

Public Document Pack



TRAFFORD COUNCIL

11 February 2014

Trafford Town Hall
Talbot Road
Stretford
M32 0TH

Dear Councillor,

Your attendance is requested at a meeting of the Council of the Borough of Trafford on **WEDNESDAY, 19 FEBRUARY 2014**, at **7.00 PM** in the **COUNCIL CHAMBER, TRAFFORD TOWN HALL, TALBOT ROAD, STRETFORD**, for the transaction of the business set out below:

	Pages
1. Minutes	
To approve as a correct record the Minutes of the Meeting of the Council held on 22 January 2014 for signature by the Mayor as Chairman.	1 - 14
2. Announcements	
To receive any announcements from the Mayor, Leader of the Council, Members of the Executive, Chairmen of Scrutiny Committees and the Head of Paid Service.	
3. Questions By Members	
This is an opportunity for Members of Council to ask the Mayor, Members of the Executive or the Chairman of any Committee or Sub-Committee a question on notice under Procedure Rule 10.2.	
4. Amendments to Standing Orders - Recorded Votes	
To consider a report of the Director of Legal and Democratic Services	15 - 18
5. Review of Political Balance	
To note a report of the Director of Legal and Democratic Services.	19 - 22

6. Trafford Council's Pay Policy Statement for 2013/14

To consider a report of the Director of Human Resources, referred from the Employment Committee meeting held earlier on 19 February 2014.

23 - 30

7. Stockport, Trafford and Rochdale (STaR) Joint Procurement Service - Appointment of Director

To consider a report of the Director of Legal and Democratic Services.

To Follow

8. Budget 2014/15

(a) To receive and consider the capital and revenue budget estimates presented by the Executive, together with the summaries, statements, schedules of fees and charges and reports of the Executive in relation thereto and to adopt resolutions therein.

(b) To set and approve the Council Tax Requirement for the District for the year beginning 1 April 2014, in accordance with the Local Government Finance Act 1992, as amended.

(c) To set and approve, in accordance with the Local Government Finance Act 1992, as amended the amounts as the amounts of the Council Tax for the year 2014/2015 for each of the categories of dwellings included in the respective valuation bands A to H.

(d) To agree the Treasury Management Strategy 2014/15 – 2016/17.

(Members are requested to refer to the reports circulated in respect of Agenda Item 3 for the Executive meeting on 19 February 2014 and also the Fees and Charges Book 2014/15 which will be made available, with the rest of the agenda papers, on the Council's website at www.trafford.gov.uk > Home > your Council > Councillors & committees > Committee meetings > Council > 19 Feb 2014 7.00 pm)*

**Note: a hard copy will be made available to Members upon request.*

Yours sincerely,



THERESA GRANT
Chief Executive

Informal Meeting of the Council

Note: At the conclusion of the meeting it is intended to hold an informal meeting of the Council to consider issuing invitations to Members of Council to be the Mayor and Deputy Mayor of the Borough for 2014/2015.

Council - Wednesday, 19 February 2014

Membership of the Council

Councillors D. Butt (Mayor), E.H. Malik (Deputy Mayor), D. Acton, S. Adshead, S. Anstee, Dr. K. Barclay, J. Baugh, J. Bennett, Miss L. Blackburn, R. Bowker, C. Boyes, Boyle, Mrs. A. Bruer-Morris, J. Brophy, B Brotherton, D. Bunting, C. Candish, R Chilton, M. Colledge, Mrs. L. Cooke, M. Cordingley, M. Cornes, J. Coupe, Mrs. P. Dixon, A. Duffield, Mrs. L. Evans, T. Fishwick, M. Freeman, P. Gratrix, J. Harding, D. Higgins, J. Holden, M. Hyman, C. Hynes, D. Jarman, P. Lally, J. Lamb, J. Lloyd, A. Mitchell, P. Myers, D. O'Sullivan, I. Platt, K. Procter, D. Quayle, J.R. Reilly, Mrs. J. Reilly, B. Rigby, T. Ross, B. Sharp, B. Shaw, J. Smith, E.W. Stennett, N. Taylor, S. Taylor, L. Walsh, Mrs. V. Ward, A. Western, D. Western, M. Whetton, Mrs. J. Wilkinson, A. Williams, M. Young and Mrs. P. Young

Further Information

For help, advice and information about this meeting please contact:

Ian Cockill, Democratic Services Officer

Tel: 0161 912 1387

Email: ian.cockill@trafford.gov.uk

This Summons was issued on **Tuesday, 11 February 2014** by the Legal and Democratic Services Section, Trafford Council, Trafford Town Hall, Talbot Road, Stretford M32 0TH

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TRAFFORD BOROUGH COUNCIL

22 JANUARY 2014

PRESENT

The Worshipful the Mayor (Councillor Dylan Butt), in the Chair.

