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Queen Victoria Road
High Wycombe
Bucks HP11 1BB

Council

Date: 25 February 2016
Time: 6.30 pm
Venue: Council Chamber
District Council Offices, Queen Victoria Road, High Wycombe, Bucks

You are hereby summoned to attend the Meeting of the Council to be held in the Council Chamber, District Council Offices, Queen Victoria Road, High Wycombe on 25 February 2016 at 6.30 pm to consider the business set out in the Agenda below.

A handwritten signature in black ink, appearing to read 'K Satterford'.

Ms K Satterford
Chief Executive

Fire Alarm - In the event of the fire alarm sounding, please leave the building quickly and calmly by the nearest exit. Do not stop to collect personal belongings and do not use the lifts. Please congregate at the Assembly Point at the corner of Queen Victoria Road and the River Wye, and do not re-enter the building until told to do so by a member of staff.

Agenda

| Item | | Page |
|------|---|------------------|
| 9 | COUNCIL TAX SETTING 2016/17 AND PRESENTATION FROM LEADER OF THE COUNCIL | 1 - 14 |
| | In accordance with Standing Order 16.5 a recorded vote shall take place on decisions relating to the setting of the budget and Council tax. | |
| 14 | SPECIAL PERSONNEL & DEVELOPMENT COMMITTEE | 15 - 16 |
| | To receive the minutes of and consider any recommendations from the following meeting | |
| | Special P & D Committee | 17 February 2016 |

For further information, please contact Iram Malik on 01494 421204, iram_malik@wycombe.gov.uk

Council Meeting

Thursday 25th February 2016

Council Tax Setting 2016-17

At its meeting on the 8th of February 2016, Cabinet recommended the revenue estimates and the district and parish elements of Council Tax levels for 2016-17 (minute 63) subject to the issue of the final Parish / Town precepts and confirmation of the Formula Grant figures (subsequently confirmed). The full Council is required to consider Cabinet's recommendations and then to set the full Council Tax.

The report below shows the precept figures for Buckinghamshire County Council, Thames Valley Policy Authority, the Buckinghamshire & Milton Keynes Fire Authority, and the Parish Councils.

The budget presented to Cabinet on the 8th February 2016 was based on the provisional finance settlement. The Final Settlement has now been published and it has confirmed the draft settlement position for 2016/17, with the addition of a one-off transition grant of £85k. The General Fund Summary has been updated to reflect this change and a subsequent increase has been made to the amount being transferred to reserves to support capital investment to deliver future savings and income generation.

Budget Assurance Statement from the Chief Financial Officer

Under Section 25 of the Local Government Act 2003 the Chief Financial Officer is required to report to the Council on the robustness of the estimates made for the purpose of making Council Tax calculations and the adequacy of the proposed financial reserves. The Chief Financial Officer's report is set out in Agenda Item 63 to Cabinet on the 8th of February 2016. Members are required to consider Item 63 when making decisions about the budget and Council Tax calculations.

Robustness of Estimates

Based on information and assurances from Members and the Senior Management Team, it is my opinion that the 2016-17 budgets are based on robust budget estimates.

There continues to be a number of significant risks facing the Council, however the Cabinet and Management teams are working very closely with officers and partner organisations to address and take any mitigating actions deemed necessary.

This opinion is supported by the maintenance of the Council reserves at a prudent level and the Council's efficiency plans. These will be further developed into the four year "efficiency plan" to achieve a balanced and robust budget as set out in the government's four year offer.

