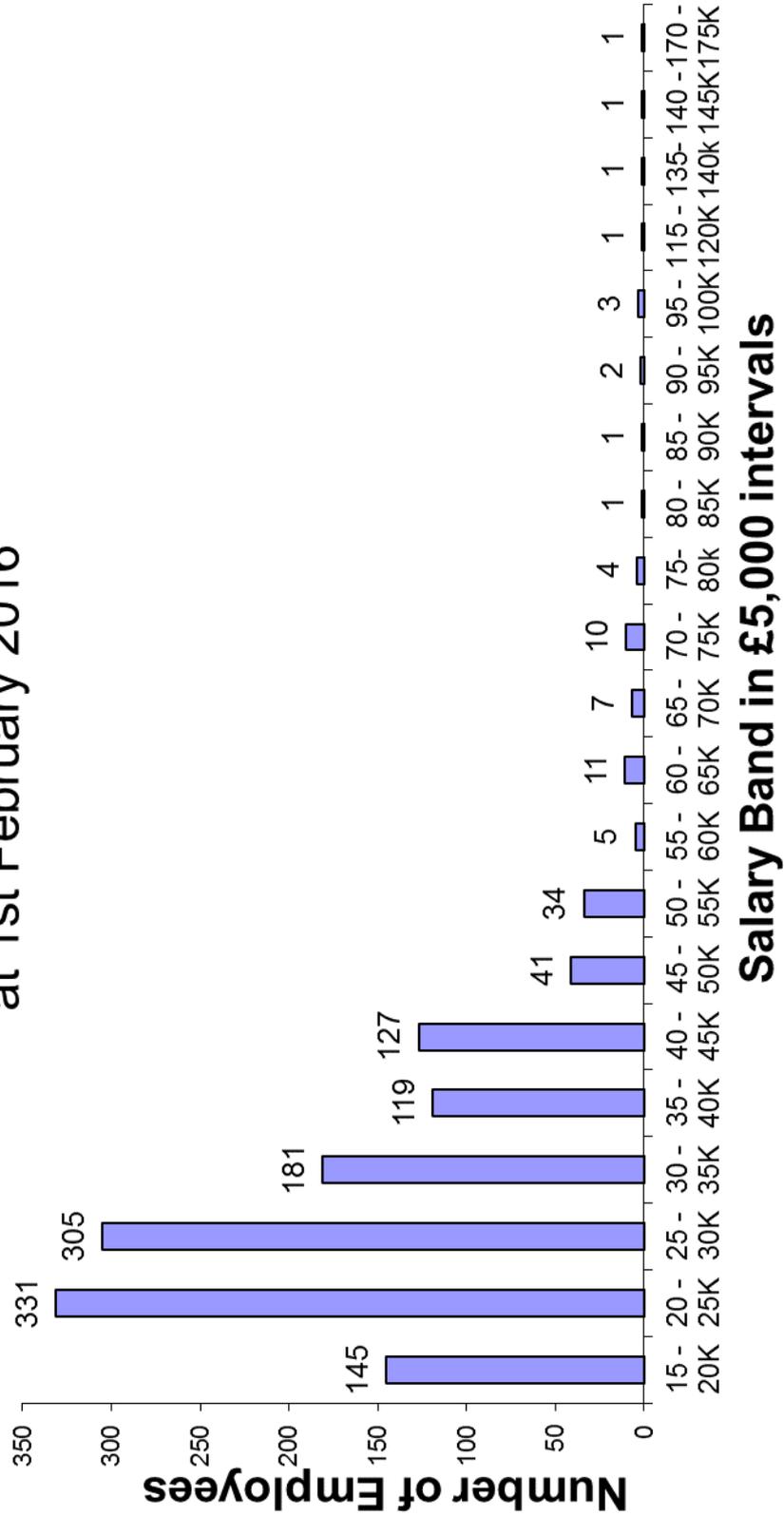
APPENDIX A

ROLE	OFFICER IN POST
Chief Executive (Head of Paid Service)	Gillian Beasley
Monitoring Officer (Director of Governance)	Kim Sawyer
s151 Officer (Corporate Director: Resources)	John Harrison
<p><u>Statutory Chief Officers:</u> Corporate Director: People & Communities (Director of Adults Services and Children’s Services)</p> <p>Director of Public Health</p>	<p>Wendi Ogle-Welbourn</p> <p>Dr. Liz Robin (seconded from Cambridgeshire County Council)</p>
<p><u>Non-statutory Chief Officers:</u> Corporate Director: Growth and Regeneration</p>	Simon Machen
<p><u>Deputy Chief Officers</u> (reports directly to Statutory Chief Officer):</p> <p>Service Director City Services & Communications Service Director Financial Services Service Director Education Service Director (Deputy Director) Adults & Communities Service Director Children’s Services</p> <p>Assistant Director Legal & Democratic Services Assistant Director Human Resources & Organisational Development Assistant Director Quality, Information, Performance</p> <p>Assistant Director Digital Peterborough</p> <p>Consultant in Public Health</p>	<p>Annette Joyce Steven Pilsworth Terry Reynolds (Interim)</p> <p>Adrian Chapman Patrick Williams</p> <p>Alison Stuart Mandy Pullen</p> <p>Tina Hornsby</p> <p>Richard Godfrey</p> <p>Dr Katherine Hartley</p>
<p><u>Deputy Chief Officers</u> (reports directly to non-statutory Chief Officer): None</p>	

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APPENDIX B: DISTRIBUTION OF SALARIES ACROSS THE COUNCIL

**Distribution of salaries across the Council [non schools]
at 1st February 2016**



Salary Band in £5,000 intervals



Governance

LGPS Discretionary Statement

References:

LGPS Regulations 1997
 LGPS (Benefits, Membership & Contributions) Regulations 2007
 LGPS (Administration) Regulations 2008
 Local Government Pension Scheme Regulations 2013
 Local Government Pension Scheme Regulations 2014
 Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014
 Local Government Pension Scheme (Amendment) Regulations 2015

Issue date:	9 February 2016
Version number:	5
Review due date:	1 April 2016

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If this document is printed into hard copy or saved to another location, you must check that the version number on your copy matches that of the Insite version.

Document Control Sheet

Purpose of document:	This procedure is to set out how the council will deal with certain discretionary decisions in respect of the LGPS.
Type of document:	Policy
Document checked by Legal	Yes 100216 CMT agreement 170216. Confirmed that this should form part of the Pay Policy.