E.H. Malik	M. Cornes	K. Procter
D. Acton	J. Coupe	D. Quayle
S. Adshead	Mrs. P. Dixon	J.R. Reilly
S. Anstee	Mrs. L. Evans	Mrs. J. Reilly
Dr. K. Barclay	T. Fishwick	T. Ross
J. Bennett	M. Freeman	B. Sharp
Miss L. Blackburn	P. Gratrix	B. Shaw
R. Bowker	J. Harding	J. Smith
C. Boyes	D. Higgins	E.W. Stennett
Mrs. A. Bruer-Morris	M. Hyman	Mrs. V. Ward
B Brotherton	D. Jarman	A. Western
D. Bunting	P. Lally	M. Whetton
C. Candish	J. Lamb	Mrs. J. Wilkinson
R Chilton	J. Lloyd	A. Williams
M. Colledge	A. Mitchell	M. Young
Mrs. L. Cooke	P. Myers	Mrs. P. Young
M. Cordingley	D. O'Sullivan	

In attendance

Chief Executive	Ms. T. Grant
Corporate Director Economic Growth and Prosperity	Mrs. H. Jones
Corporate Director Transformation and Resources	Mrs. W. Marston
Deputy Corporate Director Children, Families and Wellbeing	Ms. L. Harper
Director of Legal and Democratic Services	Ms. J. Le Fevre
Head of Financial Management	Mr. I. Kershaw
Democratic Services Manager	Mr. P. Forrester
Democratic Services Officer	Mr. I. Cockill

APOLOGIES

Apologies for absence were received from Councillors J. Baugh, J. Brophy, A. Duffield, J. Holden, C. Hynes, I. Platt, B. Rigby, N. Taylor, S. Taylor, L. Walsh and D. Western.

60. MINUTES

That the Minutes of the Meeting of the Council held on 13 November 2013, be approved as a correct record and signed by the Chairman.

**Meeting of the Council
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61. ANNOUNCEMENTS

(a) Condolences

With sadness, the Mayor referred to the death on 7 January of Paul Goggins, Member of Parliament for Wythenshawe and Sale East, a week after he collapsed while jogging. On behalf of the Council, the Mayor had written to his family to express sincere condolences.

The Mayor was also saddened by the recent death of John Dinsdale, Registrar at Sale Town Hall, who past Mayors would have known from the Borough's Citizenship Ceremonies.

The Council stood in silence as a tribute to both Paul Goggins, an exceptional man who was respected across all parties and John Dinsdale, a dedicated officer of the Council.

(b) New Year's Honours

The Council joined the Mayor in congratulating those residents who had received recognition in the Queen's New Year Honours List, namely:

Mr. Lenox Green from Stretford, awarded the citation of Officer of the Most Excellent Order of the British Empire (OBE) for his service to the community and in particular the Rainbow Christian Centre in Hulme; and

Dr. Diana Forrest from Sale, awarded the citation of Member of the Most Excellent Order of the British Empire (MBE) in recognition of her work in Public Health.

On behalf of the Council, the Mayor had written to convey congratulations for their achievements.

62. QUESTIONS BY MEMBERS

The Mayor reported that a question had been received under Procedure Rule 10.2.

(a) Councillor Freeman asked the following question for which he had given notice:

"Trafford Council were chosen in October 2011 as one of the national SEND (Special Educational Needs and Disability) pathfinder councils. Please can you detail the total number of children in the Borough who come under the auspices of the Complex and Additional Needs Service, whose parents/carers have participated in this pathfinder project and as a result been moved onto a personal budget with broker support? Further can you confirm that this project is running smoothly and parents/carers are satisfied with the services and support they are receiving?"

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Responding to the question, Councillor Miss Blackburn, Executive Member for Supporting Children and Families confirmed that children were now supported by a new system based on resource allocation and that all needs were assessed fairly. The Executive Member provided a breakdown on the number of children at each of the various stages in the system and commented that the new arrangements had been welcomed by parents and carers. Furthermore, the Council was pursuing a National Pilot Project with the Scope Charity which was anticipated to increase choice and purchasing power.

Councillor Freeman asked as a supplementary question *“how the Council could justify writing to parents and carers to inform them that personal budgets were being cut by up to 50 per cent and not offering any means of appeal except by way of complaint; Could the Executive Member give an assurance that no families are missing out on services they are entitled to and also implement an appeals process?”*

Councillor Miss Blackburn reaffirmed that everything was being done fairly and properly and that parents and carers could appeal to the Council.

63. PETITION - TRAFFORD WATER SPORTS CENTRE

The Council was requested to consider a Petition containing 3,216 signatures regarding the future of Trafford Water Sports Centre. The petition organiser, Kristy Walden, addressed the meeting and accentuated the main concerns of the signatories of the petition which had been worded as follows:

“Trafford Council confirmed it is terminating its contract, in agreement with Deckers, for water sports provision at the park and as such, Trafford Water Sports Centre will close on December 31.

We are asking Trafford Borough Council not to close this excellent, unique facility once considered the jewel of Trafford.”

Councillors Coupe, Freeman and Bowker responded on behalf of the political parties and the Leader of the Council, Councillor Colledge thanked Ms. Walden for introducing the petition that evening before summarising what the Council would now do.

Councillor Colledge professed that all Members had sympathy with the comments of the petition and there was a desire to protect services in harsh financial times. However, this could not be done at any cost and when there was an impact on other services. The Council recognised the importance of what had been done at the Water Park but it had become an issue due to the level of subsidy.

Wishing to allay concerns that the Council was going to close the gates and walk away the Leader affirmed that the Water Park will be maintained. The Council was assessing all options and by working with the community, business and leisure providers was expecting to make the facility more sustainable. Councillor Colledge reported that levels of interest had significantly improved and stated that it was

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now the time to find new and different ways of providing services at the Water Park.

