

GENERAL PURPOSES AND LICENSING COMMITTEE

Minutes of the meeting held at 7.30 pm on 10 February 2015

Present:

Councillor Tony Owen (Chairman)
Councillor Russell Mellor (Vice-Chairman)
Councillors Nicholas Bennett J.P., Kim Botting,
Mary Cooke, William Huntington-Thresher,
Charles Rideout, Diane Smith, Tim Stevens and
Pauline Tunnicliffe

44 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

Apologies for absence were received from Councillors Eric Bosshard, Ellie Harmer, David Livett and Michael Turner.

45 DECLARATIONS OF INTEREST

There were no declarations of interest.

46 QUESTIONS FROM MEMBERS OF THE PUBLIC ATTENDING THE MEETING

No questions had been received.

47 CONFIRMATION OF MINUTES OF THE MEETING HELD ON 13TH NOVEMBER 2014

RESOLVED that the minutes of the meeting held on 13th November 2014 be confirmed.

48 2015/16 PAY AWARD Report HR15003

Under the local terms and conditions of employment framework, the Committee was required to make a recommendation to Council on the pay award for the forthcoming year as part of the Council's budget planning process. Against the background of the significant budget gap facing the Council a flat rate 1.2% increase was proposed for all staff, except teachers. The three trade unions, Unison, GMB and Unite, had submitted a joint pay claim for a flat rate £1 an hour increase for all staff and implementation of the

TUC minimum wage figure of £10 per hour, which the management side had rejected.

The Chairman invited the Staff-Side Secretary, Glenn Kelly, to address the Committee. He referred to the decline in living standards endured by Council staff in recent years, the major rises in housing costs in the last twelve months, the 25% fall in the Council's wage bill and the Council's £100m in reserves. He asserted that 10% of the Council's staff earned less than the London Living Wage. The Director of Human Resources countered that the trade union claim was totally unrealistic and would cost the Council £5m and local pay rises had been higher than if the Council had remained in the national agreement. Not a single member of staff had stated that the proposed award was unreasonable.

The Committee considered the proposed award and most Members thought that the proposed increase of 1.2% was reasonable. The Chairman invited Mr Kelly to have a final say, and he emphasised that the union claim was an attempt to recover some of the lost ground from many years of below inflation rises, and that a flat rate award would be fairer to low paid staff than a percentage increase.

RESOLVED that

(1) Council be recommended to approve a flat 1.2% pay increase for all staff (excluding teachers, who are covered by a separate statutory pay negotiating process).

(2) It is noted that the pay increase is again higher than the average pay settlement for local government staff negotiated at national/regional levels between the Unions and Local Government Employers, and that, as in the last two years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2015/16 pay increase in time for the April payroll.

(3) The Union pay claims for (i) a flat rate £1 an hour increase for all staff and (ii) a minimum wage figure of £10 per hour be rejected.

49 PAY POLICY STATEMENT 2015/16
Report HR15002

Under the Localism Act 2011 the Council was required to approve and publish a Pay Policy Statement each year. The statement had been updated to include the proposal to offer spot salaries for all new appointments with effect from 1st April 2015, the proposed review of car user allowances in line with the HMRC rate and the formalisation of the Chief Executive's pay and appraisal review process.

RESOLVED that full Council be recommended to approve the 2015/16 Pay Policy Statement and establish the Chief Executive's Appraisal and Pay Committee.

50 NEW APPOINTMENTS - SPOT SALARIES
Report HR15001

Following the implementation of a localised pay and conditions of employment framework the Council was able to innovate and provide flexible reward strategies to reflect local circumstances and support performance management. It was proposed that all new staff, including internal appointments, would be appointed on a spot salary within the job-evaluated grade appropriate to the post.

The Chairman invited the Staff-Side Secretary, Glenn Kelly, to address the Committee on the proposals. He stated that the existing arrangements were fair and respected and that this was another attack by the Council on its own employees that would discourage people from joining the Council. The Director of Human Resources countered that this was a misleading interpretation of the proposals. LB Camden had already implemented a similar spot salary approach and had suffered no adverse impact on recruitment.

RESOLVED that

(1) All new appointments, including internal appointments/promotions will receive an offer of employment based on a spot salary within the grade salary range commensurate to the post/appointment with no incremental progression within the grade.

(2) Each spot salary will be reviewed annually, aligned with the annual performance appraisal process, and may be reviewed at any other time at the manager's discretion, based on the merits of the case.

(3) The agreement will apply to all new appointments with effect from 1st April 2015.

51 NON STATUTORY CONSULTATION FOR LICENCE APPLICATIONS
Report ES15013

The Committee received a report informing them of a decision to cease non-statutory public consultation for licence applications under the Licensing Act 2013 and the Gambling Act 2005 as part of the required budget savings of £612k for Public Protection and Safety for 2015/16 that would reduce the service to the statutory baseline of two licensing officers.

RESOLVED that the report be noted.

52 LOCAL PENSION BOARD
Report FSD15013

The Committee considered a report outlining proposed changes to the structure and governance arrangements of Local Government Pension Schemes (LGPS) required under the Public Service Pensions Act 2013 and associated Regulations and seeking approval for the establishment of a Local Pension Board.

The proposals had been considered by the Pensions Investment Sub-Committee on 3rd February 2015 and the minutes from that meeting had been circulated, together with a sheet containing additional recommendations arising from the final Regulations laid before Parliament on 28th January 2015 and revised guidance from the LGPS Shadow Scheme Advisory Board.