If applicable, has an initial Equality Impact Assessment (EIA) been completed?	Not Applicable – low significance change
Document lead and author:	Karen Craig - HR
Dissemination:	All new and updated policies and procedures are notified to entire workforce via insite and a variation letter. This policy is also submitted to LGSS, EPM and Serco. All documents are also posted onto the Employee Information pages of Insite.
What other documents should this be read in conjunction with:	None
Who will review the document (job title):	Senior HR Consultant (Policy Development)
Why is this document being reviewed?	Requirement of the pension scheme rules to review policy. LGPS (Amendment) Regulations 2015 included new discretion 16(16)

Revisions

Version No.	Page/ Paragraph No.	Description of amendment	Date approved
5	All	Reviewed – no changes to existing discretions. One new discretion added regarding extending the deadline for employer contributions to a SPC.	

Local Government Pension Scheme Discretionary Policy – Part A (2014 scheme)

Background

The regulations of the LGPS require every employer to (i) issue a written policy statement on how it will exercise the various discretions provided by the scheme, (ii) keep it under review and (iii) revise it as necessary.

Flexible Retirement

Local Government Pension Scheme Regulations 2013 Regulation 30 (6)

Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014 Regulation 11 (2)

Peterborough City Council will consider requests from employees aged 55 or over to reduce their hours, or move to a position on a lower grade, and elect in writing to draw some or all of the pension benefits already built up. Where there is a cost to Peterborough City Council it is unlikely that the request will be agreed.

In addition the employee would need to:-

- Reduce their working week by at least 40% or
- Reduce their grade by at least two grades.

The revised pay plus standard pension must not exceed the pay prior to flexible retirement. Employees who have flexibly retired may not subsequently apply for positions within a Peterborough City Council employment that would result in either an increase in hours or being paid at a higher grade.

This does not preclude younger employees requesting flexible working but without the payment of their retirement benefits.

Flexible Retirement

Local Government Pension Scheme Regulations 2013 Regulation 30 (8)

Where flexible retirement is approved it is not the policy of Peterborough City Council to waive any reduction applied to the pension benefit due to the early payment.

Peterborough City Council will not waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age.