64. RESULT OF BY-ELECTION

The Mayor reported on the result of the By-election for the Broadheath ward of the Borough held on 16 January 2014 and welcomed Councillor Helen Boyle to her first Council Meeting. The Council was advised that Councillor Boyle had made the prescribed Declaration of Acceptance of Office and would hold office until 2015.

RESOLVED: That the result of the By-election be noted.

65. MEMBERSHIP OF COMMITTEES

RESOLVED: That the Council notes the following changes to the membership of Council Committees agreed by the Chief Executive, in consultation with the Leader of the Council:

- (a) Councillor Myers appointed as a member of Planning Development Control Committee as a replacement for former Councillor Weston, with effect from 14 November 2013: and
- (b) Councillor Sharp replaced Councillor Mrs. Cooke as a member of Employment Committee for the period 28 November 2013 to 2 January 2014.

66. DESIGNATION OF STATUTORY SCRUTINY OFFICER

The Director of Legal and Democratic Services submitted a report recommending the Designation of Statutory Scrutiny Officer.

Further to the report, the Director of Legal and Democratic Services also requested the Council to consider the delegations of the Corporate Director for Environment, Transport and Operations over the period of his secondment to Transport for Greater Manchester.

RESOLVED –

- (1) That the Corporate Director of Transformation and Resources be designated as the Council's Statutory Scrutiny Officer.
- (2) That the Corporate Director of Economic Growth and Prosperity be given delegated authority for those Council functions currently exercised by the Corporate Director for Environment, Transport and Operations for the period of his secondment.

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67. POLLING DISTRICT AND POLLING PLACES REVIEW

RESOLVED: That this matter be withdrawn from consideration at this meeting.

68. ELECTIONS 2014

The Chief Executive submitted a report informing Members of the arrangements for the Local Government and European Parliamentary elections in May 2014.

RESOLVED: That the Council notes the report and that polling for both the Local Government and European Parliamentary elections will take place on Thursday, 22 May 2014 and the Annual Meeting of the Council will be held on 11 June 2014.

69. CHANGES TO THE COUNCIL TAX SUPPORT SCHEME FOR 2014/15

The Executive Member for Finance and the Director of Finance submitted a joint report seeking approval of a local Council Tax Support Scheme for the 2014/15 financial year. The report had been recommended to Council from the Executive Meeting held earlier on 22 January 2014.

RESOLVED: That the Council adopts the Council Tax Support scheme currently in operation, with the incorporation of the four changes detailed below for 2014/15:

- (a) The applicable amounts are uprated by 1% to keep them in line with inflationary increases to Housing Benefit and other welfare benefits, as set out in appendix 1 to the report.
- (b) That the Non-dependant deductions are frozen at their current rate, as set out in appendix 2.
- (c) That the remaining funding allocated to the £50,000 discretionary fund, as a one off in year, be rolled over into 2014/15. This is estimated to be between £30,000 and £40,000 by the end of the year.
- (d) That the temporary extra steps built into the Council Tax recovery process for residents on Council Tax Support are removed and brought into line with existing processes.

70. TRAFFORD SAFEGUARDING CHILDREN BOARD ANNUAL REPORT 2012-13

The Council received a report of the Executive Member for Supporting Children and Families presenting the Trafford Safeguarding Children Board's Annual Report for 2012-13, which had been referred from the Executive Meeting held on 23 September 2013.

RESOLVED: That the report be noted.

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71. MOTION SUBMITTED BY THE CONSERVATIVE GROUP - SALE WATER PARK

It was moved and seconded that:

“This Council notes that Sale Water Park is to remain open and accessible and that the Council continues to maintain this important local asset. Under the previous contract arrangements Council tax payers subsidised to the tune of 73% a limited number of activities on the water, an arrangement that needed to change.

This Council welcomes the continued attempts by the Conservative administration , started early last year, to find an alternative provider to manage the water sports activities. This Council has received a significant number of expressions of interest in running the facility at no cost to the Council which will be actively pursued through a procurement process.

This Council has also enabled Sale Water Ski Club, Cheshire Jet Ski Club, the Senior Citizens Sailing Club, Sale Waterpark Angling Club and Trafford Youth Service to continue to use and enjoy the facilities available at Trafford Water Sports Centre whilst an alternative provider is being sought.”

Following a debate on the matter, the Motion was put to the vote and declared carried.

RESOLVED: That this Council notes that Sale Water Park is to remain open and accessible and that the Council continues to maintain this important local asset. Under the previous contract arrangements Council tax payers subsidised to the tune of 73% a limited number of activities on the water, an arrangement that needed to change.

This Council welcomes the continued attempts by the Conservative administration , started early last year, to find an alternative provider to manage the water sports activities. This Council has received a significant number of expressions of interest in running the facility at no cost to the Council which will be actively pursued through a procurement process.

This Council has also enabled Sale Water Ski Club, Cheshire Jet Ski Club, the Senior Citizens Sailing Club, Sale Waterpark Angling Club and Trafford Youth Service to continue to use and enjoy the facilities available at Trafford Water Sports Centre whilst an alternative provider is being sought.

72. MOTION SUBMITTED BY THE CONSERVATIVE GROUP - STAR JOINT PROCUREMENT SERVICE

It was moved and seconded that:

“This Council welcomes the new STaR joint procurement service (unique in the North West) between Trafford, Stockport and Rochdale Councils which is due to go live in February and will deliver saving over £2 million.

