

**Mike Owen, CPFA**  
**Chief Executive**

*Our Ref* LW  
*Your Ref* OSC/LW  
*Date* 29 March 2016  
*Contact* Leigh Webb  
*Direct Line* 0161 253 5399  
*E-mail* l.m.webb@bury.gov.uk  
*Web Site* www.bury.gov.uk

Legal & Democratic Services  
Division

Jayne Hammond LLB (Hons) Solicitor  
Assistant Director of Legal &  
Democratic Services

**TO: All Members of Council**

**Councillors :** P Adams, D Bailey, N Bayley, I Bevan, J Black, S Briggs, R Caserta, D Cassidy, M C Connolly, M D'Albert, J Daly, E Fitzgerald, L Fitzwalter, I Gartside, J Grimshaw, D Gunther, M Hankey, S Haroon, J Harris, P Heneghan, R Hodgkinson, T Holt, K Hussain, T Isherwood, M James, D Jones, Keeley, Kelly, Kerrison, J Lewis, J Mallon, A Matthews, S Nuttall, E O'Brien, N Parnell, T Pickstone, C Preston, A Quinn, R Shori, A Simpson, R Skillen, S Smith, Southworth, S Southworth, T Tariq, Walker, R Walker, S Walmsley, Whitby, M Wiseman and Y Wright

Dear Member/Colleague

**Council**

You are invited to attend a meeting of the Council which will be held as follows:-

<b>Date:</b>	Wednesday, 6 April 2016
<b>Place:</b>	Bury Town Hall
<b>Time:</b>	7.00 pm
<b>Briefing Facilities:</b>	If Opposition Members and Co-opted Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
<b>Notes:</b>	

**AGENDA**

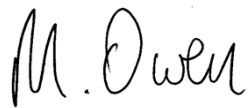
The Agenda for the meeting is attached.

Reports are enclosed only for those attending the meeting and for those without access to the Council's Intranet or Website.

The Agenda and Reports are available on the Council's Intranet for Councillors and Officers and also on the Council's Website at [www.bury.gov.uk](http://www.bury.gov.uk) – click on **Agendas, Minutes and Forward Plan**.

Copies of printed reports can also be obtained on request by contacting the Democratic Services Officer named above.

**Yours sincerely**

A handwritten signature in black ink, appearing to read 'M. Owen'. The signature is written in a cursive style with a large 'M' and a distinct 'O'.

**Chief Executive**

## **AGENDA**

### **1 DECLARATIONS OF INTEREST**

Members of the Council are requested to declare any interests which they have in any items or issues before the Council for determination.

### **2 MINUTES** (Pages 1 - 12)

To receive and approve as a correct record, the Minutes of the Meeting of Council held on 24 February 2016

### **3 MAYORAL COMMUNICATIONS AND ANNOUNCEMENTS**

To receive communications from the Mayor and any announcements by the Leader of the Council or the Chief Executive on matters of interest to the Council.

### **4 PUBLIC QUESTION TIME**

To answer questions from members of the public, notice of which has been given, on any matter relevant to the Council or its services to the community. Up to 30 minutes will be set aside for this purpose. If time permits, further questions will be invited from members of the public present.

### **5 RECOMMENDATIONS OF CABINET AND COUNCIL COMMITTEES** (Pages 13 - 26)

<b>Committee/Date</b>	<b>Subject</b>	<b>Recommendation</b>
Human Resources and Appeals Panel 17 March 2016	Pay Policy Statement (Report attached)	That the Human Resources Appeals Panel recommend the Pay Policy Statement 2016/2017 be approved by Council

### **6 LEADER' STATEMENT AND CABINET QUESTION TIME** (Pages 27 - 56)

To receive a Statement from the Leader of the Council on the work of the Cabinet and to answer written questions from Members of the Council to the Leader and Cabinet Members on any matter in relation to which the Council has powers or duties which affect the Borough, provided the necessary written notice has been given.

Verbal questions on the work of the Cabinet since the last Council meeting will be allowed subject to a limit of one question per Councillor.

### **7 JOINT AUTHORITIES - REPORT BY THE COUNCIL'S REPRESENTATIVE AND QUESTIONS** (Pages 57 - 60)

- (A) A report from the Council's representative on the work of Greater Manchester Integrated Transport Authority, Councillor Bayley
- (B) Questions (if any) on the work of the Joint Authorities to be asked by

Members of the Council for which the necessary notice has been given in accordance with Council Procedure Rule 11.2

8 **MEETINGS TIMETABLE 2016/2017** (Pages 61 - 72)

Report attached.

9 **NOTICES OF MOTION**

The following Notices of Motion have been received:-

**(i) Investigatory Powers Bill**

**This Council notes:**

- the Investigatory Powers Bill, announced in the Queen's Speech in May 2015, currently receiving consideration by Parliament.

**This Council recognises :**

- the need for our security and police services to have appropriate powers to maintain national security and tackle crime, but

**The Council believes:**

- that these powers need to be appropriately balanced by the basic right for individual privacy and by appropriate judicial process and oversight.

This Council is therefore particularly opposed to powers outlined in the Bill which seek to:

- force Internet Service Providers (ISPs) and telecoms companies must keep records of everyone's communication data related to browsing history, phone calls, text messages, gaming, social media activity, IMs, and more for 12 months;
- authorise the use of bulk or thematic surveillance warrants, which would give authorities the power to access the personal information of thousands of people at once who "share a common purpose" or "carry out a particular activity".
- Establish power to grant warrants for surveillance to the Home Secretary, without a proper process of judicial approval or oversight.

**This Council resolves to:**

- Write to the Home Secretary, and to both of our Members of Parliament, expressing the concerns of this Council as outlined above.
- Circulate information on this resolution through the communications, giving residents information on how they can campaign against the Bill in

its current form.

**In the names of Councillors T Pickstone and M D'Albert**

**(ii) Hate Crime**

The number of anti-Semitic, other religious and racially-motivated crimes in Greater Manchester reported to the Police increased by nearly one third in the year to September 2015. Greater Manchester now has the second highest rate for any conurbation in the country behind London.

These incidents isolate and marginalise individuals and communities on the basis of prejudice against faith and culture and reduce the quality of life both for the targets of the hate crimes, and for all residents of Bury.

Bury Council therefore resolves to:

- (1) Condemn, in the strongest terms, recent acts of violence and hate crimes targeted against the Jewish and Muslim communities in the Borough of Bury;
- (2) Urge all political parties in Bury to take swift and firm action against anti-Semitism, racism, xenophobia, and discrimination that might exist within their own organisations and membership;
- (3) Provide ongoing support for the Jewish and Muslim communities in Bury; and
- (4) Invite the Greater Manchester Lead for Crime and Policing to address the full Council on a regular basis on the work being done to tackle this issue.

**In the names of Councillors I Bevan, R Caserta, J Daly, I Gartside, D Gunther, M Hankey, J Harris, R Hodgkinson, K Hussain, G Keeley, S Nuttall, R Walker, and Y Wright**

**(iii) Mental Health Challenge**

**This council notes:**

1 in 4 people will experience a mental health problem in any given year.

The World Health Organisation predicts that depression will be the second most common health condition worldwide by 2020.

Mental ill health costs some £105 billion each year in England alone. People with a severe mental illness die up to 20 years younger than their peers in the UK.

There is often a circular relationship between mental health and issues such as housing, employment, family problems or debt.

**This council believes:**

As a local authority we have a crucial role to play in improving the mental health of everyone in our community and tackling some of the widest and most entrenched inequalities in health.

Mental health should be a priority across all the local authority's areas of responsibility, including housing, community safety and planning.

All councillors, whether members of the Executive or Scrutiny and in our community and casework roles, can play a positive role in championing mental health on an individual and strategic basis.

**This council resolves:**

To sign the Local Authorities' Mental Health Challenge run by Centre for Mental Health, Mental Health Foundation, Mental Health Providers Forum, Mind, Rethink Mental Illness, Royal College of Psychiatrists and YoungMinds.

We commit to appoint an elected member as 'mental health champion' across the council.

We will seek to identify a member of staff within the council to act as 'lead officer' for mental health.

**The council will also:**

Support positive mental health in our community, including in local schools, neighbourhoods and workplaces.

Work to reduce inequalities in mental health in our community.  
Work with local partners to offer effective support for people with mental health needs.

Tackle discrimination on the grounds of mental health in our community.

Proactively listen to people of all ages and backgrounds about what they need for better mental health.

Sign up to the Time To Change Pledge

**In the names of Councillors P Adams, N Bayley, J Black, S Briggs, D Cassidy, M Connolly, E FitzGerald, L Fitzwalter, J Grimshaw, S Haroon, P Heneghan, T Holt, A Isherwood, M James, D Jones, J Kelly, S Kerrison, J Lewis, J Mallon, A Matthews, E O'Brien, N Parnell, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, S Walmsley and M Whitby**

10 **SCRUTINY REVIEW REPORTS AND SPECIFIC ITEMS "CALLED IN" BY SCRUTINY COMMITTEES**

11 **QUESTIONS ON THE WORK OF OUTSIDE BODIES OR PARTNERSHIPS**

Questions on the work of Outside Bodies or partnerships on which the Council is represented to be asked by Members of the Council (if any).

12 **DELEGATED DECISIONS OF THE COUNCIL COMMITTEES**

Questions on the delegated decisions made by the Regulatory Committees and Scrutiny Committees contained in the Digest of Decision \*\* published since the last ordinary meeting of the Council, providing four clear working days' notices has been given of the question.

Members are asked to bring to the meeting their copy of Digest \*\*

This page is intentionally left blank



**Minutes of:** **THE BUDGET MEETING OF THE COUNCIL**

**Date of Meeting:** 24 February 2016

**Present:** The Worshipful the Mayor (Councillor S Smith), in the Chair;  
Councillors P Adams, N Bayley, I Bevan, J Black, S Briggs, R A Caserta, D M Cassidy, M Connolly, M D'Albert, J Daly, E FitzGerald, L Fitzwalter, I B Gartside, J Grimshaw, D L Gunther, M Hankey, J Harris, Haroon, P Heneghan, R Hodgkinson, T Holt, K Hussain, A Isherwood, M A James, D Jones, G Keeley, J Kelly, S Kerrison, J Lewis, J Mallon, , S Nuttall, E O'Brien, N Parnell, T D Pickstone, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, R E Walker, S Walmsley, M Whitby, M Wiseman and Y Wright

**Apologies for absence:** Councillors D Bailey, D Jones and A K Matthews

**Public attendance:** 16 members of the public attended the meeting.

#### **C.724 DECLARATIONS OF INTEREST**

1. Councillor Connolly declared an interest in any item which related to staffing as his partner is an employee of Persona.
2. Councillor Bevan declared a personal interest in any item which related to staffing in schools as his wife is employed by a school in the Borough.
3. Councillor Mallon declared a personal interest in any item relating to staffing as his partner is an employee within a Bury High school.
4. Councillors Fitzwalter, Gunther, Sarah Southworth and Susan Southworth declared personal interests in respect of Minute C. (i), Housing Revenue Account 2016/17, as Board Members of Six Town Housing.
5. Councillor Wiseman declared a personal interest in Minute C.728 (ii), Budget 2016/17, in so far as it related to Day Care Services as she is an employee of an organisation which receives funding from Bury Council to provide day care to some residents of the Borough.
5. Councillor Fitzgerald declared personal interests in respect of Minute C.728 (ii), Budget 2016/2017 as a Director of Persona (relating to adult social care precept) and as an employee of Manchester College (relating to apprentice wage levels).
7. Councillors P Adams, N Bayley, J Black, S Briggs, D M Cassidy, M Connolly, E FitzGerald, L Fitzwalter, J Grimshaw, S Haroon, P Heneghan, T Holt, A Isherwood, M A James, D Jones, J Kelly, S Kerrison, J Lewis, J Mallon, E O'Brien, N Parnell, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, S Walmsley and M Whitby declared personal

interests in respect of the amendment set out in (B) of Minute C.728 (i) Budget 2016/17, as Trade Union Members.