85 year rule

Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014 Schedule 2, paragraphs 1(2) & 2 (2)

It is not the policy of Peterborough City Council to “switch on” the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60 unless:-

- (i) it is to bring an earlier deferred benefit into payment following redundancy, or efficiency retirement of an existing employee from a current job in Peterborough City Council, or
- (ii) if there are compelling, compassionate* reasons to do so.

**Local Government Pension Scheme (Transitional Provisions & Savings) Regulations 2014
3(1), Schedule 2, paragraph 2(1) and 2(2), B30(5) and B30A(5)**

It is not the policy of Peterborough City Council to waive, on compassionate grounds the actuarial reduction applied to benefits from pre 1/4/14 membership where the employer has “switched on” the 85 year rule for a member voluntarily drawing benefits on or after age 55 and before age 60.

**Shared Cost Additional Pension Contributions
Local Government Pension Scheme Regulations 2013
Regulation 16 (2) (e) &
Regulation 16 (4) (d)**

It is not the policy of Peterborough City Council to contribute to a Shared Cost Additional Pension Contribution contract.

**Shared Cost Additional Pension Contributions
Local Government Pension Scheme Regulations 2013
Regulation 16 (16)**

It is not the policy of Peterborough City Council to extend the 30 day deadline for a member to elect for a shared cost APC upon return from a period of absence from work with permission with no pensionable pay (otherwise than because of illness or injury, relevant child related leave or reserve force service leave).

**Additional Pension
Local Government Pension Scheme Regulations 2014
Regulation 31**

It is not the policy of Peterborough City Council to grant additional pension to an active member, or within six months of ceasing to be an active member by reason of redundancy or business efficiency.

Unless an employee who would be eligible for a lump sum compensation payment under our Discretionary Compensation Policy requests that they be awarded, instead, additional pension under the LGPS regulations, which is actuarially equivalent in value to the lump sum compensation payment (in excess of the statutory redundancy payment) that would otherwise have been paid under our Discretionary policy, provided that the award of additional pension would not exceed the statutory limit.

The following discretions are not compulsory to include in the Policy Statement but are recommended to be included:

**Late application (after 12 months of joining) to aggregate two periods of membership
Local Government Pension Scheme Regulations 2013
Regulation 22 (7) and (8)**

It is not the policy of Peterborough City Council to consider allowing the aggregation of two periods of LGPS membership after twelve months of joining unless:

- (i) the scheme member has requested that investigations commence within the twelve month time limit, or
- (ii) if there is reason to believe that the individual would not have known of the need to request an investigation into potential aggregation within the twelve month time limit and the HR and or pension files support this
- (iii) it would have been unreasonable for the scheme member to understand that they had more than one period of service (this being particularly an issue where individuals hold multiple jobs)

**Local Government Pension Scheme Regulations 2013
Regulation 100(6)**

It is not the policy of Peterborough City Council to consider extending the time limit for a transfer in of previous pension rights to proceed after twelve months of joining unless:

- (i) the scheme member has requested that investigations commence within the twelve month time limit, or
- (ii) if there is reason to believe that the individual would not have known of the need to request an investigation into potential transfer in of previous pension rights within the twelve month time limit, and the HR &/or pension files support this, and
- (iii) with the agreement of the administering authority.

**Calculation of pension tier
Local Government Pension Scheme Regulations 2013
Regulations 9 and 10**

The tiered contribution rate for each employee will be based on the total pensionable pay in the previous financial year.

The contribution rate will be re-assessed annually on implementation/application (regardless of when the award is made) of the annual pay award. Re-assessment will take place at any point in the year in the following circumstances:-

- Promotion
- Demotion
- Incremental progression
- Pay award
- Acting up starts/Acting up ceases
- Contractual Allowance starts/Contractual Allowance ceases
- Contractual Hours increase/Contractual Hours decrease.
- Additional hours increase or decrease or
- When there is any significant change in pay.

**Shared Cost Additional Voluntary Contribution scheme
Local Government Pension Scheme Regulations 2013
Regulation 17
Local Government Pension Scheme (Transitional Provisions & Savings) Regulations
2014
Regulation 15 (1) (d)**

It is not the policy of Peterborough City Council to contribute towards a shared cost additional voluntary contributions scheme.

**Assumed Pensionable Pay
Local Government Pension Scheme Regulations 2013
Regulations 21(4)(a)(iv), 21(4)(b)(iv), 21 (5)**

Regular lump sum payments will not be included in the calculation of Assumed Pensionable Pay.