General Fund Summary

| 2014/15 Actuals | 2015/16 Net Estimate | | 2016/17 Gross Expenditure | 2016/17 Income & Credits | Net Expenditure |
|--------------------|-------------------------|--|---------------------------------|--------------------------------|--------------------|
| 5,554,503 | 10,837,600 | COMMUNITY | 6,241,422 | (1,378,238) | 4,863,184 |
| 5,754,083 | 6,324,500 | ENVIRONMENT | 11,009,400 | (4,605,336) | 6,404,064 |
| (2,938,344) | (3,022,500) | ECONOMIC DEVELOPMENT & REGENERATION | 2,607,100 | (6,497,200) | (3,890,100) |
| 2,642,555 | 3,144,200 | PLANNING | 5,544,300 | (2,283,500) | 3,260,800 |
| 1,874,358 | 2,186,800 | HOUSING | 3,304,000 | (1,091,293) | 2,212,707 |
| 3,128,488 | 2,518,000 | LEADER | 3,683,300 | (1,400,100) | 2,283,200 |
| 1,735,924 | 2,116,200 | FINANCE & RESOURCES | 50,692,970 | (48,666,970) | 2,026,000 |
| 160,200 | 0 | UNALLOCATED OVERHEADS | 157,800 | 0 | 157,800 |
| 753 | 0 | PLANNED MAINTENANCE | 110,200 | 0 | 110,200 |
| 17,912,520 | 24,104,800 | Net Cost of Services | 83,350,492 | (65,922,637) | 17,427,855 |
| (2,922,071) | (8,583,100) | Reversal of Depreciation and Deferred Charges | | | (2,901,767) |
| 14,990,449 | 15,521,700 | General Fund Expenditure | | | 14,526,088 |
| (558,749) | (519,000) | Contribution to / (from) repairs and renewals fund | | | (594,000) |
| (93,500) | (93,000) | Council Tax Freeze Grant | | | 0 |
| 175,000 | 150,000 | Payment to Parishes/Special Expenses | | | 128,000 |
| 1,787,000 | 0 | Contribution to Revenue Development Reserve (RDR) | | | 707,964 |
| 16,300,200 | 15,059,700 | General Fund Requirement | | | 14,768,052 |
| | | <u>Funding Sources</u> | | | |
| 3,436,000 | 2,475,000 | Revenue Support Grant (RSG) | | | 1,490,000 |
| 2,980,000 | 3,037,000 | Business Rates Funding | | | 3,060,000 |
| 800,000 | 978,000 | New Homes Bonus Fund applied | | | 1,152,000 |
| 8,220,200 | 8,347,000 | Council Tax - General Fund | | | 8,761,000 |
| 61,000 | 222,700 | Council Tax Adjustment | | | 220,600 |
| 0 | 0 | Transition Grant | | | 84,452 |
| 15,497,200 | 15,059,700 | Total Funding | | | 14,768,052 |

Council Tax Setting 2016/2017

- 1.1. This is the formal report which we are required to present for the setting of the Council Tax. It is worded in such a way as to comply with the legal requirements of the Local Government Finance Act 1992, as amended by the 2011 Localism Act. *Also shown in the report in italics, alongside the formal wording, is an explanation of what each section represents. The words in italics do not constitute part of the formal proposed Council Tax resolution but are there as an aid to understanding it.*
- 1.2. Subject to the acceptance by Cabinet of the Recommendations in (Strategic) (a); (Revenue) (a) to (e) and (Council Tax) (a) and (c) on this Agenda, the approval of the recommendations in 1.5 above and subject to the receipt of a further parish precept and confirmation of the formula grant Cabinet is **advised to recommend** the following Council Tax resolution.
- (i) That it be noted that the following amounts have been calculated for the year 2016/2017 in accordance with regulations made inter alia under Sections 31 to 36 of the Local Government Finance Act 1992:-
- (A) 66,372.88; being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012 (“the Regulations”) as its Council Tax Base for the year. *In total for the District a £1 tax on a band “D” equivalent property will raise £66,372.88.*