**C.725 MINUTES**

**RESOLVED:**

That the Minutes of the meeting of the Council held on 3 February 2016 be approved as a correct record and signed by the Mayor.

**C.726 MAYORAL AND LEADER COMMUNICATIONS**

The Mayor paid tribute to Mrs Brenda Headley who had recently passed away.

**C.727 PUBLIC QUESTION TIME**

On inviting questions from members of the public present, the following issues were raised:-

No.	Issue	Questioner	Answered by
1	Radcliffe Secondary School	Mr O Kersch	Councillor Connolly

**C.728 RECOMMENDATIONS OF THE CABINET ON 24 FEBRUARY 2016**

**(i) Housing Revenue Account 2016/2017**

At the invitation of the Mayor, Councillor Shori, Cabinet Member Health and Wellbeing, made a statement on the Housing Revenue Account 2016/2017.

It was moved by Councillor Shori and seconded by Councillor Connolly that the recommendations contained in Minute CA.722 of the Cabinet meeting held on 24 February 2016 be approved subject to the following amendments:

**DELETE**

That the report be noted and the Council be requested to consider all matters relating to the Housing Revenue Account 2016/17, the increase in council house and garage rents and changes to other charges.

**ADD**

1. Approve the Housing Revenue Account estimates set out in Appendix 1 subject to potential amendment to reflect the agreed Management Fee payable to Six Town Housing.
2. Decrease the Rents for dwellings other than Sheltered and Extra Care by 1% from the first rent week in April.
3. Increase the Rents for Sheltered and Extra Care dwellings by 0.9% from the first rent week in April.

4. Adopt the policy of re-letting dwellings at Target rents with effect from the first rent week in April.
5. Increase Garage rents by 0.9% from the first rent week in April.
6. Increase Sheltered Management and Amenity Charges by 0.9% from the first rent week in April.
7. Reduce Sheltered heating charges by 10% from the first rent week in April.
8. Approve that Sheltered support and Furnished Tenancy charges remain unchanged from the first rent week in April.
9. Increase tenancy charges at the Fernhill Caravan Site by 0.9% from the first rent week in April.

On being put, and with no Member voting against and the Mayor abstaining, it was:

**RESOLVED:**

That the recommendations set out in respect of the Housing Revenue Account for 2016/2017 be approved.

**(ii) Budget 2016/2017**

At the invitation of the Mayor, Councillor Shori, Deputy Leader and Cabinet Member for Finance and Housing, made a statement on the Budget for 2016/2017.

**(A) It was moved by Councillor Shori and seconded by Councillor Connolly that the recommendations contained in Minute CA.721 of the Cabinet meeting held on 24 February 2016 be approved subject to the following amendments:**

**DELETE**

That the report is noted and the Council be requested to consider and determine all matters relating to the Budget, the Capital Programme and the level of Council Tax for 2016/17 at its meeting on 24th February 2016.

**ADD**

**Section A – Capital Programme**

1. Approve the Capital Programme for 2016/17 and future years, as shown in Appendix 1.
2. Approve the proposed financing of the Capital Programme;

**Section B – Revenue Budget**

3. Note the details of the Settlement Funding Allocation (SFA) for 2016/17;

4. Note the recently approved level of repayment of principal on General Fund debt at the minimum of 2% in line with the current Minimum Revenue Provision policy;
5. Note that under delegated powers the Interim Executive Director of Resources & Regulation calculated the amount of **51,900** as the Council Tax base for the year 2016/17 in accordance with the Local Government Act 2003 and with regulations made under section 33(5) of the Local Government Finance Act 1992 and the Local Authority (Calculation of Council Tax Base) (England) Regulations 2012;
6. Note the forecast outturn position for 2015/16;
7. Approve that the actual minimum level of balances for 2016/17 be reduced to £4,250,000 in view of a revised risk profile;
8. Approve the programme of cuts set out in Appendix 5;
9. Note the recommendations of the Schools' Forum around education funding issues;
10. Endorse the statements by the Interim Executive Director of Resources & Regulation on the robustness of budget assumptions and on the minimum level of balances;
11. Accept the 4 year indicative Settlement figures released by the Government; which requires the preparation of an Annual Efficiency Plan
12. Raise the Bury element of the 2016/17 Council Tax; by **1.94%**;
13. Apply a further **2%** increase to the Bury element of the Council Tax in respect of the Social Care Precept.
14. Note the proposals of the major preceptors;
15. Approve the net Revenue Budget for 2016/17 of **£122.869m** as set out in section 4.7 of the report; subject to the following amendments:

		£m
	<b>Add:</b>	
1.	Additional resources to further contribute towards the impact of the "Living Wage" (ongoing)	<b>1.313</b>
2.	Additional resources to support cost and demand pressures in Adult Social Care and support Health & Social Care Transformation (ongoing)	<b>1.353</b>
3.	Allocation to address highways issues e.g. potholes as a result of recent flooding (one-off)	<b>0.500</b>
4.	Increased frequency of gully cleansing and maintenance of culverts / drainage to enhance flood resilience (ongoing)	<b>0.100</b>
	<b>Funded By:</b>	
1.	1.94% Council Tax increase	<b>1.313</b>
2.	2.00% Social Care Precept	<b>1.353</b>
3.	Headroom created in 2015/16 from revised MRP Policy	<b>0.500</b>
4.	Additional New Homes Bonus	<b>0.100</b>

--	--	--

16. Approve the following recommendations in relation to the Revenue Budget and Council Tax for 2016/17:

- i) It be noted that on 31st January 2016 the Council calculated the Council Tax Base 2016/17 for the whole Council area as **51,900** [item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act")].
- ii) The Council calculates the Council Tax requirement for the Council's own purposes for 2016/17 (excluding precepts) as **£70,335,466**.
- iii) That the following amounts be calculated for the year 2016/17 in accordance with Sections 31 to 36 of the Act;
  - a) **£421,003,466** being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act.
  - b) **£350,668,000** being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
  - c) **£70,335,466** being the amount by which the aggregate at iii(a) above exceeds the aggregate at iii(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act).
  - d) **£1,355.21** being the amount at iii(c) above (Item R), divided by Item T (item i above) calculated by the Council, in accordance with Section 31B of the Act, as the relevant basic amount of its Council Tax for the year, and;

e) **Bury Council**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
£	£	£	£	£	£	£	£
903.47	1,054.05	1,204.63	1,355.21	1,656.37	1,957.53	2,258.68	2,710.42

Being the amounts given by multiplying the amount set at iii(e) 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.

- iv) To note that the Police and Crime Commissioner and Fire Authority have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwellings in the Council's area as indicated in the table below.

**Police & Crime Commissioner for Greater Manchester**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
£	£	£	£	£	£	£	£
104.87	122.34	139.82	157.30	192.26	227.21	262.17	314.60

**Greater Manchester Fire & Rescue Authority**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
£	£	£	£	£	£	£	£
39.18	45.71	52.24	58.78	71.84	84.90	97.96	117.56

- v) That the Council, in accordance with Sections 30 and 36 of the Local Government Finance Act 1992, hereby sets the aggregate amounts shown in the tables below as the amounts of Council Tax for 2016/17 for each part of its area and for each of the categories of dwellings.

**Aggregate of Council Tax Requirements**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
£	£	£	£	£	£	£	£
1,047.52	1,222.10	1,396.69	1,571.29	1,920.47	2,269.64	2,618.81	3,142.58

- vi) To determine whether the Council's relevant basic amount of Council Tax for 2016/17 is excessive in accordance with the principles approved under the Local Accountability and Audit Act 2014.

	<b>2015/16</b>	<b>2016/17</b>	<b>% Change</b>
Council Tax Base	51,227.93	51,900.00	
Council Tax Requirement	£66,793,088	£70,335,466	
Basic Amount of Council Tax	£1,303.84	£1,329.13	+1.94%
Social Care Precept	£0	£26.08	+2.00%
Relevant Amount of Council Tax	<b>£1,303.84</b>	<b>£1,355.21</b>	

- vii) The calculation in 14 vi) above is undertaken to assess the extent to which the Council has increased its relevant level of Council Tax.

The total increase of 3.94% is not excessive as it is within the increased referendum threshold for Authorities with responsibility of Adult Social Care (2% + 2% Social Care Precept).

Resources generated from the Social Care Precept will be spent exclusively on Adult Social Care.

The Authority is therefore not subject to a referendum.

**(B) An amendment was moved by Councillor Gartside and seconded by Councillor Daly that:**

The revenue and capital budgets submitted to Council should be approved, the Bury element of the Council Tax frozen, the Chancellor's 2% Social Care precept offer accepted and the shortfall identified in the Budget report met through the savings options set out in the relevant Appendix of the report, with the following amendments:

<b>AMENDMENT</b>	<b>AMOUNT</b>
<ul style="list-style-type: none"> <li>Improve the environment of our Borough by increasing funding for highway maintenance, repairing pot holes, undertaking line markings, fly tipping enforcement, gully and culvert cleansing, dog fouling enforcement, street light repairs and reinstating two-weekly residual bin collections</li> </ul>	£3,100,000
<ul style="list-style-type: none"> <li>Increase funding for help with demand pressures in social care and protecting vulnerable people</li> </ul>	£1,800,000
<ul style="list-style-type: none"> <li>Appoint an Inward Investment Manager</li> </ul>	£100,000
<b>TOTAL</b>	<b>£5,000,000</b>

To be funded by:

<b>AMENDMENT</b>	<b>AMOUNT £</b>
<ul style="list-style-type: none"> <li>One-off contribution from General Fund balances leaving the residual above the agreed £4.25m minimum level</li> <li>Income from 2% Social Care precept <b>(100% Ring-Fenced to the social care budget)</b></li> <li>Remove Deputy Cabinet members' allowances</li> <li>Savings in e agendas and courier services and withdrawing free meals for Councillors</li> <li>Top slice senior staff salaries by 10% where over £50,000 pa</li> <li>Reduce funding for Trade Union posts</li> <li>Reduce Councillors' Special Responsibility Allowances by 10%</li> <li>Savings from agency staff budget</li> <li>Outsource back office support services</li> </ul>	<p>£2,000,000</p> <p>£1,300,000</p> <p>£10,000</p> <p>£10,000</p> <p>£150,000</p> <p>£80,000</p> <p>£15,000</p> <p>£300,000</p> <p>£1,135,000</p>
<b>TOTAL</b>	<b>£5,000,000</b>

**On being put the result of the vote was as follows:**

For the Amendment:-

**Councillors I Bevan, R Caserta, M D'Albert, J Daly, I Gartside, D Gunther, M Hankey, R Hodgkinson, K Hussain, G Keeley, S Nuttall, T Pickstone, R Walker, M Wiseman and Y Wright.**

Against the Amendment:-

**Councillors P Adams, N Bayley, J Black, S Briggs, D Cassidy, M Connolly, E FitzGerald, L Fitzwalter, J Grimshaw, S Haroon, P Heneghan, T Holt, A Isherwood, M James, J Kelly, S Kerrison, J Lewis, J Mallon, E O'Brien, N Parnell, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, S Walmsley, and M Whitby.**

Abstaining from the Vote:-

**The Worshipful the Mayor.**

**The Mayor declared the amendment lost.**

**(C) An amendment was moved by Councillor Pickstone and seconded by Councillor D'Albert that:**

That the budget contained in the Council report should be approved subject to the following changes;