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It will build on the Council's previous work leading the Procurement Hub for AGMA which has already achieved saving of £3 million, providing a return on investment of over 800%.

This Council:

- (i) welcomes this further example of delivering more for less in times of austerity; and
- (ii) condemns the Labour Group's shorted sighted approach in previous budgets that would have put these savings at risk, ultimately resulting in increased cuts to front line services."

Following a debate on the matter, the Motion was put to the vote and declared carried.

RESOLVED: That this Council welcomes the new STaR joint procurement service (unique in the North West) between Trafford, Stockport and Rochdale Councils which is due to go live in February and will deliver saving over £2 million.

It will build on the Council's previous work leading the Procurement Hub for AGMA which has already achieved saving of £3 million, providing a return on investment of over 800%.

This Council:

- (i) welcomes this further example of delivering more for less in times of austerity; and
- (ii) condemns the Labour Group's shorted sighted approach in previous budgets that would have put these savings at risk, ultimately resulting in increased cuts to front line services.

73. MOTION SUBMITTED BY THE LABOUR GROUP - AIR QUALITY

It was moved and seconded that:

"This Council notes;

- The importance of clean air to the health of local residents in Trafford.
- That the Committee on Medical Effects of Air Pollutants has estimated that up to 29,000 deaths per year are linked to poor air quality and a loss of life expectancy from birth of 6 months.
- The recent decision of the World Health Organisation to classify outdoor air pollution as carcinogenic to humans.

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- That Asthma UK believes that pollution plays a role in causing asthma in children and adults, as well as being a trigger that can make peoples asthma worse.
- That the British Heart Foundation states that evidence shows that air pollution can make existing heart conditions worse and can affect our cardiovascular system, causing heart attacks amongst vulnerable people.
- That according to the Department for Environment Food and Rural Affairs (DEFRA), Greater Manchester will not be in compliance with legal limits for nitrogen dioxide levels until 2020.

This Council further notes the DEFRA consultation on the future of Air Quality Management Areas (AQMAs) carried out in July and August 2013 which offered four options for consideration, including the Governments preferred option which would remove the requirement for local authorities to monitor air quality.

This Council further believes that the effective monitoring of air quality is an important part of creating evidence-based policies to address air quality issues.

Therefore, in light of the above this Council agrees to write to the Government condemning their preferred option and urge them to maintain the legal obligation for Local Authorities to monitor air quality.”

It was moved and seconded as an amendment that:

“This Council notes;

- The importance of clean air to the health of local residents in Trafford.
- That the Committee on Medical Effects of Air Pollutants has estimated that up to 29,000 deaths per year are linked to poor air quality and a loss of life expectancy from birth of 6 months.
- The recent decision of the World Health Organisation to classify outdoor air pollution as carcinogenic to humans.
- That Asthma UK believes that pollution plays a role in causing asthma in children and adults, as well as being a trigger that can make peoples asthma worse.
- That the British Heart Foundation states that evidence shows that air pollution can make existing heart conditions worse and can affect our cardiovascular system, causing heart attacks amongst vulnerable people.

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- That according to the Department for Environment Food and Rural Affairs (DEFRA), Greater Manchester will not be in compliance with legal limits for nitrogen dioxide levels until 2020.

This Council further notes the DEFRA consultation on the future of Air Quality Management Areas (AQMAs) carried out in July and August 2013 which offered four options for consideration, including the Government's preferred option which would remove the requirement for local authorities to monitor air quality. The Association of Greater Manchester Authorities responded on behalf of all ten Authorities rejecting the preferred option and supporting Trafford's view that continued monitoring is essential. This Council further believes that the effective monitoring of air quality is an important part of creating evidence-based policies to address air quality issues.

In the light of the above this Council agrees to write to the Minister urging him to accept the response of the majority of respondents to the consultation document in December 2013 on Air Quality Monitoring, which was in favour of retaining the current monitoring system."

Following a debate on the matter, the amendment was agreed with the general consent of the Council and consequently, the substantive Motion was declared carried.

RESOLVED: That this Council notes;

- The importance of clean air to the health of local residents in Trafford.
- That the Committee on Medical Effects of Air Pollutants has estimated that up to 29,000 deaths per year are linked to poor air quality and a loss of life expectancy from birth of 6 months.
- The recent decision of the World Health Organisation to classify outdoor air pollution as carcinogenic to humans.
- That Asthma UK believes that pollution plays a role in causing asthma in children and adults, as well as being a trigger that can make people's asthma worse.
- That the British Heart Foundation states that evidence shows that air pollution can make existing heart conditions worse and can affect our cardiovascular system, causing heart attacks amongst vulnerable people.
- That according to the Department for Environment Food and Rural Affairs (DEFRA), Greater Manchester will not be in compliance with legal limits for nitrogen dioxide levels until 2020.

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In the light of the above this Council agrees to write to the Minister urging him to accept the response of the majority of respondents to the consultation document in December 2013 on Air Quality Monitoring, which was in favour of retaining the current monitoring system.

74. MOTION SUBMITTED BY THE LABOUR GROUP - TRAFFORD ASSIST

It was moved and seconded that:

"We strongly condemn the Government's decision to withdraw funding from schemes such as Trafford Assist from 2015. These schemes provide vital assistance for those who find themselves in crisis or face unexpected emergency. It is the very poorest and most vulnerable that will be impacted by this and we therefore call on Council to make urgent representation to Government to rethink this policy. We would also ask that the Council detail what initiatives they plan to put in place to ensure that support will be available for those who find themselves in greatest need."