Local Government Pension Scheme Discretionary Policy – Part B (2008 scheme)

Background

The regulations of the LGPS require every employer to (i) issue a written policy statement on how it will exercise the various discretions provided by the scheme, (ii) keep it under review and (iii) revise it as necessary.

LGPS (Benefits, Membership & Contributions) Regulations 2007 Regulation 12

It is not the policy of Peterborough City Council to increase total membership. (This decision is entirely spent after 30th September 2014 as additional pension can only be awarded to an active member or within six months of leaving under redundancy or business efficiency).

LGPS (Benefits, Membership & Contributions) Regulations 2007 Regulation 30 (2)

It is not the policy of Peterborough City Council to release pension early unless:-

- (i) it is to bring an earlier deferred benefit into payment following redundancy, or efficiency retirement of an existing employee from a current job in Peterborough City Council, or
- (ii) if there are compelling, compassionate* reasons to do so.

LGPS (Benefits, Membership & Contributions) Regulations 2007 Regulation 30 (5)

It is not the policy of Peterborough City Council to waive the actuarial reduction on early payment of pension unless:-

- (i) the payment relates to someone who is being made redundant or taking efficiency retirement from active employment with Peterborough City Council, or
- (ii) if there are compelling, compassionate* reasons to do so.

LGPS (Benefits, Membership & Contributions) Regulations 2007 Regulation 30A (3)

It is not the policy of Peterborough City Council to grant an application for early payment of a suspended tier 3 ill health pension on or after age 55 and before age 60 unless there are compelling, compassionate* reasons for doing so.

LGPS (Benefits, Membership & Contributions) Regulations 2007 Regulation 30A (5)

It is not the policy of Peterborough City Council to waive on compassionate grounds the actuarial reduction applied to benefits paid early under Regulation 30 (A).

Local Government Pension Scheme Discretionary Policy – Part B (2008 scheme)

Background

There are further discretions that are not compulsory to include in the Policy Statement but that are recommended to be included:

LGPS (Administration) Regulations 2008 Regulation 22 (2)

It is the policy of Peterborough City Council to consider an extension in cases where the member of staff was not notified of their rights to pay contributions in respect of a period of absence before returning to work, or ceasing to be employed without returning to work. The extension would be for one month from the date that they were notified of their right to pay.

LGPS (Administration) Regulations 2008 Regulation 16 (4)

It is not the policy of Peterborough City Council to consider allowing the aggregation of two periods of membership after twelve months of joining unless:

- (i) the scheme member has requested that investigations commence within the twelve month time limit, or
- (ii) if there is reason to believe that the individual would not have known of the need to request an investigation into potential aggregation within the twelve month time limit, and the HR &/or pension files support this
- (iii) it would have been unreasonable for the scheme member to understand that they had more than one period of service (this being particularly an issue where individuals hold multiple jobs)

LGPS (Administration) Regulations 2008 Regulation 83 (8)

It is not the policy of Peterborough City Council to consider extending the time limit for a transfer in of previous pension rights to proceed after twelve months of joining unless:

- (i) the scheme member has requested that investigations commence within the twelve month time limit, or
- (ii) if there is reason to believe that the individual would not have known of the need to request an investigation into potential transfer in of previous pension rights within the twelve month time limit, and the HR &/or pension files support this

Local Government Pension Scheme Discretionary Policy – Part C (1997 regulations)

Background:

The following three regulations apply to those employees who left on, or who have an award of deferred benefits in respect of membership up to, a date between 1st April 1998 and 31st March 2008 (inclusive).

LGPS Regulations 1997 Regulation 31 (2)

It is not the policy of Peterborough City Council to release pension early unless:-

- (i) it is to bring an earlier deferred benefit into payment following redundancy, or efficiency retirement of an existing employee from a current job in Peterborough City Council, or
- (ii) if there are compelling, compassionate* reasons to do so

LGPS Regulations 1997 Regulation 31 (5)

It is not the policy of Peterborough City Council to waive the actuarial reduction on early payment of pension unless:-

- (i) the payment relates to someone who is being made redundant or taking efficiency retirement from active employment with PCC or
- (ii) if there are compelling, compassionate* reasons to do so.

LGPS Regulations 1997 Regulation 31 (7A)

It is not the policy of Peterborough City Council to agree at normal retirement date to the payment of benefits resulting from an earlier opt out.