<b>Road Repairs</b>	<b>£</b>
<ul style="list-style-type: none"> <li>Additional £2m from useable balances to fund essential road repairs</li> </ul>	2,000,000
<b>Adult Social Care</b>	
<ul style="list-style-type: none"> <li>Additional investment to cease practice of 15 minute care visits</li> </ul>	536,000
<ul style="list-style-type: none"> <li>Contribution to Adult Social Care cost and demand pressures</li> </ul>	817,000
<b>Clean Neighbourhoods</b>	
<ul style="list-style-type: none"> <li>£5,000 per annum fund per ward (x 17) to tackle environmental issues - graffiti, grot-spots, fly-tipping, minor repairs, dog fouling, alleyways, trees and other local priorities as identified by the three ward councillors in each area.</li> </ul>	85,000
	<b>3,438,000</b>

To be funded by;

	<b>£</b>
<ul style="list-style-type: none"> <li>Useable Balances</li> </ul>	2,000,000
<ul style="list-style-type: none"> <li>Adult Social Care Precept (2%)</li> </ul>	1,353,000
<ul style="list-style-type: none"> <li>New Homes Bonus</li> </ul>	85,000
	<b>3,438,000</b>

**On being put the result of the vote was as follows:**

For the Amendment:-

**Councillors I Bevan, R Caserta, M D'Albert, J Daly, I Gartside, D Gunther, M Hankey, R Hodgkinson, K Hussain, G Keeley, S Nuttall, T Pickstone, R Walker, M Wiseman and Y Wright.**

Against the Amendment:-

**Councillors P Adams, N Bayley, J Black, S Briggs, D Cassidy, M Connolly, E FitzGerald, L Fitzwalter, J Grimshaw, S Haroon, P Heneghan, T Holt, A Isherwood, M James, J Kelly, S Kerrison, J Lewis, J Mallon, E O'Brien, N Parnell, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, S Walmsley, and M Whitby.**

Abstaining from the Vote:-

**The Worshipful the Mayor.**

**The Mayor declared the amendment lost.**

**The substantive motion (as set out in A) was put to the vote which was as follows:-**

For the Motion:-

**Councillors P Adams, N Bayley, J Black, S Briggs, D Cassidy, M Connolly, E FitzGerald, L Fitzwalter, J Grimshaw, S Haroon, P Heneghan, T Holt, A Isherwood, M James, J Kelly, S Kerrison, J Lewis, J Mallon, E O'Brien, N Parnell, C Preston, A Quinn, R Shori, A Simpson, R Skillen, Sarah Southworth, Susan Southworth, T Tariq, J Walker, S Walmsley, and M Whitby.**

Against the Motion:-

**Councillors I Bevan, R Caserta, M D'Albert, J Daly, I Gartside, D Gunther, M Hankey, R Hodgkinson, K Hussain, G Keeley, S Nuttall, T Pickstone, R Walker, M Wiseman and Y Wright.**

Abstaining from the Motion:-

**The Worshipful the Mayor**

**The Mayor declared the substantive Motion carried.**

### **(iii) Treasury Management Strategy and Prudential Indicators 2016/17**

On being put with no Members voting against and the Mayor abstaining it was:

#### **RESOLVED:**

That the recommendations contained in the Minute CA.723 of the Cabinet dated 24 February 2016 be approved and adopted.

### **C.729 DELEGATED DECISIONS OF THE CABINET AND COUNCIL COMMITTEES**

There were no questions asked on the delegated decisions of the Cabinet, the Overview and Scrutiny Committee, Joint Consultative Committee (Corporate) and Joint Consultative Committee (Teachers).

### **THE WORSHIPFUL THE MAYOR**

**(NOTE:** The meeting started at 7.00 pm and ended at 9.45 pm)

This page is intentionally left blank

# REPORT FOR DECISION

Agenda Item	
----------------	--

<b>DECISION OF:</b>	<b>COUNCIL</b>
<b>DATE:</b>	<b>6 April 2016</b>
<b>SUBJECT:</b>	<b>PAY POLICY STATEMENT</b>
<b>REPORT FROM:</b>	<b>COUNCILLOR MIKE CONNOLLY LEADER OF THE COUNCIL</b>
<b>CONTACT OFFICER:</b>	<b>TRACY MURPHY ASSISTANT DIRECTOR RESOURCES AND REGULATION (HR AND OD)</b>
<b>TYPE OF DECISION:</b>	<b>COUNCIL DECISION</b>
<b>FREEDOM OF INFORMATION/STATUS:</b>	The Paper is within the public domain
<b>SUMMARY:</b>	<p>Section 38 (1) of the Localism Act 2011 requires English and Welsh local authorities to produce a Pay Policy Statement for 2012/13 and for each financial year after that.</p> <p>The purpose of the Pay Policy Statement is to provide transparency in respect of 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 and the agreed decision making arrangements for ensuring the provisions set out in this statement are applied consistently throughout the Council.</p>
<b>OPTIONS &amp; RECOMMENDED OPTION</b>	<p>The Localism Act requires that pay policy statements and any amendments to them are considered by a meeting of full Council.</p> <p>The attached Pay Policy Statement [2016-2017], Appendix A, has been drafted to ensure compliance with the Act and it is put before the Council for approval.</p>

<b>IMPLICATIONS:</b>	
<b>Corporate Aims/Policy Framework:</b>	<p>Do the proposals accord with the Policy Framework?</p> <p>Yes</p>
<b>Statement by the S151 Officer: Financial Implications and Risk Considerations:</b>	<p>This report outlines the Council's Pay Policy as required by the Localism Act.</p> <p>The report is a statement of fact.</p> <p>All pay costs are provided for and fully funded within the Council's approved budget.</p>
<b>Statement by Interim Executive Director of Resources:</b>	<p>The attached Pay Policy Statement (2016-2017) has been drafted to ensure compliance with the Localism Act. There are no additional resource implications arising from the report.</p>
<b>Equality/Diversity implications:</b>	<p>Yes</p> <p>The purpose of the Pay Policy Statement is to provide transparency in respect of the Council's approach to setting the pay of its employees. Pay and grading decisions are based on the application of agreed Job Evaluation Schemes which are designed to eliminate discrimination.</p>
<b>Considered by Monitoring Officer:</b>	<p>Yes</p> <p>Section 38 of the Localism Act 2011 sets out that the Council must prepare and approve a Pay Policy Statement for 2012-2013 (and each subsequent financial year) before 31 March each year. This must then be published as soon as is reasonably practicable following approval.</p>
<b>Wards Affected:</b>	All Wards
<b>Scrutiny Interest:</b>	Overview and Scrutiny Committee

**TRACKING/PROCESS****DIRECTOR: Interim Exec Director of Resources & Regulation**

Chief Executive/ Strategic Leadership Team	Executive Member/Chair	Ward Members	Partners
	✓		
Scrutiny Committee	Committee	Council	
	✓ <b>HR&amp;A</b>	✓	

**1.0 BACKGROUND**

- 1.1 Section 38 (1) of the Localism Act 2011 requires English and Welsh local authorities to produce a Pay Policy Statement for 2012/13 and for each financial year after that.
- 1.2 Guidance issued by the Department for Communities and Local Government states that the purpose of the Pay Policy Statement is to address the Governments issues with "top end pay" and some of the recommendations set out in the "Hutton review of Fair Pay in the Public Sector Report".
- 1.3 The Act requires Councils to prepare Pay Policy Statements which details their policy on a range of issues relating to the pay of its employees; in particular, its senior staff ("Chief Officers") and its lowest paid employees.
- 1.4 The provisions do not apply to local authority school employees and neither do they change any existing responsibilities or duties under relevant Employment Legislation. However, all employees are included within the pay ratio calculations.
- 1.5 The Pay Policy Statement must be prepared for each financial year starting with 2012-2013. The Statement must be approved by full Council and then be published, at least, on the Council's web-site. This is to ensure transparency, so that local tax payers can take an informed view of whether local decisions and all aspects of remuneration are fair.
- 1.6 The Council's existing Pay Policy Statement (2015/16) was approved at the meeting of Council held on 1 April 2015.
- 1.7 The matters that must be included in the statutory pay policy statement are:
- The local authority's policy on the level and elements of remuneration for each chief officer;
  - The local authority's policy on the remuneration of its lowest-paid employees (together with its definition of "lowest-paid employees" and its reasons for adopting that definition);
  - The local authority's policy on the relationship between the remuneration of its chief officers and other officers;
  - The local authority's policy on other specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to

remuneration, use of performance-related pay and bonuses, termination payments, and transparency.

- 1.7 The Act defines remuneration widely, to include not just pay but also charges, fees, allowances, benefits in kind, increases in/enhancements of pension entitlements, and termination payments.
  - 1.8 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 Committee(s) responsible for ensuring the provisions set out in the Pay Policy Statement are applied consistently throughout the Council and recommending any amendments to the full Council.
  - 1.9 The updated Pay Policy Statement: 2016-2017, which is attached at Appendix A, has been drafted to ensure compliance with the Localism Act and it is put before the Council for approval.
- 

### **List of Background Papers:**

- 1. DCLG Guidance (2011): Openness and accountability in local pay**
- 2. DCLG Supplementary Guidance (February 2013): Openness and accountability in local pay - Guidance under section 40 of the Localism Act 2011**

### **Contact Details:**

**Tracy Murphy, Assistant Director, Resources & Regulation (HR & OD)**  
[t.e.murphy@bury.gov.uk](mailto:t.e.murphy@bury.gov.uk)





# Pay Policy Statement

---

## Pay Policy Statement 2016 – 2017

*The purpose of the statement is to provide transparency in respect of 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 and the agreed decision making arrangements for ensuring the provisions set out in this statement are applied consistently throughout the Council.*

## **1.0 INTRODUCTION AND PURPOSE**

- 1.1 In accordance with 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 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 ie ‘Chief Officers’, as defined by the relevant legislation;
  - the constitutional arrangements in place for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.
- 1.3 This policy statement will be subject to review on an annual basis.
- 1.4 The current Pay Policy Statement (2015-2016) was approved by the Human Resources and Appeals Panel on 18 March 2015 and ratified by Council on 1 April 2015.
- 1.5 This Pay Policy Statement (2016-2017) was approved by the Human Resources and Appeals Panel on 17 March 2016 and will be referred to full Council for ratification on 6 April 2016.

## **2.0 CONTEXT: LEGISLATION RELEVANT TO PAY AND REMUNERATION**

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation.
- 2.2 The Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

## **3.0 PAY STRUCTURE**

- 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. These pay spines are used to determine the salaries of the large majority of the Council’s non teaching workforce.
- 3.2 The pay and terms and conditions of employment of the Council’s workforce are largely determined by the following negotiating bodies in accordance with the agreed collective bargaining machinery:

- National Joint Council (NJC) for Local Government Services;
  - The Soulbury Committee, (*educational advisers/inspectors, other school improvement professionals, educational psychologists*)
  - Joint Negotiating Committee (JNC) for Local Authority Craft and Associated Employees;
  - Joint Negotiating Committee for Youth and Community Workers;
  - Joint Negotiating Committee (JNC) for Chief Officers
  - Joint Negotiating Committee (JNC) for Chief Executives
- 3.3 The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spines.
- 3.4 The pay of those employees whose terms and conditions fall within the purview of the Joint Negotiating Committee for Chief Executive's and the Joint Negotiating Committee for Chief Officers are also determined by reference to Joint Secretarial advice issued by the JNC for Chief Officers of Local Authorities in 2002. The Joint Secretarial advice recommended the establishment of local salary structures as a result of a move from benchmark to median salaries, identified through the annual salary and numbers survey conducted by the Local Government Employers' Organisation.
- 3.5 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.
- 3.6 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.
- 3.7 New appointments will normally be made at the minimum of the relevant pay scale for the grade, although this can be varied where necessary to secure the best candidate subject to an equal pay risk assessment. Where the appointment salary is above the minimum point of the pay scale and is not affected by other council policies, for example promotion, redeployment or flexible retirement, this is approved in accordance with the Officer Delegation Scheme within the [Council's Constitution](#).
- 3.8 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.