It was moved and seconded as an amendment that:

"The Council is seriously concerned with the Government's decision not to renew funding for schemes such as Trafford Assist from April 2015, at a time when welfare reform is progressed.

These schemes provide vital assistance for those who find themselves in crisis or face unexpected emergency.

It is the very poorest and most vulnerable that will be impacted by this and Council therefore instructs the Chief Executive to make urgent representation to Government to reconsider this decision, acknowledging that Council notes the increase in funding for Discretionary Housing Payments.

Should a change in direction not be forthcoming, Council further requests that the Executive detail what initiatives may be progressed to ensure that a level of support will continue to be available for those who find themselves in greatest need, beyond April 2015."

Following a debate on the matter, the amendment was agreed with the general consent of the Council and consequently, the substantive Motion was declared carried.

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RESOLVED: That the Council is seriously concerned with the Government's decision not to renew funding for schemes such as Trafford Assist from April 2015, at a time when welfare reform is progressed.

These schemes provide vital assistance for those who find themselves in crisis or face unexpected emergency.

It is the very poorest and most vulnerable that will be impacted by this and Council therefore instructs the Chief Executive to make urgent representation to Government to reconsider this decision, acknowledging that Council notes the increase in funding for Discretionary Housing Payments.

Should a change in direction not be forthcoming, Council further requests that the Executive detail what initiatives may be progressed to ensure that a level of support will continue to be available for those who find themselves in greatest need, beyond April 2015.

75. MOTION SUBMITTED BY THE LABOUR GROUP - ENERGY PRICE FREEZE

It was moved and seconded that:

“Under this Government, Britain has paid too much in energy bills rising by almost £300 over the last couple of years. This has added greatly to the cost of living crises faced by most families here in Trafford and across the Country. The big energy companies are now raising their prices even more.

We, therefore, call on the Council to stand up for Trafford residents by calling on the Government to immediately adopt Labour's policy commitment to freeze gas and electric bills for a period of 20 months. This freeze would be worth £120 to average Trafford Household. This would also allow the time to reset the energy market with the long term reform to help tackle the cost of living crises, and introduce a tough new energy regulator to ensure fairness in the future.”

Following a debate on the matter, the Motion was put to the vote and declared lost.

76. MOTION SUBMITTED BY THE LABOUR GROUP - MENTAL HEALTH PROVISION

It was moved and seconded that:

“This Council notes the levels of mental illness are on the increase. This Council also notes that the number of elderly people is on the increase and with this larger numbers of people facing diagnosis of dementia and related mental health issues.

Against this backdrop we call upon Trafford Mental Health providers, Greater Manchester West and Trafford Commissioners to halt the proposals to remove the 21 older people's mental health beds at Trafford General

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Hospital. The proposal to relocate these beds to Woodlands Hospital with a depletion of 26 beds across Bolton, Salford, and Trafford would mean patients and families having to travel miles to access services which could prolong recovery and reduce contact with family and friends.

This Council notes that the consultation on the loss of these services is now live but is concerned by the lack of public engagement for patients and carers. This consultation is due to close on 31 March 2014 yet there appears to be no evidence of genuinely informing the public of Trafford what these changes mean for them.

Trafford residents have already suffered a significant loss of service in their locality, this Council demands no more.”

It was moved and seconded as an amendment that:

“This Council notes the levels of mental illness are on the increase. This Council also notes that the number of elderly people is on the increase and with this larger numbers of people facing diagnosis of dementia and related mental health issues.

Against this backdrop we call upon Trafford Clinical Commissioning Group to ensure that the consultation on the proposals to remove the 21 older peoples mental health beds at Trafford General Hospital is a genuine consultation that:

1. Engages all affected communities;
2. Fully explores the risks and implications for all Trafford residents;
3. Fully review all alternative options;
4. Results in revised proposals that protects and enhances the services offered to vulnerable older Trafford residents.

The proposal to relocate these beds to Woodlands Hospital with a depletion of 26 beds across Bolton, Salford, and Trafford would mean patients and families having to travel miles to access services which could prolong recovery and reduce contact with family and friends.

This Council notes that the consultation on the loss of these services is now live but is concerned by the lack of public engagement for patients and carers. This consultation is due to close on 31 March 2014 yet there appears to be no evidence of genuinely informing the public of Trafford what these changes mean for them.

Trafford residents have already suffered a significant loss of service in their locality, this Council demands no more. In addition, the Council demands that the consultation period is extended to 30 June 2014.”

Following a debate on the matter, the amendment was agreed with the general consent of the Council and consequently, the substantive Motion was declared carried.

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RESOLVED: That this Council notes the levels of mental illness are on the increase. This Council also notes that the number of elderly people is on the increase and with this larger numbers of people facing diagnosis of dementia and related mental health issues.

Against this backdrop we call upon Trafford Clinical Commissioning Group to ensure that the consultation on the proposals to remove the 21 older peoples mental health beds at Trafford General Hospital is a genuine consultation that:

1. Engages all affected communities;
2. Fully explores the risks and implications for all Trafford residents;
3. Fully review all alternative options;
4. Results in revised proposals that protects and enhances the services offered to vulnerable older Trafford residents.