(B)

| Parish / Town Area | Council Tax Base |
|---------------------------------|-------------------------|
| Bledlow-cum-Saunderton | 1200.31 |
| Bradenham | 226.09 |
| Chepping Wycombe | 6319.36 |
| Downley | 1969.52 |
| Ellesborough | 440.07 |
| Fawley (Parish Meeting) | 135.46 |
| Great & Little Hampden | 165.47 |
| Great & Little Kimble cum Marsh | 474.18 |
| Great Marlow | 717.92 |
| Hambleden | 835.11 |
| Hazlemere | 3975.22 |
| Hedsor (Parish Meeting) | 80.18 |
| High Wycombe Town | 21505.14 |
| Hughenden | 3934.44 |
| Ibstone | 144.52 |
| Lacey Green | 1235.65 |
| Lane End | 1385.10 |
| Little Marlow | 791.25 |
| Longwick-cum-Ilmer | 680.72 |
| Marlow Bottom | 1511.84 |
| Marlow Town | 6645.20 |
| Medmenham | 514.27 |
| Piddington & Wheeler End | 263.27 |
| Princes Risborough | 3483.90 |
| Radnage | 380.60 |
| Stokenchurch | 1916.00 |
| Turville | 218.33 |
| WestW'- Parish Council | 540.66 |
| Wooburn and Bourne End | 4683.10 |
| Grand Total | 66,372.88 |

being the amounts calculated by the Council, in accordance with the Regulations, as the amounts of its Council Tax Base for the year for dwellings in those parts of its area to which one or more of the special items relate;

This refers to the previous table. Effectively it shows the amount that would be raised in £'s for each parish/town area by a £1 tax charged on a Band D equivalent property.

- (ii) That the following amounts be now calculated by the Council for the year 2016/2017 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 (“the Act”).
- (A) £87,018,017 being the aggregate of the amounts which the Council estimates for the items set out in Section 31(A)(2) of the Act; taking into account all precepts issued to it by parish councils as at the date of the meeting. *This represents the estimated gross revenue expenditure (including transfers to reserves) for the General Fund, Special Expenses account, other General Fund revenue reserves and parish precepts.*
- (B) £75,498,558 being the aggregate of the amounts which the Council estimates for the items set out in Section 31(A)(3) of the Act; *This represents the estimated gross revenue income (Including the transfer of the surplus on the collection fund, formula grant and transfers from reserves) for the same funds as mentioned above.*
- (C) £11,519,459 being the amount by which the aggregate at (ii)(A) above exceeds the aggregate at (ii)(B) above, calculated by the Council in accordance with Section 31(A)(4) of the Act, as its Council Tax requirement for the year. *This represents the difference between the two figures above and is in essence the net funding requirement for the General Fund and Special Expenses accounts plus the parish precepts issued for the year.*

- (D) £173.56 being the amount at (ii)(C) above divided by the amount at (i)(A) calculated by the Council, in accordance with Section 31(B)(1) of the Act, as the basic amount of its council tax for the year;. *This is the average Band D tax across the district inclusive of parish precepts but exclusive of Bucks County Council, the Police and Fire authorities. It is not actually charged anywhere in the district but has to be calculated by law as part of the Council Tax setting process.*
- (E) £ 2,758,897 being the aggregate amount of all special items referred to in Section 34(1) of the Act; *This is the total of parish precepts received for the year and the net Special expenses as shown in Appendix G.*
- (F) £131.99 being the amount at (ii)(D) above less the result given by dividing the amount at (ii)(E) above by the amount at (i)(A) above, calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates: ***This is the band D Council Tax for the District Council only.***

(G)

| Part of Council's Area | 2016-17 |
|---------------------------------|----------------|
| Bledlow-cum-Saunderton | 147.11 |
| Bradenham | 162.95 |
| Chepping Wycombe | 186.01 |
| Downley | 177.69 |
| Ellesborough | 176.57 |
| Great & Little Hampden | 147.61 |
| Great & Little Kimble cum Marsh | 195.26 |
| Great Marlow | 149.03 |
| Hambleden | 170.31 |
| Hazlemere | 194.25 |
| High Wycombe Town | 152.02 |
| Hughenden | 182.21 |
| Ibstone | 180.43 |
| Lacey Green | 152.22 |
| Lane End | 214.55 |
| Little Marlow | 191.53 |
| Longwick-cum-Ilmer | 165.62 |
| Marlow Bottom | 152.96 |
| Marlow Town | 180.57 |
| Medmenham | 169.15 |
| Piddington & Wheeler End | 207.96 |
| Princes Risborough | 227.2 |
| Radnage | 198.2 |
| Stokenchurch | 165.97 |
| Turville | 161.76 |
| West Wycombe | 212.63 |
| Wooburn and Bourne End | 184.96 |

being the amounts given by adding to the amount at (ii)(F) above the amounts of each of the special items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the appropriate amount at (i)(B) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more of the special items relate.