- 3.9 Any temporary supplement to the salary scale for the grade is approved in accordance with the Council's [Market Supplement Policy](#).

#### 4.0 SENIOR MANAGEMENT REMUNERATION

- 4.1 For the purposes of this statement, senior management means 'chief officers' as defined within the Localism Act; i.e.

- i. The head of the paid service designated under section 4(1) of the [Local Government and Housing Act 1989](#);
- ii. The monitoring officer designated under section 5(1) of that Act;
- iii. A statutory chief officer mentioned in section 2(6) of that Act;
- iv. A non-statutory chief officer mentioned in section 2(7) of that Act;
- v. A deputy chief officer mentioned in section 2(8) of that Act.

- 4.2 The posts falling within the statutory definition are set out below, with details of their salary. Salaries quoted below are applicable as at February 2016, however, it is expected that these rates will receive an increase of 1% with effect from 1<sup>st</sup> April 2016:

- **Chief Executive:** The salary of the Chief Executive is £152,286. The salary falls within a range of 5 incremental points between £152,286, rising to a maximum of £165,124. The Chief Executive (Head of Paid Service), also carries out the duties of the Returning Officer in accordance with the Representation of The People Act 1983. The duties of the Returning Officer are separate from the duties undertaken as a local government officer; the office of Returning Officer is totally distinct from the office of Chief Executive and Head of Paid Service. Payments due to the post holder in respect of the conduct of local municipal elections are consolidated within the salary. Payments in respect of the conduct of National Government Elections, European Elections and any National Referenda are paid in addition to salary. These payments are pensionable and subject to deductions for tax and National Insurance.
- **Executive Directors:** The current salaries of the post holders designated as Executive Director fall within 5 incremental points between £109,450 rising to a maximum of £119,653.
- **Assistant Directors and Designated Heads of Service:** The salary package of these posts fall within a range of 30 incremental points between £51,913 rising to a maximum of £96,581.

- 4.3 When establishing or reviewing the senior management salary structure the Council complies with advice issued by the Joint Negotiating Committee's for Chief Executive's and Chief Officers, on the establishment of a local salary structure based on median salary levels as identified through the annual salary survey. This advice states that

when deciding at what level these posts should be remunerated the following factors are to be considered:

- a. The Authority's policy in respect of the pay of its JNC officers and any relationship to the median salary levels for similar Authorities;
- b. the Chief Executive's salary;
- c. the relationship of current salary to the appropriate illustrative national median salary (salaries may be above, around, or below the median);
- d. any special market considerations;
- e. any substantial local factors not common to authorities of similar type and size, eg London weighting;
- f. comparative information to be supplied on request by the Joint Secretaries on salaries in other similar authorities;
- g. top management structures and the size of the management team compared to those of other authorities of similar type and size, and;
- h. the relative job size of each post, as objectively assessed through job evaluation or otherwise.

- 4.4 Where the Council is unable to recruit chief officers, 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. 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. The Council does not currently have any chief officers engaged under such arrangements

## **5.0 RECRUITMENT OF CHIEF OFFICERS**

- 5.1 The Council's policy and procedures with regard to recruitment of Chief Officers is set out within the [Chief Officer Recruitment Guidelines](#).
- 5.2 The recruitment of Chief Officers is delegated to the Human Resources and Appeals Panel whose functions include:
- The shortlisting and appointment of Chief Officers and Deputy Chief Officers. The confirmation of appointment of all Chief Officers (with the exception of the Chief Executive/Head of Paid Service) is carried out in accordance with the [Council's Constitution](#) Officer Employment Procedure Rules and [The Local Authorities \(Standing Order\) \(England\) Regulations 2001](#)

- The shortlisting and appointment of the Chief Executive/Head of Paid Service is carried out in accordance with the [Council's Constitution](#) for submission to the Council.
- 5.3 Where, on appointment the remuneration of a chief officer exceeds £100,000 a recommendation from the Human Resources and Appeals Panel shall be submitted for approval to the Council.
- 5.4 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 Selection and Redeployment Policies as approved by Council.
- 5.5 The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

## **6.0 ADDITIONS TO SALARY OF CHIEF OFFICERS**

- 6.1 With the exception of progression through the incremental scale of the relevant grade being subject to satisfactory performance, (which is assessed on an annual basis), the level of chief officer remuneration is not variable dependent upon the achievement of defined targets.
- 6.2 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 [e.g. honoraria, ex gratia, 'acting up payments] relating to temporary additional duties are set out in the [Council's Constitution](#) and supplementary conditions of service.
- 6.3 In addition to basic salary, the Chief Executive receives additional pay in respect of Returning Officer duties in accordance with the Representation of The People Act 1983. The duties of the Returning Officer are separate from the duties undertaken as a local government officer; the office of Returning Officer is totally distinct from the office of Chief Executive and Head of Paid Service. Payments due to the postholder in respect of the conduct of local municipal elections are consolidated within the salary. Payments in respect of the conduct of national government elections, European elections and any national referenda are paid in addition to salary. These payments are pensionable and subject to deductions for tax and National Insurance.
- 6.4 Set out in table 1 below are details of other elements of 'additional pay' which are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfillment of their duties:

<b><i>Payment details</i></b>	<b><i>Paid to:</i></b>
<ul style="list-style-type: none"> <li>• Fees paid for returning officer duties where identified and paid separately;</li> <li>• Salary supplements payable for fulfilling statutory officer duties (e.g. S151 / Monitoring Officer) where identified and paid separately;</li> <li>• Market forces supplements in addition to basic salary where identified and paid separately;</li> <li>• Priority Car User Allowance Lump Sums</li> <li>• Salary supplements or additional payments for undertaking additional responsibilities such as shared service provision with another local authority or in respect of joint bodies, where identified and paid separately.</li> <li>• Any arrangements for payment of untaken annual leave falling outside the requirements of relevant legislation;</li> </ul>	<ul style="list-style-type: none"> <li>• Chief Executive</li> <li>• None payable</li> <li>• None payable</li> <li>• None payable</li> <li>• None payable</li> <li>• None payable</li> </ul>

## **7.0 PENSION CONTRIBUTIONS**

- 7.1 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.
- 7.2 The Employer's 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 triennial valuation covers the period 1 April 2014 to 31 March 2017. The employer's contribution rate, (2016/17) is 19.8%.
- 7.3 From April 2014 with the introduction of a new local government pension scheme the rate of pension contributions will be based on actual pensionable pay. In the new scheme there are 9 different contribution banding rates between 5.5% and 12.5%. The bandings as at 1 January 2016 are:

**Member Contribution Table**

<b>Pay Bands</b>	<b>Contribution Rates</b>
Up to £13,600	<b>5.5%</b>
£13,601 - £21,200	<b>5.8%</b>
£21,201 - £34,400	<b>6.5%</b>
£34,401 - £43,500	<b>6.8%</b>
£43,501 - £60,700	<b>8.5%</b>
£60,701 - £86,000	<b>9.9%</b>
£86,001 - £101,200	<b>10.5%</b>
£101,201 - £151,800	<b>11.4%</b>
More than £151,800	<b>12.5%</b>

**8.0 PAYMENTS ON TERMINATION**

- 8.1 The Council's approach to statutory and discretionary payments on termination of employment of chief officers, prior to reaching normal retirement age, is in accordance with [The Local Government Pension Scheme Regulations 2013](#) and Regulations 5 and 6 of the [Local Government \(Early Termination of Employment\) \(Discretionary Compensation\) Regulations 2006](#).
- 8.2 Any payments falling outside these provisions or the relevant periods of notice within the contract of employment shall be subject to a formal decision made by The Human Resources and Appeals Panel.
- 8.3 In accordance with supplementary guidance issued by DCLG on 20<sup>th</sup> February 2013, Local authorities are required to present details of any severance package paid to an officer where the value of the package



exceeds £100,000. Approval of the severance package is subject to a vote by full Council.

## **9.0 LOWEST PAID EMPLOYEES**

- 9.1 The lowest paid persons employed under a contract of employment with the Council are employed on full time [37 hours per week] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure.
- 9.2 As at 1 January 2016, this is £13,614 per annum which is spinal column point 6 on the NJC salary structure. The Council employs Apprentices who are not considered within the definition of 'lowest paid employees'.
- 9.3 With the introduction of the National Living Wage with effect from 1 April 2016, the pay spine will be adjusted to ensure the Council is compliant with this legislation. This will be done following a national review by the National Joint Council, or locally failing any national agreement.
- 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.

## **10.0 PAY MULTIPLES**

- 10.1 The current pay levels within the Council define the multiple between the median (the half way point between the lowest and highest earner) full time equivalent (FTE) earnings as at 1 January 2016 for the whole of the workforce and the Chief Executive as 1:8
- 10.2 The current pay levels within the Council define the multiple between the lowest paid employees' full time equivalent (FTE) earnings as at 1 January 2016 and the Chief Executive as 1:12.
- 10.3 Pay multiples have been calculated in accordance with the LGA Local Transparency Guidance. Data relates to the 1 January 2016.
- 10.4 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 benchmark information as appropriate. In addition, upon the annual review of this statement, the Council will also monitor any changes in the relevant 'pay multiples' and benchmark against other comparable local Authorities.

## **11.0 ACCOUNTABILITY AND DECISION MAKING**

- 11.1 In accordance with the Constitution of the Council, the Human Resources and Appeals Panel is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council. The Human Resources and Appeals

Panel is also responsible for the recruitment selection and appointment of Chief Officers; (see Section 5.0 above).

## **12.0 RE-EMPLOYMENT/RE-ENGAGEMENT OF FORMER CHIEF OFFICERS**

- 12.1 The Council's policy with regard to the re-employment /re-engagement of former employees (including Chief Officers) was approved by the Executive Committee on 20 October 1999.

As a general principle the Council is opposed to re-employing retired employees. Retired employees will be permitted to register with our in-house supply registers subject to them being employed on a zero hours contract basis and that no single engagement extends beyond 13 weeks.

However in exceptional circumstances, where it is considered necessary to re-employ or re-engage a former employee who is in receipt of a pension from the Local Government Pension Scheme:-

- (a) There should be clear evidence that the work cannot be undertaken by someone else, either internal, external or through agency staff;
- (b) If the individual is engaged under the terms of a contract for services and claims to be self-employed or a consultant the Assistant Director (Finance and Efficiency) must be satisfied that they meet the criteria laid down by HMRC;
- (c) A former employee should not be re-engaged unless agreement has been given by the Cabinet Member for Resources and/or the spokesperson for Human Resources.

## **13.0 PUBLICATION**

This statement will be published on the Council's Website under our Local Government Transparency Section.

**COUNCIL 6 APRIL 2016 – WORK OF THE CABINET**  
**LEADER’S SPEECH**

Thank you Madam Mayor, it gives me great pleasure to up-date Council on the work of the Cabinet since the last meeting of Council.

Madam Mayor before I start I hope you, and Council, will indulge me for just a couple of moments whilst I say a few words on matters not relating directly to Cabinet.

Firstly, as you rightly said, there are 4 members of Council who are stepping down and not standing in the forthcoming local election and I would like to endorse your kind comments.