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This Council notes that the consultation on the loss of these services is now live but is concerned by the lack of public engagement for patients and carers. This consultation is due to close on 31 March 2014 yet there appears to be no evidence of genuinely informing the public of Trafford what these changes mean for them.

Trafford residents have already suffered a significant loss of service in their locality, this Council demands no more. In addition, the Council demands that the consultation period is extended to 30 June 2014.

The meeting commenced at 7.00 pm and finished at 9.14 pm

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TRAFFORD COUNCIL

Report to: Council
Date: 19 February 2014
Report for: Decision
Report of: Director of Legal and Democratic Services

Report Title

Amendments to Standing Orders – Recorded Votes

Summary

The Parliamentary Under Secretary of State for the Department of Communities and Local Government, Brandon Lewis MP wrote to all Councils on the 4 February 2014. The letter advises that the Government has introduced regulations in accordance with the Audit and Accountability Act 2014 which will require all councils to adopt the practice of requiring a recorded vote at Budget setting meetings.

It also asks that those councils who will meet before the regulations come into effect adopt the practice even though they are not legally required to do so at that point in time.

Recommendations

1. That the Council's Standing Orders be amended with effect from the 25 February 2014 so as to include provisions requiring recorded votes at budget meetings as set out in the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014.
2. That, prior to the changes, recorded votes be held for all substantive motions agreeing the budget, setting council taxes or issuing precepts and any amendments proposed at the meeting.

Contact person for access to background papers and further information:

Name: Peter Forrester – Democratic Services Manager
Extension: 1815

Background Papers:

None

1. Report

- 1.1 The Parliamentary Under Secretary of State for the Department of Communities and Local Government, Brandon Lewis MP wrote to all Councils on the 4 February 2014. The letter advises that the Government has introduced regulations in accordance with the Audit and Accountability Act 2014 which will require all councils to adopt the practice of requiring a recorded vote at Budget setting meetings.
- 1.2 It also asks that those councils who will meet before the regulations come into effect adopt the practice even though they are not legally required to do so at that point in time.

2. The Regulations

- 2.1 The Local Authorities (Standing Orders) (England) (Amendment) Regulations 2014 were passed last week. The Regulations make it mandatory for councils as soon as is practicable after the Regulations are in force, to amend their Standing Orders so as to include provisions requiring recorded votes at budget meetings.
- 2.2 This will require a recorded vote on any decision relating to the budget or council tax. The purpose of the Regulations is to allow people to see how members voted on the substantive budget motions agreeing the budget, setting council taxes or issuing precepts and also on any amendments proposed at the meeting.
- 2.3 The regulations will come in to force on 25 February 2014, which is after the proposed date of Trafford's Budget Council meeting. However, it is the Minister's expectation that councils will take a recorded vote on these matters in any event and therefore it is recommended that we amend our Standing Orders to reflect the changes required by the Regulations from the 25 February 2014 and adopt the practice for this meeting.

Implications:

Relationship to Policy Framework/Corporate Priorities	The report indirectly links to all of the corporate priorities as they are about the democratic arrangements of the Council
Financial	There are no financial implications directly associated with this report.
Legal	The main body of this report details the provisions Audit and Accountability Act 2014 and proposed Regulations.
Equality & Diversity	There are no equality and diversity issues arising from the report
Sustainability Implications	There are no sustainability implications directly associated with this report.
Staffing/ E-Government/ Asset Management	There are no staffing, e-government or asset management implications directly associated with this report.

Risk Management	There are no risks directly associated with this report.
Health and Safety	There are no risks directly associated with this report.
Health and Well-being	There are no issues arising from this report

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TRAFFORD COUNCIL

Report to: Council
Date: 19 February 2014
Report for: To note
Report of: Director of Legal and Democratic Services

Report Title

Review of Political Balance

Summary

The report updates members on the position regarding the political balance of the Council following the Broadheath by-election on the 16th January 2014.

Recommendations

1. That the report be noted

Contact person for access to background papers and further information:

Name: Peter Forrester, Democratic Services Manager
Extension: 1815

Background Papers:

None

1. Background

- 1.1 The rules relating to political balance are set out in section 15 of the Local Government and Housing Act 1989 and subsequent Regulations
- 1.2 In Summary, in making appointments to Council committees and other bodies covered by the regulations, the Council should, so far as reasonably practicable, make those appointments in accordance with the principles specified in the Act. This requires the Council to ensure where reasonably practicable:-
 - (a) that not all the seats on the body are allocated to the same political group;
 - (b) that the majority of the seats on the body is allocated to a particular political group if the number of persons belonging to that group is a majority of the authority's membership;

(c) subject to paragraphs (a) and (b) above, that the number of seats on the ordinary committees of a relevant authority which are allocated to each political group bears the same proportion to the total of all the seats on the ordinary committees of that authority as is borne by the number of members of that group to the membership of the authority; and

(d) subject to paragraphs (a) to (c) above, that the number of the seats on the body which are allocated to each political group bears the same proportion to the number of all the seats on that body as is borne by the number of members of that group to the membership of the authority.

1.3 The Council is required to review the arrangements for the allocation of seats at certain points, including following a by-election.

1.4 The Council has made allocations in the past in accordance with the rules. However, it is never possible to have “perfect allocations” and a group will always have slightly more places or slightly fewer places than they are entitled to.