This is the sum of the District Council's band D tax and the individual Parish/Town/Special Expense band D taxes for each parish area. It does not include Hedsor or Fawley as they issue nil precepts

(H)

| Part of the Council's Area | Band A Charge | Band B Charge | Band C Charge | Band D Charge | Band E Charge | Band F Charge | Band G Charge | Band H Charge |
|-----------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Bledlow-cum-Saunderton | 98.13 | 114.45 | 130.78 | 147.11 | 179.77 | 212.42 | 245.24 | 294.22 |
| Bradenham | 108.69 | 126.78 | 144.86 | 162.95 | 199.12 | 235.30 | 271.64 | 325.90 |
| Chepping Wycombe | 124.07 | 144.72 | 165.36 | 186.01 | 227.30 | 268.59 | 310.08 | 372.02 |
| Downley | 118.52 | 138.24 | 157.97 | 177.69 | 217.14 | 256.58 | 296.21 | 355.38 |
| Ellesborough | 117.77 | 137.37 | 156.97 | 176.57 | 215.77 | 254.96 | 294.34 | 353.14 |
| Fawley (Parish Meeting) | 88.04 | 102.69 | 117.34 | 131.99 | 161.29 | 190.59 | 220.03 | 263.98 |
| Great & Little Hampden | 98.46 | 114.84 | 131.23 | 147.61 | 180.38 | 213.15 | 246.07 | 295.22 |
| Great & Little Kimble cum Marsh | 130.24 | 151.91 | 173.59 | 195.26 | 238.61 | 281.95 | 325.50 | 390.52 |
| Great Marlow | 99.41 | 115.95 | 132.49 | 149.03 | 182.11 | 215.20 | 248.44 | 298.06 |
| Hambleden | 113.60 | 132.50 | 151.41 | 170.31 | 208.12 | 245.92 | 283.91 | 340.62 |
| Hazlemere | 129.57 | 151.13 | 172.69 | 194.25 | 237.37 | 280.49 | 323.82 | 388.50 |
| Hedsor (Parish Meeting) | 88.04 | 102.69 | 117.34 | 131.99 | 161.29 | 190.59 | 220.03 | 263.98 |
| High Wycombe Town | 101.40 | 118.27 | 135.15 | 152.02 | 185.77 | 219.51 | 253.42 | 304.04 |
| Hughenden | 121.54 | 141.76 | 161.99 | 182.21 | 222.66 | 263.11 | 303.75 | 364.42 |
| Ibstone | 120.35 | 140.38 | 160.40 | 180.43 | 220.48 | 260.54 | 300.78 | 360.86 |
| Lacey Green | 101.53 | 118.43 | 135.32 | 152.22 | 186.01 | 219.80 | 253.75 | 304.44 |
| Lane End | 143.11 | 166.92 | 190.74 | 214.55 | 262.18 | 309.81 | 357.66 | 429.10 |
| Little Marlow | 127.75 | 149.01 | 170.27 | 191.53 | 234.05 | 276.57 | 319.28 | 383.06 |
| Longwick-cum-Ilmer | 110.47 | 128.85 | 147.24 | 165.62 | 202.39 | 239.15 | 276.09 | 331.24 |
| Marlow Bottom | 102.03 | 119.00 | 135.98 | 152.96 | 186.92 | 220.87 | 254.99 | 305.92 |
| Marlow Town | 120.44 | 140.49 | 160.53 | 180.57 | 220.65 | 260.74 | 301.01 | 361.14 |
| Medmenham | 112.83 | 131.60 | 150.38 | 169.15 | 206.70 | 244.25 | 281.98 | 338.30 |
| Piddington & Wheeler End | 138.71 | 161.79 | 184.88 | 207.96 | 254.13 | 300.29 | 346.67 | 415.92 |
| Princes Risborough | 151.55 | 176.76 | 201.98 | 227.20 | 277.64 | 328.07 | 378.75 | 454.40 |
| Radnage | 132.20 | 154.20 | 176.20 | 198.20 | 242.20 | 286.20 | 330.40 | 396.40 |
| Stokenchurch | 110.70 | 129.13 | 147.55 | 165.97 | 202.81 | 239.66 | 276.67 | 331.94 |
| Turville | 107.90 | 125.85 | 143.81 | 161.76 | 197.67 | 233.58 | 269.66 | 323.52 |
| West Wycombe | 141.83 | 165.43 | 189.03 | 212.63 | 259.83 | 307.03 | 354.46 | 425.26 |
| Wooburn and Bourne End | 123.37 | 143.90 | 164.43 | 184.96 | 226.02 | 267.08 | 308.33 | 369.92 |