The Sub-Committee considered that the introduction of Pension Boards in local authorities such as Bromley caused duplication both from an additional layer of bureaucracy and from additional unnecessary costs, at a time of reduced budgets. It was proposed that, to keep costs to a minimum, the Board should comprise only four members, two to be employer representatives and two to be scheme member representatives (these did not have to be members, but had to be capable of representing their interests.

The Pensions Investment Sub-Committee urged the Secretary of State to remove the additional burden of having to set up a Local Pension Board by allowing local authorities with good governance schemes to opt out. The final Regulations included the possibility of combining the Local Pension Board with the existing Pensions Sub-Committee, although criteria and conditions for doing this were still awaited, and Members had considered that this option should be pursued.

RESOLVED that Council be recommended to

(i) approve the establishment of a Local Pension Board;

(ii) approve the composition of the Local Pension Board as set out in section 3.17 of the report;

(iii) approve the draft terms of reference (appendix 2 to the report) subject to incorporating the following amendments –

- **the Board should meet once a year;**
- **in the event of non-attendance, membership will be reviewed (amended from consistent non-attendance);**
- **clarifying the process for the replacement of Board members who die in office; Board Members will be invited to attend meetings of the Pensions Investment Sub-Committee.**

(iv) delegate authority to the Director of Finance, in consultation with the Chairman of the Pensions Investment Sub-Committee and the Chairman of the General Purposes and Licensing Committee to make any agreed changes to the draft terms of reference as set out in paragraph 3.18 of the report;

(v) agree the process for nominations and appointments as set out in paragraphs 3.22 and 3.23 of the report and that

(a) appointment of two employer representatives be made by Council;

(b) appointment of the two member representatives be formally delegated to the General Purposes and Licensing Committee on the recommendation of an appointments panel as constituted in paragraph 3.23 of the report and in the terms of reference.

(vi) delegate authority to the Director of Finance, in consultation with the Chairman of the Pensions Investment Sub-Committee and the Chairman of the General Purposes and Licensing Committee to make any changes necessary arising from the issue of final Regulations;

(vii) on the basis that it would provide a suitable alternative arrangement, in consultation with the Chairman of Pensions Investment Sub-Committee and the Chairman of General Purposes and Licensing Committee, authorise the Director of Finance to make an application to the Secretary of State for approval to establish a Combined Local Pension Board and Committee subject to any criteria or conditions that may be applied;

(viii) agree that, should such an application be successful, the Local Pension Board be disbanded and the establishment of a Combined Board be subject to a further report setting out the proposed structure and terms of reference.

53 MEMBERS' ALLOWANCES SCHEME 2014/15
Report CSD15015

The Council was required to make a scheme of members' allowances for the forthcoming year. Allowances had remained frozen since 2009 and, with the continuing pressure on the Council's budgets, Members concluded that they should remain at the current level for 2015/16.

RESOLVED that Council be recommended to approve the Members Allowances Scheme for 2015/16 and the Mayoral and Deputy Mayoral allowances for 2015/16 with allowances remaining at the current levels.

54 EXECUTIVE ASSISTANTS: ANNUAL REPORT 2014/15
Report CSD15016

As part of the Committee's consideration of the Members Allowances Scheme the Committee requested Executive Assistants to submit an annual report on their work. The Scheme allowed for up to five Executive Assistants to be appointed, but until January 2015, when Councillor Will Harmer had been appointed as an Executive Assistant to the Leader, only one had been appointed for 2014/15. This was Councillor Diane Smith, Executive Assistant to the Care Services Portfolio Holder, and her report had been circulated to the Committee.

RESOLVED that the report from Councillor Diane Smith, Executive Assistant to the Care Services Portfolio Holder, be noted.

55 SUB-COMMITTEE APPOINTMENTS
Report CSD15014

The Labour group had submitted a number of changes of members allocated to seats on committees and sub-committees, including two relating to General Purposes and Licensing Committee sub-committees. The Chairman welcomed Councillor Bance to the Committee.

RESOLVED that

(1) Councillor Richard Williams replaces Councillor Peter Fookes as a member of the Pensions Investment Sub-Committee.

(2) Councillor Kathy Bance replaces Councillor Peter Fookes as a member of the Licensing Sub-Committee, subject to Councillor Bance being appointed to General Purposes and Licensing Committee by Council on 23rd February 2015.

56 APPOINTMENTS TO OUTSIDE BODIES
Report CSD15017

The Committee received a report on outstanding appointments to outside bodies.

RESOLVED that

(1) Mrs M Jessiman, Mr Robert Mitchell and Councillor Russell Mellor be re-appointed to serve a further four year term on the Beckenham Parochial Charities ending on 24th January 2019.

(2) Councillor Kate Lymer be appointed to the Diocese of Rochester Board of Education for the three year term of office ending 31st December 2017.

(3) Appointments to the William Mosyer Charity, St Mary Cray, Bromley Relief in Need and the Joanna Collett Charity, Chelsfield remain in abeyance.

57 AUDIT SUB-COMMITTEE: MINUTES OF THE MEETING HELD ON 27TH NOVEMBER 2014, EXCLUDING EXEMPT INFORMATION

The minutes of the Audit Sub-Committee meeting held on 27th November 2014 (excluding exempt information) were received.

58 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006 AND THE FREEDOM OF INFORMATION ACT 2000

RESOLVED that the Press and public be excluded during consideration of the item of business referred to below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.

**The following summary
refers to matters
involving exempt information**

59 AUDIT SUB-COMMITTEE: EXEMPT MINUTES - 27 NOVEMBER 2014

The exempt minutes of the Audit Sub-Committee meeting held on 27th November 2014 were received.

The Meeting ended at 8.24 pm

Chairman