1.5 Following her election at the Broadheath by-election, Councillor Helen Boyle has indicated that she wishes to join the Labour Group. The effect of this change based on the current model of committee places is to widen the gap between the Conservative and Labour groups in terms of their respective allocations.

2. Review

2.1 The key phrase in the legislation relating to the arrangements is “so far as reasonably practicable”. This recognises that it may not be possible in all cases to arrive at a perfect solution which accords with all the principles set out above. In this instance, a review of the allocations in the light of the change to the political make-up of the Council following the recent by election shows that it is difficult to achieve a near perfect result without substantially increasing the number of committee members across the board.

2.2 It is also noted that there are only 11 Committee Meetings after the date of this meeting. In addition, the Planning, Licensing, Employment and Accounts and Audit committees provide training for new members and this would need to be put in place for any potential new appointees to those committees. This is not practical at this stage.

2.3 Based on these factors, the Leaders of the Conservative and Labour Groups have agreed that there be no changes. A further significant review will be carried out after the Council elections in May 2014.

Implications:

Relationship to Policy Framework/Corporate Priorities	The report indirectly links to all of the corporate priorities as they are about the democratic arrangements of the Council
Financial	There are no financial implications directly associated with this report.
Legal	The main body of this report details the provisions of the Local Government and Housing Act 1989 and subsequent Regulations.

Equality & Diversity	There are no equality and diversity issues arising from the report
Sustainability Implications	There are no sustainability implications directly associated with this report.
Staffing/ E-Government/ Asset Management	There are no staffing, e-government or asset management implications directly associated with this report.
Risk Management	There are no risks directly associated with this report.
Health and Safety	There are no risks directly associated with this report.
Health and Well-being	There are no issues arising from this report

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TRAFFORD COUNCIL

Report to: Employment Committee
Date: 19th February 2014
Report for: Decision
Report of: Director of HR

Report Title

Trafford Council's pay policy statement for 2014/15.

Summary

To provide Members with information relating to Trafford's pay policy for 2014/15 in line with the requirements for the Localism Act 2011.

Recommendation(s)

To note and approve the 2014/15 Pay Policy statement as set out in the attached report and recommend it and any amendments for approval at full Council.

Contact person for access to background papers and further information:

Name: Joanne Hyde
Extension: 1586

Background Papers:

The Code of Recommended Practice for Local Authorities - Department for Communities and Local Government

Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011 - Department for Communities and Local Government

Local Authorities (data transparency) code 2013

Relationship to Policy Framework/Corporate Priorities	The report information ensures that we fulfil our statutory obligations to report on how we remunerate our senior management employees fairly and equitably so that they continue to provide excellence services to our customers whilst demonstrating value for money.
Financial	The report information ensures that we comply with financial regulations in respect of data transparency and accounts and audit regulations.
Legal Implications:	Compliance with all relevant employment legislation is a critical and a key component of this strategy to ensure that our legal governance structure is robust and can defend employment claims should the need arise.
Equality/Diversity Implications	The pay policy will ensure that we remunerate our employees fairly and with due respect to all equality policies and strategies.
Sustainability Implications	Not applicable
Staffing/E-Government/Asset Management Implications	Not applicable
Risk Management Implications	Not applicable
Health & Wellbeing Implications	Not applicable
Health and Safety Implications	Not applicable

1.0 Background

The Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. This year's policy statement has been revised to take into account the introduction of the Trafford Living Wage, removal of the Chief Officer car allowance scheme, our approach to trade union recognition and collective bargaining and a link to an organisational chart showing the top three levels in the Council with salary ranges.

In summary, the Pay Policy Statement identifies:

- ∇ The method by which salaries and severance payment are determined;
- ∇ The detail and level of remuneration of the Council's most senior managers i.e. Chief Executive, Corporate Management Team, Service Directors
- ∇ The committee responsible for ensuring that the Pay Policy Statement is applied consistently, the Employment Committee, which has delegated powers in relation to senior manager employment;
- ∇ The detail and level of remuneration for the lowest level of post/employee;
- ∇ The ratio of pay of the top earner and that of the median earner.

2.0 Recommendation

It is recommended that Employment Committee reviews the content of the Pay Policy Statement for 2014 and recommends it and any amendments for approval at Full Council.

TRAFFORD PAY POLICY STATEMENT 2014/15

1.1 Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as the authority thinks fit”. This Pay Policy Statement (the ‘statement’) sets out the Council’s approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011.

1.2 The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees (excluding teaching staff working in local authority schools) by identifying;

- the methods by which salaries of all employees are determined;
- the detail and level of remuneration of its most senior staff i.e. ‘Chief Officers’, as defined by the relevant legislation;
- the Employment Committee responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to Full Council.

1.3 Once approved by Full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis.

2.0 Legislation relevant to pay and remuneration

2.1.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. The Council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of NJC and Hay job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

2.2 Accountability and Decision Making

2.2.1 In accordance with the Constitution of the Council, the Employment Committee is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

2.2.2 With effect from 1 April 2012 decisions relating to salary packages for new posts above £100k are subject to full Council approval. In addition with effect from 1 April 2013 any severance arrangements agreed in line with the relevant policies that exceed £100k are subject to full Council approval.