being the amounts given by multiplying the amounts at (ii)(F) and (ii)(G) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

This refers to the previous table. It shows the combined Wycombe District Council element of the Council Tax and the Parish/ Town/ Special Expenses element for each band of property in each parish area.

(iii)

That it be noted for the year 2016/2017 the Buckinghamshire County Council, the Police and Crime Commissioner Thames Valley and the Buckinghamshire and Milton Keynes Fire Authority have stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Act for each of the categories of dwellings shown below.

These are the precepts issued by the major precepting authorities – Bucks County Council, Thames Valle Police, and Buckinghamshire and Milton Keynes Fire Authority for each Band of property

| Precepting Authority | Valuation Bands | | | | | | | |
|--|------------------------|----------|----------|----------|----------|----------|----------|----------|
| | A | B | C | D | E | F | G | H |
| Buckinghamshire County Council | 773.46 | 902.37 | 1031.28 | 1160.19 | 1418.01 | 1675.83 | 1933.65 | 2320.38 |
| Police and Crime Commissioner Thames Valley | 111.31 | 129.86 | 148.41 | 166.96 | 204.06 | 241.16 | 278.27 | 333.92 |
| Buckinghamshire & Milton Keynes Fire Authority | 39.8 | 46.43 | 53.07 | 59.7 | 72.97 | 86.23 | 99.5 | 119.4 |

- (iv) That having calculated the aggregate in each case of the amounts at (ii)(H) and (iii) above, the Council in accordance with Section 30 of the Act, hereby sets the following amounts as the amounts of Council Tax for the year 2016/2017 for each of the categories of dwellings shown below.
- This is the final total Council tax for each band of property in each of the parish / town areas of the district*