Councillors Wiseman, Fitzwalter, Isherwood and Cassidy are all long standing and highly respected Members who have given to this Council, to their constituents and to the people of our Borough a level of service which has been nothing short of outstanding and I hope that all Members will join me in thanking them and wishing them well for long, healthy and happy “retirements”.

Michelle Wiseman has served not only as a Councillor but she was also a first class Mayor and Deputy and she has been a first class councillor whilst also holding down a really time consuming day job. I stand in awe of her time management skills! Thank you for your service Michelle.

Luise Fitzwalter is the epitome of a community campaigner and in her time on the Council she has worked tirelessly for the people of Ramsbottom.

Council has already heard about the very sad death of her husband Ray and during the time that he was ill, whilst she was at his side looking after him, Luise never once shirked from her duties to the people she represents. That Madam Mayor is the calibre of Luise Fitzwalter and the Council will be a poorer place without her just as the world will be a poorer place for Ray's passing.

Dot Cassidy is also another absolutely first class Councillor, totally dedicated to the residents of her ward and another tireless worker and campaigner.

Madam Mayor, in the times we live in, where the public seem to have grown weary of archetypal politicians, it's a crying shame that more people don't see the work that Councillors such as Dot put in, day in and day out. And why do they do it...because they care Madam Mayor, that's why, and no-one cares more than Dot.

Dot...or Granny Dot as she's better known amongst the Labour Group...thank you for everything you've done for this Council, for Moorside ward and for the Labour Group. We'll miss you but at least after your op we can now take you home and plug you in!

Last but not definitely not least is Tony Isherwood. Tony has served on Bury Council for many, many years and has held some of the most important, complex and challenging portfolios. Most recently he's been responsible for the Council's finances and for the environment brief.

Tony has an incredible mind...particularly when it comes to maths, as the Chief Executive found out to his cost while Tony was in charge of finance! He can be faced with incredibly complicated matters and take them right back to their core and most of all he can take the big decisions that matter.

Tony is also a man of great integrity who has never shirked an argument when faced with matters of principle and he's also a man of great courage, something he demonstrated in spades when we made changes to the refuse collection service.

In my view, political giants are few and far between and in Tony, Bury Council is losing a giant. Again, thank you Tony for everything you've done to make this borough a better place.

Turning to you Madam Mayor, tonight's meeting will be your last sat up there in the hot seat and I really wanted to place on record my personal thanks, and the thanks of the Labour Group, for the superb way that you have chaired Council meetings during your year of office.

You have been firm but fair, clear and considerate and you've done a great job keeping us moving and keeping us under control! Quite simply you've been a credit to the office of Mayor.

I know that there will be other opportunities to express our thanks but I'm sure that all Members will want to join me now in saying a huge thank you to you.

Moving on to the work of the Cabinet....

Madam Mayor, the last Cabinet meeting devoted itself to a subject that is incredibly dear to the heart of this Labour Group, that is our staff.

Our staff are this Council's most valuable asset and we take their welfare very seriously which is why I was delighted that Cabinet approved reports covering the new Workforce Wellbeing Strategy and the Equality Strategy.

The Equality Strategy 2016-2020 sets out the Council's equality vision, objectives, and policy along with a framework and decision making structure in relation to equality matters.

The Strategy's main objectives have been developed from the Council's corporate Vision, Priorities and Outcomes and from research and consultation and they mean that we will:

- take action to tackle and reduce unwanted behaviour in both our workplace and our schools;
- reduce the amount of unknown equality data we hold on our employees;
- work to digitally include more of our employees.

We also approved a new Wellbeing Strategy which sets out the framework for how we can help and support employees to develop better physical and emotional health.

In turn this will bring about substantial benefits for our employees, for the Council and for the Borough.



Of course Madam Mayor, there are already many positive initiatives and interventions already in place including:

- The Occupational Health service
- Our Work life balance toolkit
- Awareness raising days
- Initiatives such as Get the World Moving
- Employee health checks
- Staff surveys
- Policies and processes to tackle unwanted behaviour

The Workforce Wellbeing Strategy builds on this existing good practice and sets the foundations for a more effective way forward.

Madam Mayor, like most Members I read with some dismay, and not a little anger, the Bury Times headlines about the Wellbeing Strategy.

Whilst I can understand the focus on references to bullying that are mentioned in the report, and whilst I fully accept that this is a critically important issue that we intend to address quickly, it was very disappointing that there was no reference to the many positive responses that we received to our employee survey.

My colleague, Cllr Holt, was absolutely right when he wrote to the paper pointing out that the Council has committed employees and strong managers as demonstrated by the fact that, for example, around three quarters of those who responded to the survey said that their work gives them a feeling of personal accomplishment and that their manager recognises and acknowledges when they have done their job well.

Over 80% also say that there is good team co-operation, leading to a supportive work environment.

These are just a couple of examples of the many positive comments that we have heard from our people.

I know that there are questions on this matter later on our agenda which Cllr Holt is very happy to answer so I won't say any more on the subject other than to reassure staff that we will take their responses to our survey very seriously indeed.

Finally Madam Mayor the Cabinet approved the long awaited report on the A56 through Prestwich Village.

The proposals before Cabinet had been the subject of widespread public consultation and had been amended several times to reflect the comments that we had received.

Madam Mayor, regeneration of Prestwich is absolutely vital and is something that the other political parties on the Council put off and put off but not so this Labour Group.

Despite the coalition and Conservative Governments' crippling austerity agenda we have put together a £2m funding package to improve the A56 as a key element of our plans to revitalise Prestwich village, and now we intend to implement this vital scheme.

And vital it most certainly is.

You only have to look at other similar areas where high streets have been remodelled and improved and there is no doubt that the work has led to a revival in the fortunes of these centres and so in my view, and the view of the Labour Group, this scheme is a prerequisite if we are to secure the regeneration of Prestwich.

In fact so important is this to the revival of Prestwich that we believe that there is no choice but to go ahead. Lesser schemes have been tried in the past and they have not worked.

It is interesting that the other two main parties are now jumping on the populist bandwagon and are up in arms about the scheme.

Let me read you a small quote Madam Mayor...

*"Our recommendation is that a single lane of traffic is created in each direction and to remove obstructions from this as far as possible so that it flows smoothly.*

*This allows the second lane to be reallocated to permanent parking bays, wider pavements and street trees."*

You'd think I'd lifted this from the Cabinet report because this is exactly what the scheme will do.

But no...it's actually a quote from the Love Prestwich Strategy, a strategy that was approved by the parties opposite in 2009....and then immediately shelved because they didn't have the courage or the commitment to Prestwich to carry it out.

And yet now Madam Mayor, even before a shovel has hit the ground, we are seeing dividends from the scheme.

Just this week I have been delighted to hear that a nationally lauded company, Muse Developments, have signed an agreement with HMG, the owners of the Longfield Centre, to redevelop the centre.

This is another vital element of our plans and it was great to hear Muse say, and I quote, "The council's plans for the improvement of the A56 through the village fit in very well with our ambitions for the Longfield Shopping Centre and have given our plans a major boost".

Yes, we are aware that there are issues with cycling and we have committed to work with cyclists to see if we can make changes to the scheme down the line should additional funds become available.

I would like to place on record my thanks to the Prestwich Labour Councillors and to officers of the Council for the enormous effort they have put in to bring this scheme to life and to bring such a big name as Muse to the Prestwich table.

Madam Mayor as I think we probably all know this is the last Council meeting before the elections and so I would like to finish by passing on my best wishes to all candidates who are standing for office...clearly I'm sending better wishes for some

than others and even better wishes for the candidate for Bury East!

END

This page is intentionally left blank



**Q1.** With the recent report that "Thousands of police visits 'criminalise' children in care homes", could the Leader assure members that children from Bury that are placed in residential care homes outside of the Borough are monitored, and are not the subject of such action.

**A.** We currently have 23 young people in residential care out of approximately 300 children and young people in our care, so they are a very small, but important, part of our group of young people in care. The children are closely monitored through placement' visits and social workers consultations with other professionals. The children have all been informed regarding Bury's advocacy service and majority are accessing this service.

We receive incident reports such as young people causing damages to the placement or assaulting staff which these incidents are dealt by social workers and follow up meetings. We have had a very small number of incidents involving our young people but these have been carefully managed.

We respond to any Ofsted concerns within 48 hours and we use an ISP system (Information sharing protocol).

This alerts us to any ongoing issues from 10 local councils that have signed up to the placements North West contract for any contracted home by them. Additionally we also have sight of regulation 44 visits that are completed on every children's home and also monthly reports from the homes.

In summary we have a comprehensive set of arrangements in place and deal with any issues swiftly and sensitively

**Q2.** As part of the Education White Paper, it is proposed that the land owned by the local authority for the school will be transferred to the Secretary of State when schools are forcibly converted to academies. One commentator has described it as the biggest land grab since the dissolution of the monasteries. Can the Leader give us a rough figure for the value of these important Council assets the Secretary of State is proposing to take from the Council without one penny of compensation?

**A. The fire insurance value of the schools concerned in Bury is £378.6 million.**

**If Bury is typical this would suggest a national figure of somewhere in the order of £100 BILLION**

**Q3.** Can the Leader confirm how many of the Bury family of schools are academies and if there are any schools who have expressed a wish to become academies?

**A. 4 Bury Primary Schools are Academies – 3 of these are 'forced' Academies (Elton Primary, Radcliffe and Gorsefield) and 1 a converter Academy (Yesoidah).**

**There are no Secondary or Special School Academies in Bury.**

**4 Primary schools and 1 Secondary school have stated to the Local Authority that they are actively exploring Academy Status at present. Officers are working with them closely.**

**Given that we have a total of 82 schools this means that just 6% of our schools are currently interested in becoming academies.**

**Q4.** Can the Leader explain what impact the recent budget will have on the Borough's residents?

- A. The Budget delivered by George Osborne was a political and economic disaster and one that really should have led to the Prime Minister sacking him as Chancellor of the Exchequer. It was also a disaster for this Borough.**

**It showed that Osborne had missed every target he set for himself with growth revised down, business investment revised down and government investment revised down. It also showed that this Government has failed on the budget deficit, failed on debt, failed on investment, failed on productivity, failed on trade deficit, failed on the welfare cap and failed to tackle inequality in the country.**

**Until the Labour Party made the Chancellor see sense Bury residents with disabilities were at risk of losing vital personal independence payments whilst at the same time billions were being handed out in tax cuts to the very wealthy.**

**This was the ideal time for the Government to set out a long-term plan to help those on the lowest incomes in Bury but instead they chose to make lack of security and risk of poverty the reality for many people in Bury.**

**We saw yet more cuts to public services, Bury being completely ignored when it came to flood defence funding, 85p in every £1 of the personal allowance rise going to the richest, the biggest land grab in history and mates' rates deals for big corporations on tax.**

**If even Iain Duncan Smith couldn't stomach it then what hope is there?**

**Instead it is left to this Council, with our partners, to make the most of the money we receive to ensure that our most vulnerable residents are supported, that our pupils get the best possible education, that we help to reduce poverty in the borough, that we make Bury a better place to live, visit, work and study and we continue to provide and commission the excellent services that our residents rely on.**

**Q5.** At the budget presentation Council Shori told us about his new project to create a "not for profit" operation to act as an energy supplier for the people of Bury. Can he tell us when he expects this to come on line, how much it will cost to setup and the annual cost to this council to operate the system?