2.3 Pay Structure

2.3.1 The Council uses the nationally negotiated pay spine(s) (i.e. a defined list of salary points) as the basis for its local pay structure, which determines the salaries of the large majority of its (non-teaching) workforce together with the use of locally determined rates where these do not apply.

2.3.2 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery.

2.3.3 In determining its grading structure and setting remuneration levels for any posts which fall outside its scope, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required.

2.3.4 New appointments will normally be made at the minimum of the relevant pay scale for the grade, although from time to time it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate.

2.3.5 To meet specific operational requirements it may be necessary for an individual to temporarily take on additional duties to their identified role. The Council's arrangements for authorising any additional remuneration relating to temporary additional duties are set out in the Act-up and Additional Payments Policy.

2.3.6 Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's Market Rates Supplement Policy.

2.3.7 An organisation chart covering staff in the top three levels of the organisation provides information on the senior salary pay structure for the Council.

2.4 Senior Management Remuneration

2.4.1 For the purposes of this statement, senior management means 'Chief Officers' as defined within the Localism Act. The posts falling within the statutory definition are set out in the data published for the Code of Recommended Practice for Local Authorities on Data Transparency and Accounts and Audit (England) Regulations.

2.4.2 The Chief Executive and Chief Officers receive minimal additions to salary. These include Returning Officer fees for local and other elections as they arise from time to time.

2.4.3 The Chief Officer car allowance scheme has been deleted as part of the 2014/15 budget proposals with effect from 1 April 2014 along with the general essential car user scheme and replaced by a critical user scheme. The Chief Executive or any Chief Officer will not qualify to access the new arrangements.

2.4.4 We will continue to consider how we can introduce more transparent performance arrangements at a senior management level. Salary progression within

the range is linked to attainment of pre-determined objectives and targets as set out in the Performance Development Review process.

2.5 Recruitment of Chief Officers

2.5.1 The Council's policy and procedures with regard to recruitment of Chief Officers is set out within the Council constitution Part 4 Officer Employment procedure rules.

2.5.2 When recruiting to all posts the Council will take full and proper account of all provisions of relevant employment law and its own Equality, Recruitment and Redeployment Policies as approved by Council.

2.5.3 The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with relevant job evaluation methodology, market factors and recruitment policies in place at the time. For new posts, with recommended salary packages in excess of £100k, approval of Full Council is required.

2.5.4 Where the Council is unable to recruit Chief Officer posts, or there is a need for interim support to provide cover for a substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under a 'contract for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits, from competition, in securing the relevant service.

2.5.5 In assessing such it should be noted that in respect of such engagements the Council is not required to make either pension or national insurance contributions for such individuals.

2.5.6 The Council has had three interim appointments in place at Chief Officer level, in 2013/14. Two were assignments for the currently vacant Commercial Director post and linked to time limited and specialist skills requirements to support the Council to re-design services with a commercial orientation.

The third assignment is a Director of Procurement for STaR, the new shared procurement service collaboration across Trafford, Stockport and Rochdale hosted by Trafford.

2.5.7 Due to the specialist nature of the skills set needed in these roles and linked to the time limited development of the council's new organisational model, we have engaged individuals on an interim basis through the procurement process described in para 2.5.4 above.

2.6 Pension Contributions

2.6.1 Where employees have exercised their statutory right to become members of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment of that employee. The rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and reviewed on a triennial basis in order to ensure the scheme is appropriately funded.

The current rate is set at 17.9% and any revisions will be included prior to the publication of the pay policy statement for 2014.

2.7 Payments on Termination

2.7.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age, is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 [and if appropriate] Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.

2.7.2 Any payments falling outside of these provisions or the relevant periods of notice within the contract of employment shall be subject to a formal decision made by the Employment Committee.

2.7.3 Payments on termination in relation to the policy set out above that exceed £100k are subject to approval of Full Council with effect from 1 April 2013.

2.8 Re-employment / Re-engagement of former Chief Officers

2.8.1 The Organisational Change Policy sets out the arrangements and restrictions by which Chief Officers are re-employed or re-engaged on a contract for services following termination of employment.

2.9 Lowest Paid Employees

2.9.1 The lowest paid employee employed under a contract of employment with the Council is employed on full time [36.25 hours] equivalent salaries in accordance with the minimum spinal column point (scp) currently in use within the Council's grading structure.

2.9.2 As at 1st April 2014, the lowest entry level spinal column point is equivalent to £12,614 per annum and this will be supplemented to meet a Trafford Living Wage of £7.20 per hour. We track the current national and local initiatives regarding low paid staff, benchmarking with our regional counterparts to ensure pay parity.

2.9.3 The Council employs Apprentices who are not considered within the definition of 'lowest paid employees' as they are employed under the national minimum Apprentice wage rates.

2.9.4 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.

2.9.5 The current pay levels within the Council define the multiple between the median (average) full time equivalent earnings and the Chief Executive as 1:8.3 and; between the lowest paid employee and average Chief Officer as 1:7.8.

2.9.6 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmarking information as appropriate. In addition, upon the annual review of this statement, it will also monitor any changes in the relevant 'pay multiples' and benchmark against other comparable Local Authorities.

3.0 Trade Unions

3.1 The Council recognises two unions – UNISON, GMB, for collective bargaining purposes and there are currently two full time (UNISON) officials in employment. However, at the time of this report this position is currently under review.

4.0 Publication

4.1 Upon approval by the Full Council, this statement will be published on the Council's Website.

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