| Part of the Council's Area | Band A Charge | Band B Charge | Band C Charge | Band D Charge | Band E Charge | Band F Charge | Band G Charge | Band H Charge |
|-----------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Bledlow-cum-Saunderton | 1022.70 | 1193.11 | 1363.54 | 1533.96 | 1874.81 | 2215.64 | 2556.66 | 3067.92 |
| Bradenham | 1033.26 | 1205.44 | 1377.62 | 1549.80 | 1894.16 | 2238.52 | 2583.06 | 3099.60 |
| Chepping Wycombe | 1048.64 | 1223.38 | 1398.12 | 1572.86 | 1922.34 | 2271.81 | 2621.50 | 3145.72 |
| Downley | 1043.09 | 1216.90 | 1390.73 | 1564.54 | 1912.18 | 2259.80 | 2607.63 | 3129.08 |
| Ellesborough | 1042.34 | 1216.03 | 1389.73 | 1563.42 | 1910.81 | 2258.18 | 2605.76 | 3126.84 |
| Fawley | 1012.61 | 1181.35 | 1350.10 | 1518.84 | 1856.33 | 2193.81 | 2531.45 | 3037.68 |
| Great & Little Hampden | 1023.03 | 1193.50 | 1363.99 | 1534.46 | 1875.42 | 2216.37 | 2557.49 | 3068.92 |
| Great & Little Kimble cum Marsh | 1054.81 | 1230.57 | 1406.35 | 1582.11 | 1933.65 | 2285.17 | 2636.92 | 3164.22 |
| Great Marlow | 1023.98 | 1194.61 | 1365.25 | 1535.88 | 1877.15 | 2218.42 | 2559.86 | 3071.76 |
| Hambleden | 1038.17 | 1211.16 | 1384.17 | 1557.16 | 1903.16 | 2249.14 | 2595.33 | 3114.32 |
| Hazlemere | 1054.14 | 1229.79 | 1405.45 | 1581.10 | 1932.41 | 2283.71 | 2635.24 | 3162.20 |
| Hedsor | 1012.61 | 1181.35 | 1350.10 | 1518.84 | 1856.33 | 2193.81 | 2531.45 | 3037.68 |
| High Wycombe Town | 1025.97 | 1196.93 | 1367.91 | 1538.87 | 1880.81 | 2222.73 | 2564.84 | 3077.74 |
| Hughenden | 1046.11 | 1220.42 | 1394.75 | 1569.06 | 1917.70 | 2266.33 | 2615.17 | 3138.12 |
| Ibstone | 1044.92 | 1219.04 | 1393.16 | 1567.28 | 1915.52 | 2263.76 | 2612.20 | 3134.56 |
| Lacey Green | 1026.10 | 1197.09 | 1368.08 | 1539.07 | 1881.05 | 2223.02 | 2565.17 | 3078.14 |
| Lane End | 1067.68 | 1245.58 | 1423.50 | 1601.40 | 1957.22 | 2313.03 | 2669.08 | 3202.80 |
| Little Marlow | 1052.32 | 1227.67 | 1403.03 | 1578.38 | 1929.09 | 2279.79 | 2630.70 | 3156.76 |
| Longwick-cum-Ilmer | 1035.04 | 1207.51 | 1380.00 | 1552.47 | 1897.43 | 2242.37 | 2587.51 | 3104.94 |
| Marlow Bottom | 1026.60 | 1197.66 | 1368.74 | 1539.81 | 1881.96 | 2224.09 | 2566.41 | 3079.62 |
| Marlow Town | 1045.01 | 1219.15 | 1393.29 | 1567.42 | 1915.69 | 2263.96 | 2612.43 | 3134.84 |
| Medmenham | 1037.40 | 1210.26 | 1383.14 | 1556.00 | 1901.74 | 2247.47 | 2593.40 | 3112.00 |
| Piddington & Wheeler End | 1063.28 | 1240.45 | 1417.64 | 1594.81 | 1949.17 | 2303.51 | 2658.09 | 3189.62 |
| Princes Risborough | 1076.12 | 1255.42 | 1434.74 | 1614.05 | 1972.68 | 2331.29 | 2690.17 | 3228.10 |
| Radnage | 1056.77 | 1232.86 | 1408.96 | 1585.05 | 1937.24 | 2289.42 | 2641.82 | 3170.10 |
| Stokenchurch | 1035.27 | 1207.79 | 1380.31 | 1552.82 | 1897.85 | 2242.88 | 2588.09 | 3105.64 |
| Turville | 1032.47 | 1204.51 | 1376.57 | 1548.61 | 1892.71 | 2236.80 | 2581.08 | 3097.22 |
| WestW'- Parish Council | 1066.40 | 1244.09 | 1421.79 | 1599.48 | 1954.87 | 2310.25 | 2665.88 | 3198.96 |
| Wooburn and Bourne End | 1047.94 | 1222.56 | 1397.19 | 1571.81 | 1921.06 | 2270.30 | 2619.75 | 3143.62 |

(v) That in accordance with sections 52ZB and 52ZC of the Act it is determined that the Council's relevant basic amount of Council Tax for 2016/2017 is not excessive.