**A.** **The exciting and innovative project to set up an Energy Company that I announced in my budget speech continues in its development.**

**This company would purchase gas and electricity from the wholesale market, supplemented by local energy generation where available, which would then be supplied to a range of customers. It would have many benefits including generating revenue and reduce energy cost for the Council itself as well as for our commercial and domestic customers. In providing reduced energy costs for our residents, it would significantly help to tackle our levels of fuel poverty in the borough, estimated to be 10% or over 8000 households.**

**The two main options in relation to the detailed arrangements for this company have already been developed quite considerably. It is expected that this work will be fully completed soon, to enable a decision by July or August this year. The two options have different benefits, with differing levels of control, return, costs and risks. Depending on which option is taken forward, the implementation could take between six and twelve months.**

**The costs of developing and setting up the company and its running costs will very much depend upon the option adopted. In addition the capital costs will be in part determined by the outcome of quite significantly developed investigations into the possibility of European funding. Whilst the full details of the set up and running costs are not yet available, it is expected that we will have a clear picture of this over the next 2-3 months.**

**It is hoped that we will see this company set up and the significant benefits being delivered within Bury within the next twelve to eighteen months.**

**Q6.** Could the Leader confirm who submitted feedback to the Call for Sites under the Greater Manchester Spatial Framework and can he tell us what the next steps will be?

**A.** **As part of the preparation of the Greater Manchester Spatial Framework, a 'Call for Sites' was undertaken to allow landowners and potential developers to identify sites that they feel are suitable for future development.**

**Around 650 such sites have been submitted across Greater Manchester and 68 of these are within Bury.**

**It is vitally important to stress that ALL the sites put forward have been submitted by landowners and developers. The Council has NOT submitted any sites and has NOT formed any views at this stage as to whether the sites that have been submitted are suitable for development.**

**The sites that have been put forward have recently been published in the interests of transparency and so that the public are aware of all the ideas and proposals that have been submitted to date.**

**All of the sites will be subject to detailed consideration over the coming months and Council officers and Members will be heavily engaged in this process.**

**Q7.** Could the Leader tell us how much of the £700m earmarked for flood defences is being spent in Bury?

**A.** **On 17<sup>th</sup> March the Chancellor announced an extra £700m would be made available for flood defence funding. He said it was to be targeted at Leeds, York, the Calder Valley and various locations in Cumbria.**

**At this stage there is no indication that the Government has made any additional funding available for the Irwell valley in Bury.**

**This means that we are still in the position that there is a very significant shortfall in funding for the Environment Agency's draft flood defence proposals for Radcliffe and Redvales. The Council has made it clear**

**that we will help with this shortfall but we are also calling on the Government to increase funding for the scheme.**

**I have arranged to meet Sir James Bevan from the Environment Agency to push Bury's case for the speedy completion of the draft proposals and for additional funding.**

**Q8.** It was recently announced in the press that following the success of the Solita Restaurant in Prestwich, the owner now plans to open another venue in Prestwich. Does the Leader agree with me that the Council's investment of £2m along the Prestwich High Street (opposed by the Tories and Lib Dems) has and will encourage businesses to come to Prestwich?

**A.** **The regeneration and consequent business investment in Prestwich was, and remains, the principal reason that the Council has made such a significant investment into the High Street scheme.**

**The further investment recently announced by Solita is hugely welcomed and is a tangible example of how businesses see Prestwich as a bright and exciting place in which to invest.**

**As the Bury times reported, the owner of Solita said: "Prestwich is a great location because it is central to Bury and Radcliffe and not too far from Manchester, but it's one of the only places that has a traditional village area in the town. "**

**I am also delighted that this investment, and hard work by the Council, has led to yesterday's announcement that Muse Developments has signed an agreement with the Hollins Murray Group (HMG) to progress the long awaited regeneration of the Longfield Shopping Centre.**

**Plans for the future of the shopping centre will now be developed by Muse in consultation with HMG and the Council, and in consultation with the people of Prestwich.**

**In their press release Muse made it clear that the High Street regeneration scheme played a big part in their decision to invest in Prestwich.**

**Q9.** Following the recent survey which showed that 1 in 10 employees of the Authority reported bullying in the last 12 months could the Leader please inform members as to how many, bullying, harassment and whistleblowing concerns that its HR departments have received in each directorate and how many compromise/settlement agreements (and the total cost) the Council's legal department has signed off in the last five years? What consideration has been given to undertaking an anonymised independent engagement survey to take action on this issue?

**A** **The Council takes any allegation of bullying and harassment very seriously and we place the utmost importance on dignity and respect for all our employees which is why we already have a number of key policies and practices in place to prevent and deal with incidences.**

**In response to this question 26 Dignity at Work complaints have been investigated in the past three years (6 since April 2015) and there have been 18 cases which have been handled via the mediation route (4 since April 2015).**

**There have been 7 whistleblowing cases in this timescale.**

**Settlement agreements are brought about for a very wide variety of reasons and it would be misleading to link these to the issue of bullying or harassment.**

**I would reiterate that any incident of bullying is one too many and we are taking positive action led by senior management on this issue. It should be noted however, the position in Bury appears to be much better than the national picture.**

**In terms of taking action, a positive action taskforce has been established along with an Employee focus group to make our policies work effectively on the ground in practice.**

**We have a further survey planned for the autumn which will be anonymous as are all of the staff surveys we carry.**

**Q10.** Does the Leader regret that as he and his Cabinet member for Environment vacate their respective posts in a few weeks time they leave behind a legacy of dumping of domestic refuse and will be remembered for moving to a three weekly collection of grey bins ? Despite this, could I extend best wishes to them for their future success and happiness.

**A.** I'd like to thank Cllr Walker for his good wishes and I'm sure Cllr Isherwood will echo this. Cllr Walker has always been a worthy adversary and I only hope that when he eventually steps down he is as proud of his legacy as we are of our.

**Because, yes, we are very proud of the legacy we leave behind - a legacy of leadership, of environmental improvements and financial prudence.**

**I am proud that Bury was the first Council in England bold enough to move to a 3 weekly residual waste collection service in October 2014 – a move that has been replicated by our neighbours Rochdale and is to be replicated by Salford in the coming months.**

**I am proud that Bury is seen as a leader in this regard.**

**Members and officers have been invited to speak on this subject at a number of regional and national conferences and many other Councils from across the UK have either made contact or actually paid a visit to Bury to learn from our experience, given its obvious success.**

**I am proud that in the first 12 months of the 3 weekly collection service the collected bin waste recycling rate in Bury increased by 10% to 55%, and I am proud that**



**this scheme has delivered a saving of £860,000 a year which has helped to protect other Council services from the ravages of his Government's cuts.**

**And despite Cllr Walker's rhetoric I am pleased that in the same period of time the tonnage of fly tipped waste picked up by the Street Cleansing service has remained static, relative to the 12 month period prior to implementation of the 3 weekly collection service.**

**Q11.** Can the Leader provide an update on the Boxing Day floods for the people who left query forms after the Public Meeting in Radcliffe on the 11 February?

**A. Answers to the most commonly asked questions have been posted on the Council website. People who filled in query forms have been sent a copy of these questions by email or by post.**

**We are in the process of addressing the remaining specific questions shortly, and this will be done directly and through the three community flood resilience groups we are proposing to establish for the Radcliffe Road area, the Dumers Lane area and the Riverside Drive estate.**

**We have also provided financial support to over 600 residents and businesses and we are working with the same residents and businesses to deliver flood resilience measures to their properties as well as helping the Environment Agency to developing the flood defense scheme.**

**Q12.** Would the Leader please outline what positive actions have been taken by the Council to address the response to the employee survey regarding 10% of employees feeling they had been subject to bullying and harassment in the workplace?

**A. As I said earlier, and it is important to repeat it, this Council takes any allegation of bullying and harassment and the dignity and respect for all our employees extremely seriously and we have a number of key**

**policies and practices in place to prevent and deal with incidences.**

**Again, as I said earlier, whilst any degree of bullying is unacceptable, the position in Bury shows that such behaviour is actually less prevalent than the national picture. Research across the country suggests that incidences of workplace bullying and harassment are on the increase. Indeed, the TUC estimates that nearly a third of people are bullied at work.**

**What we now need to do is to look hard at the Bury figures and identify exactly what is behind the figure and whether the source of the alleged bullying is internal or external.**

**A positive behaviour task force has been established by the Chief Executive to be chaired by Pat Jones-Greenhalgh with representatives from a wide range of occupational areas. This group will work alongside an Employee focus group.**

**Both groups have a project plan with a six monthly timescale to 'make a difference' in practical ways and to make the policies we have work in practice. The aims of the groups are to put into place actions that will;-**

**Empower employees and managers, at all levels within the organisation, to take responsibility for developing a professional, honest, open and respectful culture**

**Encourage positive, acceptable behaviour in the workplace, and seek to eliminate instances of unwanted behaviour**

**Equip managers to lead teams through change in a way that encourages positive behaviour, by empowering their staff but knowing when and how to intervene appropriately should any form of unwanted behaviour arise**

**Develop a culture where all employees feel confident to speak up, knowing that they will be listened to and have**

**any concerns tackled sensitively, transparently, fairly and effectively.**

**The groups will report back after six months and I look forward to seeing real progress in this area following the commitment to action from managers and staff across the council.**

**Q13.** Given the recent tragedy of the death of a young boy who was supposed to be receiving Elective Home Education (EHA), can the Leader assure me that the EHA children in Bury are carefully monitored and regular home visits are carried out.

**A. The School Attendance and Inclusion Service commission an experienced School Improvement professional to carry out monitoring visits when we are notified of any such arrangements. These visits are supported by a School Attendance Officer.**

**An initial visit is offered within 8 weeks of being informed that a child is possibly being home educated and a follow up appointment is offered after the first six months, following this, visits are usually offered on an annual basis.**

**It should be noted however that local authorities have no statutory duties with regard to monitoring the quality of home education on a routine basis and some parents prefer to provide evidence that they are educating their child(ren) in another format rather than meeting with someone from the local authority.**

**We are very flexible and accept various forms of evidence such as samples of children's work; writing, pictures, artefacts, photographs or videos of learning activities or learning outcomes or by submitting a report from an independent tutor.**

**Also, where parents of a child who is not yet statutory school age or has never been on the roll of a school in Bury decide to Electively Home educate their child, they have no duty to inform the Local Authority.**

**So we do monitor when we are made aware of these arrangements given the resources we have available and our limited legal powers in this area.**

**Q14** Despite getting assurances that the road markings in Ramsbottom town centre will be reinstated by the end of February the work has still not been done. Can the leader give assurance that this work has been scheduled and advise when it is going to be done?

**A. As promised an order to reinstate the road markings on Bridge Street and Railway Street, Ramsbottom was been issued to our external contractor in time to meet the February deadline.**

**Unfortunately, this work is heavily dependent on the weather and the contractor has told us that inclement weather has delayed the works, but they intend that they will be completed over the next few weeks.**

**Q15.** Can I congratulate the Leader on his commitment to allocating extra funds to the upgrading of play areas across the Borough. Can he update on how much money has been set aside to upgrade the play areas in my Ward, Elton, and which of them will be completed in this current financial year.

**A. Works will be undertaken this financial year at the following Play Areas which are in or serve Elton Ward:-**

- 1. Woodhill Rd Play Area and Ball Zone**
- 2. Brandlesholme Play Area**
- 3. Purbeck Play Area paths**
- 4. Whitehead Park Play Area**

**Whitehead Park is in Church ward, but serves Elton ward as a neighbourhood park.**

**All works is programmed for completion by March 2017**

**The total spend in Elton ward is £83,000 which is part of a major £800,000 investment programme set to boost**

**and improve play areas across the Borough over the next 12 months.**

**As a result of the investment 30 out of 60 play areas across the Borough will be fully or partially refurbished.**

**Providing good quality and locally accessible play areas is so important for our local children and young people to help provide a good start as well as support health and wellbeing.**

**Q16.** Can the relevant Cabinet Member please give an update on the progress made so far in securing the Football Associations "3G Football Pitch" match funding for potential new state of the art facilities in our Borough?