Applicable to whole document:

*Definition of compelling, compassionate reasons

- (i) The member can clearly demonstrate that they have a dependant, with a lifetime expectancy of more than twelve months, who is in need of the member's constant supervision due to a long term illness and as a result the member is suffering from severe financial hardship OR
- (ii) There is another substantial reason (not relating to caring for a dependant who is ill) where the member can demonstrate that they are facing very severe, ongoing financial hardship and will be doing so on a long term basis.

In exceptional circumstances, and only with the prior approval of the chief executive, the council may vary the terms of this policy on an individual basis.

This policy is subject to statute, regulations and council policy. The policy confers no contractual rights, and may be changed at any time as necessary. Only the version of the policy which is current at the time a relevant event occurs (to the member or deferred member) will be the one applied to that member / deferred member.

Each discretion will be dealt with independently.

TABLE DETAILING PAY THAT IS PENSIONABLE AND PAY THAT IS INCLUDED IN THE TIER DETERMINATION.

PENSIONABLE	INCLUDED IN TIER	DESCRIPTION	CALCULATION BASIS
Y	Y	Basic pay	SCP divided by 37
Y	Y	Non Contractual Overtime/Additional Hrs Plain less than 37 hours	SCP divided by 37
Y	Y	Non Contractual Overtime Plain over 37 hrs	SCP divided by 37 - pre authorised up to SCP 43
Y	Y	Non Contractual Overtime Over 37 hours	Basic pay x 1.5 - minimum element 15 minutes - SCP 26 and below only
Y	Y	Non Contractual Overtime Sundays over 37 hours	Basic pay x 2 - minimum element 15 minutes - SCP 26 and below only
Y	Y	Non Contractual Overtime Bank Holidays	Basic pay x 2 - minimum element 15 minutes - SCP 26 and below only
Y	Y	Contractual Overtime Over 37 hours Monday-Saturday	Basic pay x 1.5 - for Monday to Saturday - SCP 26 and below only
Y	Y	Contractual Overtime Over 37 hours Sunday	Basic Pay x 2 for Sunday working - SCP 26 and below only
Y	Y	Weekend Enhancement Saturdays	Basic Pay x 0.5 minimum element 15 minutes as part of normal working week
Y	Y	Weekend Enhancement Sundays	Basic Pay x 0.5 minimum element 15 minutes as part of normal working week
Y	Y	Shift Allowance (24 hrs)	Basic Pay x 21% - set up as permanent addition -SCP 26 and below only
Y	Y	Shift Allowance (More than 15 – Less than 19 hours)	Basic Pay x 14% - set up as permanent addition - SCP 26 and below only
Y	Y	Shift Allowance (More than 11 – Less than 15 hours)	Basic Pay x 7% - set up as permanent addition - SCP 26 and below only
Y	Y	Split Shift	Basic Pay x 1% - set up as permanent addition - SCP 26 and below only
Y	Y	Night Rate	Basic Pay + 1/3 - SCP 26 and below - night workers can claim weekend payments
N	N	Stand by per session	

N	N	Call Out minimum	Basic pay @ 2 hours - all employees up to SCP 49
N	N	Call Out hourly Monday – Saturday	Basic pay x 1.5 - minimum element 15 minutes - SCP 26 and below only
N	N	Call out hourly Sunday	Basic Pay x 2 - minimum element 15 minutes - SCP 26 and below only
N	N	Call out Plain	Basic pay - plain time paid to employees on SCP 27 - 49 All days - minimum element 15 minutes
N	N	Call out hours Bank holidays	Basic pay x 2 - minimum element 15 minutes - SCP 26 and below only
N	N	Call out hours Bank holidays	Basic Pay - plain time paid to employees on SCP 27 - 49
N	N	Call out Travelling time	Basic pay - minimum 15 minutes - maximum 0.5 hrs. - all employees
Y	Y	Acting Up Allowance	Determined rate - payable after 4 weeks regular review
N	N	Honoraria	Determined rate – one off payment
Y	Y	Market Supplement	Determined rate - regular review
N	N	Payment in consideration of loss of future pensionable payments	12 months full pay/ 6 months half pay /no pay award
N	N	Compensation (Equal Pay)	
Y	Y	All Arrears	
Y	Y	First Aid	
Y	Y	Non -Consolidated Allowance	Payment to raise basic pay to agreed local living wage amount or other.
To be assessed on a twelve monthly arrears basis at commencement of financial year.			