The Secretary of State for Communities and Local Government has determined a set of principles which states that for an authority such as Wycombe District Council, the relevant basic amount of Council Tax is excessive if the amount for 2016/2017 is more than £5 above the amount for 2015/2016. Since this authority is proposing an increase below £5, its' relevant basic amount of tax is not excessive. As a result it does not have to hold a referendum to consider its' relevant basic amount of Council Tax.

(I)

Council Tax Reduction Scheme

The Council introduced its own scheme after the government abolished the national Council Tax Benefit system. The rules of the 2016/17 scheme are unchanged from the 2015/16 scheme.

Personnel and Development Committee Minutes

Date: 17 February 2016

Time: 5.45 - 6.06 pm

PRESENT: Councillor M Harris (in the Chair)

Councillors: M A Hashmi, G C Hall, M Hussain, Mrs W J Mallen and L Wood.

54 APOLOGIES FOR ABSENCE

Apologies for absence were received from M Hanif, G Peart and S K Raja.

55 MINUTES

RESOLVED: That the minutes of the meeting of the Personnel & Development Committee held on 30 November 2015 be confirmed as a true record and signed by the Chairman.

56 DECLARATIONS OF INTEREST

No declarations of interest were received.

57 NATIONAL PAY AWARD 2016 - 2018

A report was submitted which recommended that the NJC and JNC Pay Award of 1% which was currently pending a national agreement be implemented from April 2016 ahead of the finalised agreement being reached.

The report highlighted that the proposal to implement the pay award during April ahead of a national agreement was to help off- set the increase of 1.4% in National Insurance Contributions, which had been brought about as a result of the introduction of a new single tier flat rate state pension. This had removed the entitlement for those within the Local Government Pension Scheme to a rebate in contributions. Furthermore, the National Employers NJC final two year pay offer had been rejected by Unison and Unite who were currently balloting members recommending rejection of the offer. This made it unlikely that a pay agreement could be reached by April, leading to a majority of staff members being worse off.

The report stated that the payment of the award in advance of a national agreement was a temporary departure from national terms and conditions of employment. This meant that any subsequent agreed pay award higher than 1% would be applied and backdated. Members were informed that there was a minor risk of an award agreement below this figure being reached, however this was an unlikely scenario

as it was below the final offer made by the National Employers and the commitment made by the Chancellor in his 2015 Budget speech in terms of funding public sector workforces.

The Presenting Officers emphasised that this departure from the national terms and conditions was only a temporary variation which would on this occasion help to offset as far as possible the increases to National Insurance. The Council would then immediately revert back to adherence of the national terms and conditions following implementation of the recommendation.

The report summarised the pay offer for 2016/17 within table 9 of the report. Table 2 showed the amounts of extra National Insurance Contributions that were payable as of 6 April 2016, and illustrated the impact of the NI changes and the impact of a 1% pay award on three different sample salary points.

Members deliberated on the report before them. Whilst the majority of Members agreed that the pay rise should be implemented in April in order to reduce the impact of the changes within National Insurance contributions affecting over 95% of Council staff, a Member did voice his concern over doing so. He stated that it would be more beneficial in the long run to await a final agreement, as he did not wish to reduce the impact of possible strike action.

Upon a vote being taken, the recommendation was carried by majority decision.

RECOMMENDED: That the proposal to pay the NJC and JNC Pay Awards of 1% from April 2016 be agreed pending the national agreement.

58 DATE OF NEXT MEETING

The next meeting was due to be held on 21 March 2016 at 7pm.

Chairman

The following officers were in attendance at the meeting:

| | |
|---------------|--|
| Iram Malik | - Democratic Services Officer |
| John McMillan | - Head of HR, ICT & Customer Services |
| Jo Whiteley | - Human Resources Manager (Operations) |