**A. The current funding that is available through the Football Foundation is nearing its end and as such all funding has either been spent or assigned to projects ready for submission, however the County FA are confident that there will be a new round of funding towards the middle of 2016.**

**Members may be aware that Goshen full size all weather pitch was damaged beyond repair during the Boxing Day floods. Discussions are ongoing between the self managed facility, Bury Council and the County FA regarding developing a new 3G pitch at Goshen.**

**Bury Council officers are also exploring the potential for a joint development of a 3G sports pitch, involving a local community sports club and a secondary school that would enable an application to be made for funding to the Football Foundation.**

**Bury also has 4 fully functional full size flood lit all weather pitches linked to high schools at Broadoak, Castlebrook, Parrenthorn and Woodhey.**

**Q17.** In a previous meeting of this Council, the Leader committed to a review of bus lanes in the south of the Borough. Could he update members on this review?

- A. We have been unable to commence work on a wider review due to pressure of work and significantly reduced resources. However it is our intention to commence a wider review later this year and we will be happy to provide Councillor Pickstone with a more detailed time table once it is available.**

**Q18.** Can the Council Leader confirm what is being done to address the appalling state of the roads and footpaths in Ramsbottom?

- A. Councillor Bevan will be aware that at last Council the Labour Group announced an additional £500,000 for pot hole repairs this financial year. I can assure him that we intend that a proportion of these monies will be invested in the road network in Ramsbottom based on an assessment of road condition, risk and need.**

**I would also remind him that within the last 12 months the Ramsbottom area has benefited from extensive resurfacing works to Bolton Road West, Bolton Street and Dundee Lane.**

**The Council has also invested in new machinery that can carry out permanent repairs effectively and efficiently and this is already being utilized across the Borough including in Ramsbottom.**

**Q19.** Will the Leader of the Council join me in congratulating the organisers of the recent Ramsbottom Chocolate Festival for another successful event.

- A. I am delighted to congratulate all the organisers of the 2016 Festival.**

**For the eighth year running the two day Chocolate Festival was a great success with over 20,000 visitors estimated to have attended the event. With additional family entertainment provided in addition to the popular Street Market the Business Group felt that visitors to this**

**year's festival were spending longer in the town, and that the local economy and businesses across the town have benefitted as a result.**

**I am pleased that the Council has continued to work successfully with the Business Group to enable, facilitate and encourage organisation of the Festival by the Business Group themselves. Our role now includes formal support where needed such as licensing and road closure requirements, together with support to promote the Festival further afield via the VisitBury web site and social media. Through our business liaison function the Council will continue to support the Ramsbottom Business Group, and other Business Groups where they exist, wherever possible to ensure that this and other important event activity continues helping to retain the Borough's position as a premier destination for retail, leisure, tourism, and culture.**

**Q20.** Could the Leader of the Council please inform members now many school crossing patrols are currently not operational, and how many others do not have permanent allocated staff members in place?

**A. There are currently 18 vacant school crossing patrol sites that do not have a permanent member of staff allocated to them. The number of sites that are not operational can change on a daily basis as priority is given to allocating relief/supply staff to cover unassisted crossings.**

**For the past few weeks there have been 9 crossings left without cover, these have all been assisted crossings (pelican or puffin), all unassisted crossings have been covered using relief staff. The school crossing patrol coordinator assesses the risk when making the decision about which crossings will be left empty and which will be covered with supply staff taking into account road speed and the road layout near/around the school.**

This page is intentionally left blank





Transport for  
Greater Manchester

## Briefing

Title           **Transport in Bury MBC**

Date           **6 April 2016**

Contact       **Danny Parr**  
                  **0161 244 1385**  
                  **Daniel.Parr@tfgm.com**

---

### Purpose

- 1.1 The purpose of this briefing note is to provide an update on the work of TfGM in respect of the Bury area.
- 1.2 Radcliffe Bus Station is now open and fully operational;
- 1.3 Metrolink continues to operate with the addition of the new app, as discussed in the upcoming question;
- 1.4 TfGM Travel Choices Team is continuing to work with a range of businesses across the Bury area;
- 1.5 GM Low Emission Strategy is open for consultation and contributions are welcome - Closing date 29 April;
- 1.6 Bus network changes were highlighted in the January Bus Network Committee of TfGMC and can be found on TfGM website
- 1.7 Metrolink service performance is to be presented at the April Metrolink and Rail Committee of TfGMC and can be found on the website

This page is intentionally left blank

**Council Meeting – 6 April 2016**

**ITEM 7 - Joint Authority Questions:-**

**Transport for Greater Manchester**

1. Could the Authority's representative on the Transport for Greater Manchester Committee inform members on what success, or what estimated success, the 'mobile ticketing app' will have on reducing the proportion of journeys undertaken on Metrolink without a paid for ticket?

**(Councillor Pickstone)**

(To be answered by Councillor Noel Bayley – Committee for Transport for Greater Manchester Transport representative)

**The Smartphone app is one of a number of improvements for Metrolink that improve the convenience of ticketing.**

**The primary aim of the app is to improve the customer experience of Metrolink. However, as a consequence of this easier ticketing, TfGM expect that ticketless travel will reduce to some degree.**

**The increasing use of the app will serve to lower the number of customers waiting at ticket vending machines at peak times. This will reduce queuing for those people who don't choose to use the app, and in turn increase the likelihood that, otherwise honest, non-app customers will be able purchase a ticket at TVMs and not have the temptation to board without a ticket.**

**The app is now regularly selling well, with over 6,000 tickets per week but is still a low (but growing) percentage of overall ticket sales. These 6,000+ are all customers who would otherwise have purchased at TVMs.**

**The periodic 'Fare Evasion Survey' will provide new insight into the current prevalence of ticketless travel and the success or otherwise of operational and strategic initiatives to reduce fare evasion. Interventions to address fare evasion include:**

**Persuasion – communications campaigns on stops, trams and websites; the presence of the TravelSafe Unit on the network; and a robust Youth Education Programme delivered across the county.**

**Detection – ticket checking; targeting known evasion hot spot locations and times; and £100 penalty fares for anyone found without a ticket, reduced upon prompt payment.**

**Recovery – after a penalty notice is issued, a reminder letter is sent 14 days after, and a second after 28 days, before the case is then presented to the Court Prosecution list for a court date.**

**The first survey which will include the more significant take up of the app will be carried out in April / May and whilst any results cannot be directly attributed to the introduction of the app, the output will be used to inform future promotion and developments of the app as a tool against fare evasion.**

**Future Metrolink developments include the ability to pay for tickets at TVMs using contactless payment cards for quicker transactions, also improving convenience and speed of transaction with anticipated reductions in ticketless travel.**

**Greater Manchester Police and Crime Panel**

Could the Authority's member of the Police and Crime Panel give their view on the use of quotes from the Chief Constable in party political election material?

**The role of the Chief Constable is quite rightly politically neutral, though I do think factually correct quotes are acceptable.**

(To be answered by Councillor Connolly Police and Crime Panel Representative)

**REPORT FOR DECISION**

<b>Agenda Item</b>	
--------------------	--

<b>DECISION OF:</b>	<b>THE COUNCIL</b>
<b>DATE:</b>	<b>6 APRIL 2016</b>
<b>SUBJECT:</b>	<b>TIMETABLE OF MEETINGS 2016/17</b>
<b>REPORT FROM:</b>	<b>Leader of Council</b>
<b>CONTACT OFFICER:</b>	<b>Leigh Webb –Democratic Services Manager</b>
<b>TYPE OF DECISION:</b>	<b>COUNCIL</b>
<b>FREEDOM OF INFORMATION/STATUS:</b>	This paper is within the public domain
<b>SUMMARY:</b>	To consider the meeting arrangements and agree the Timetable of Meetings for the 2016/2017 Municipal Year as set out in Appendix A, and in accordance with the Council Constitution.
<b>OPTIONS &amp; RECOMMENDED OPTION</b>	<ol style="list-style-type: none"> <li>1. That the timetable of meetings for the 2016/2017 Municipal Year, as set out, be approved. (Recommended Option)</li> <li>2. To consider alternative meeting arrangements.</li> </ol>
<b>IMPLICATIONS:</b>	
<b>Corporate Aims/Policy Framework:</b>	Do the proposals accord with the Policy Framework? <b>Yes</b> No
<b>Statement by the S151 Officer: Financial Implications and Risk Considerations:</b>	There are no additional costs inherent in these proposals. The costs of meetings will be met from within existing resources.
<b>Statement by Executive Director of Resources:</b>	No further comment to above Statement

<b>Equality/Diversity implications:</b>	Yes✓ The draft Timetable of meetings takes account of the principal Holy Days in the Christian, Jewish and Muslim Faiths.
<b>Considered by Monitoring Officer:</b>	Yes. These proposals comply with the Council Constitution
<b>Wards Affected:</b>	All
<b>Scrutiny Interest:</b>	Overview and Scrutiny Committee

**TRACKING/PROCESS****DIRECTOR:**

Chief Executive/ Strategic Leadership Team	Cabinet Member/Chair	Ward Members	Partners
Scrutiny Committee	Cabinet/Committee	Council	
		06.04.2016	

**1.0 BACKGROUND**

- 1.1 An extensive review of meeting arrangements was undertaken prior to the 2005/2006 Municipal Year. One of the original objectives of the new political management structures was to reduce the number of meetings Members attend in order to allow more time to concentrate on their community leadership and representational roles. This timetable accords with that objective.

**2.0 ISSUES**

- 2.1 Consultations on the operation of the current year's meeting arrangements have identified general satisfaction with no adverse comments received.
- 2.2 Specific regard in the 2016/2017 Timetable has been taken of:-
- Principal religious holy days in the Christian, Jewish and Muslim Calendars
  - Political Party Conferences
  - School holidays
  - A summer Recess during August
  - Elected Member Training

### **3.0 CONCLUSION**

3.1 The Council is asked to approve the attached Timetable.

**COUNCILLOR M CONNOLLY**  
**Leader of the Council**

---

#### **List of Background Papers:-**

None

#### **Contact Details:-**

Leigh Webb –Democratic Services Manager

0161 253 5399

[l.m.webb@bury.gov.uk](mailto:l.m.webb@bury.gov.uk)

This page is intentionally left blank



**BURY COUNCIL**  
**TIMETABLE OF MEETINGS 2016/2017**

**CYCLE 1 – MAY/JUNE 2016**

Month	Day	Date	Meeting 1	Time	Meeting 2	Time	Comments
	Wed						
	Thurs						
<b>May</b>	Mon	2					
	Tues	3					
	Wed	4					
	Thurs	5	Local Elections				
	Mon	9	Labour Group AGM 1	7.00pm			
	Tues	10	Labour Group AGM 2	7.00pm			
	Wed	11	Councillors' inductions				
	Thurs	12					
	Mon	16					
	Tues	17					
	Wed	18	Annual Council	2:00 pm	Mayor Making	4:00pm	
	Thurs	19					
	Mon	23					
	Tues	24	Planning Control Committee	7:00pm			
	Wed	25	Councillors' Training Day- Leave Clear				
	Thurs	26	Standards	6.00pm			
	Mon	30	Public Holiday				Summer Half-Term Break
	Tues	31					
<b>June</b>	Wed	1					
	Thurs	2					
	Mon	6	Labour Group Meeting	7:00pm	Conservative Group Meeting	7:00pm	
	Tues	7	Overview and Scrutiny Committee	7:00pm	JCC (Corporate)	4:00	First day of Ramadan
	Wed	8	Cabinet	6:00pm			
	Thurs	9	Licensing and safety panel	7:00pm			
	Mon	13					Jewish Holy
	Tues	14	Health and Wellbeing Board	2:00pm			
	Wed	15	Corporate Parenting Board	5:00pm			
	Thurs	16	Scrutiny Training	6:00pm	Mock Council	7:00pm	
	Mon	20	Health Scrutiny Committee				
	Tues	21	Youth Cabinet	5:00pm			
	Wed	22	Councillors' Training Day- Leave Clear				
	Thurs	23	REFERENDUM				
	Mon	27	JCC Teachers	5:00pm	Conservative Group Meeting	7:00pm	
	Tues	28	Planning Control Committee	7:00pm			
	Wed	29	Member Development Group	6:00pm			
	Thurs	30	Prestwich Township Forum	6:30pm	Bury East Township Forum	7:00pm	

**TIMETABLE OF MEETINGS 2016/2017****CYCLE 2 – JULY – SEPTEMBER 2016**

<b>Month</b>	<b>Day</b>	<b>Date</b>	<b>Meeting 1</b>	<b>Time</b>	<b>Meeting 2</b>	<b>Time</b>	<b>Comments</b>
<b>July</b>	Mon	4	Labour Group Meeting	7.00pm			
	Tues	5	Radcliffe Township Forum	6:00pm	Whitefield & Unsworth Township Forum	6:30pm	
	Wed	6	Ramsbottom, Tottington and North Manor Township Forum	7:00pm			
	Thurs	7	Bury West Township Forum	7:00pm			Eid – End of Ramadam
	Mon	11	Standards Committee	6.00pm	Labour Group Meeting	7.00pm	
	Tues	12	Corporate Parenting Board	5:00pm			
	Wed	13	Council	7:00pm			
	Thurs	14	Licensing and Safety Panel	7:00pm			
	Mon	18	Youth Cabinet	5:00pm	Labour Group Meeting	7.00pm	
	Tues	19	Audit Committee	7:00pm			
	Wed	20	Cabinet	6:00pm			
	Thurs	21	Health and Wellbeing Board	6:00pm			Schools' Summer Break
	Mon	25	Labour Group Meeting	7:00pm	Conservative Group Meeting	7:00pm	
	Tues	26	Planning Control Committee	7:00pm			
	Wed	27					
	Thurs	28	Health Scrutiny Committee	7:00pm			
<b>Aug</b>	Mon	1				Summer Meeting Recess	
	Tues	2					
	Wed	3					
	Thurs	4					
	Mon	8					
	Tues	9					
	Wed	10					
	Thurs	11					
	Mon	15					
	Tues	16					
	Wed	17					
	Thurs	18					
	Tues	23					
	Wed	24					
	Thurs	25					
	Mon	29	Public Holiday				
	Tues	30	Planning Control Committee	7:00pm			
	Wed	31	Overview and Scrutiny Committee	7:00pm			
<b>Sept</b>	Thurs	1	Licensing and Safety Panel	7:00pm			

## CYCLE 3 – SEPTEMBER – NOVEMBER 2016

Month	Day	Date	Meeting 1	Time	Meeting 2	Time	Comments
<b>Sept</b>	Mon	5	Conservative Group meeting	7:00pm	Labour Group meeting	7:00pm	
	Tues	6					
	Wed	7	Cabinet	6:00pm			
	Thurs	8	Prestwich Township Forum	6:30pm	Bury East Township Forum	7:00pm	
	Mon	12	Labour Group Meeting	7.00pm			
	Tues	13	Radcliffe Township Forum	6:00pm	Ramsbottom, Tottington and North Manor Township Forum	7:00pm	
	Wed	14	Council	7:00pm			
	Thurs	15					
	Mon	19	Bury West Township Forum	7:00pm			Lib Dem Conference 17 – 21 Sept (Brighton)
	Tues	20			Whitefield and Unsworth Township Forum	6:30pm	
	Wed	21					
	Thurs	22	Health and Wellbeing Board	2:00pm			
	Mon	26					Labour Party Conference 25 – 28 Sept (Liverpool)
	Tues	27	Planning Control Committee	7:00pm			
	Wed	28					
	Thurs	29	Member Development Group	6:00pm			
<b>Oct</b>	Mon	3			Conservative Party Conference 2 – 5 Oct (Birmingham)		Jewish Holy
	Tues	4	Corporate Parenting Board	5:00pm			Jewish Holy
	Wed	5					
	Thurs	6					
	Mon	10	Labour Group Meeting	7:00pm	Conservative Group Meeting	7:00pm	
	Tues	11					
	Wed	12	Licensing and Safety Panel	7.00pm			
	Thurs	13	Overview and Scrutiny Committee	7:00pm	Youth Cabinet	5:00pm	
	Mon	17	Labour Group Meeting	7.00pm			Jewish Holy
	Tues	18	Audit Committee	7:00pm			Jewish Holy
	Wed	19	Cabinet	7:00pm			
	Thurs	20	JCC Corporate	4:00pm	Health Scrutiny Committee	6:00pm	
	Mon	24					Schools Autumn Half Term Break
	Tues	25	Planning Control Committee	7:00pm			
	Wed	26					

## CYCLE 4 – NOVEMBER/DECEMBER 2016

Month	Day	Date	Meeting 1	Time	Meeting 2	Time	Comments
	Mon	31	Labour Group Meeting	7:00pm	<b>Conservative Group Meeting</b>	7:00pm	
<b>Nov</b>	Tues	1					
	Wed	2	JCC Teachers	5:00pm			
	Thurs	3					
	Mon	7	Labour Group Meeting	7.00pm			
	Tues	8	Member Development Group	6.00pm			
	Wed	9	Cabinet	6.00pm			
	Thurs	10	Standards Committee	7:00pm			
	Mon	14					
	Tues	15	Licensing and Safety Panel	7:00pm			
	Wed	16					
	Thurs	17	Councillors' Training Day- Leave Clear				
	Mon	21	Labour Group Meeting	7.00pm			
	Tues	22	Planning Control Committee	7:00pm			
	Wed	23					
	Thurs	24					
	Mon	28	Labour Group Meeting	7.00pm			
	Tues	29	Corporate Parenting Board	5:00pm			
	Wed	30	Council	7:00pm			
<b>Dec</b>	Thurs	1					
	Mon	5					
	Tues	6	Overview and Scrutiny Committee	7:00pm			
	Wed	7					
	Thurs	8	Health Scrutiny Committee	7:00pm			
	Mon	12	Conservative Group meeting	7:00pm	Labour Group Meeting	7:00pm	
	Tues	13	Youth Cabinet	5:00pm			
	Wed	14	Cabinet	7:00pm			
	Thurs	15	Health and Wellbeing Board	6:00pm			
	Mon	19					
	Tues	20	Planning Control Committee	7:00pm			
	Wed	21	Licensing and Safety Panel	7:00pm			
	Thurs	22					
	Mon	26	Public Holiday				Schools Winter Break
	Tues	27	Public Holiday				
	Wed	28					
	Thurs	29					

**TIMETABLE OF MEETINGS 2016/2017****CYCLE 5 – JANUARY/FEBRUARY 2017**

Month	Day	Date	Meeting 1	Time	Meeting 2	Time	Comments
<b>Jan</b>	Mon	2	Public Holiday				Schools Winter Break
	Tues	3					
	Wed	4					
	Thurs	5					
	Mon	9	Labour Group Meeting	7:00pm	Conservative Group Meeting	7:00pm	
	Tues	10	Radcliffe Township Forum	6:00pm	Ramsbottom, Tottington and North Manor Township Forum	7:00pm	
	Wed	11	Overview and Scrutiny Committee	7:00pm			
	Thurs	12	Prestwich Township Forum	6:30pm	Bury East Township Forum	7:00pm	
	Mon	16	Labour Group Meeting	7.00pm			
	Tues	17	Whitefield and Unsworth Township Forum	1.00pm	Bury West Township Forum	7:00pm	
	Wed	18	Cabinet	7:00pm	Member Development Group	5:00pm	
	Thurs	19	Licensing and Safety Panel	7.00pm			
	Mon	23	Labour Group Meeting	7.00pm			
	Tues	24	Planning Control Committee	7:00pm			
	Wed	25	Audit Committee	7.00pm			
	Thurs	26	JCC Corporate	4:00pm	Health Scrutiny Committee	7.00pm	
	Mon	30	Conservative Group Meeting		Labour Group Meeting		
	Tues	31	Corporate Parenting Board	5:00pm			
<b>Feb</b>	Wed	1	Council	7:00PM			
	Thurs	2	Health and Wellbeing Board	2:00PM			
	Tues	7					
	Wed	8					
	Thurs	9	<b>Councillors' Training Day</b>				
	Mon	13	Labour Group Meeting	7.00pm			
	Tues	14	JCC Corporate (Budget)	4:00pm	JCC Teachers (Budget)	6:00pm	
	Wed	15	Youth Cabinet	5:00pm			
	Thurs	16	Overview and Scrutiny Committee (Budget)	7:00pm			
	Mon	20	Labour Group Meeting	7:00pm	Conservative Group Meeting	7:00pm	Schools Spring Break
	Tues	21					
	Wed	22	Cabinet (Budget)	5:30pm	Council (Budget)	7:00pm	
	Thurs	23					

**CYCLE 6 – MARCH – MAY 2017**

Month	Day	Date	Meeting 1	Time	Meeting 2	Time	Comments
<b>Feb</b>	Mon	27					
	Tues	28	Planning Control Committee	7:00pm			
<b>March</b>	Wed	1					
	Thurs	2					
	Mon	6	Labour Group Meeting	7.00pm			
	Tues	7	Licensing and Safety Panel	7:00pm			
	Wed	8	Cabinet	6:00pm			
	Thurs	9	Health and wellbeing Board	6:00pm	JCC Teachers	5:00pm	
	Mon	13					
	Tues	14	Member Development Group	6.00pm	Whitefield and Unsworth Township Forum	6:30pm	
	Wed	15					
	Thurs	16	Health Scrutiny Panel	7:00pm			
	Mon	20	Radcliffe Township Forum	6:00pm	Ramsbottom, Tottington and North Manor Township Forum	7:00pm	
	Tues	21	Prestwich Township Forum	6:30pm	Bury East	7:00pm	
	Wed	22	<b>Councillors' Training Day- Leave Clear</b>				
	Thurs	23			Bury West Township Forum	7:00pm	
	Mon	27	Conservative Group meeting		Labour Group meeting	7:00pm	
	Tues	28	Planning Control Committee	7:00pm			
	Wed	29	Overview and Scrutiny Committee	7:00pm			
	Thurs	30					
<b>April</b>	Mon	3					Schools' Spring Break
	Tues	4					
	Wed	5					
	Thurs	6					
	Mon	10	Labour Group Meeting	7.00pm			
	Tues	11					
	Wed	12	Cabinet	6.00pm			
	Thurs	13					
	Mon	17	Public Holiday				
	Tues	18	Corporate Parenting Board	5:00pm			
	Wed	19	Council				
	Thurs	20	Licensing And Safety Panel	7:00pm	Youth Cabinet	5:00pm	
	Mon	24	Labour Group Meeting		Conservative Group Meeting		
	Tues	25	Planning Control Committee	7:00pm			
	Wed	26					
	Thurs	27	Audit Committee	7.00pm			
<b>May</b>	Mon	1	Public Holiday				

	Tues	2					
	Wed	3					
	Thurs	4					
	Mon	8					
	Tues	9					
	Wed	10					
	Thurs	11					

**Note: Mayor Making/Annual Council – 17 May 2017**

This page is intentionally left blank