

## People's Alliance of Tower Hamlets Group Budget Motion Amendment

Proposer; Cllr Rabina Khan

Seconder: Cllr Abdul Asad

### The Council Notes:

1. The Council Core Spending Power to increase by £1.1m by 2020 (0.4%) in cash terms.
2. The Gross expenditure budget for 2018/19 is £1,285,757,063. Net Budget - £343.730m.
- 3 Initial rise of around £3.3m expected in 2018-19 before further rise again in the final year.
4. Future plans to make savings are as follows:
  - £14.1m savings in 2018-19
  - £13.2m savings in 2019-20
  - £9.0m savings in 2020-21
  - £36.3m savings in total
5. That under Mayor John Biggs' Mayoralty, the council faced a devastating safeguarding scandal and that in the April 2017 OFSTED report, the council's services were deemed "inadequate" after finding that leaders, including the chief executive, directors of children's services and elected members, were "unaware" that children were being left in harmful situations. Action was only taken after the issues were flagged up by inspectors, Ofsted's report said. A culture of "drift and delay" left children waiting to receive the help they needed, meaning family relationships declined and, in some cases, put young people at risk of being drawn into gang activity; a significant issue in the borough, inspectors found. The OFSTED report was issued on 7<sup>th</sup> April 2017 and had the following results:

6.

1. Children who need help and protection	Inadequate
2. Children looked after and achieving permanence	Requires improvement
2.1 Adoption performance	Requires improvement
2.2 Experiences and progress of care leavers	Requires improvement
3. Leadership, management and governance	Inadequate

## The Council Welcomes:

1. All elected members and staff in engaging with Commissioners to implement the Directions by the Secretary of State.
2. All staff working to ensure services are been delivered for residents in at time of economic difficulties and, in particular, frontline staff working in Children's Centres, Careers' Services, Nurseries, Adults and Children's Services working to address social, health and economics issues faced by children and young people and vulnerable adults in Tower Hamlets.

## The Council Believes:

1. Mayor John Biggs misled – and was disingenuous to – his Cabinet, Elected Members and the residents of Tower Hamlets in the Cabinet Budget Report 2017, as he stated in his foreword that **“For several years, reserves had been run down to cover gaps...”**
2. The following table clearly shows year on year increase of the council's reserves:

Reserve Summary - Closing Balance from 2010/11 to 2017/18								
								Estimate
	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
General Fund	(23,380)	(26,924)	(38,067)	(64,989)	(71,457)	(72,103)	(31,740)	(32,288)
Earmarked Reserve	(85,984)	(97,932)	(103,282)	(107,082)	(120,664)	(122,031)	(134,618)	(111,681)
School Balance	(23,370)	(25,783)	(31,871)	(34,724)	(35,988)	(31,810)	(24,714)	(24,714)
HRA	(12,786)	(14,578)	(16,233)	(18,149)	(21,144)	(32,092)	(39,079)	(51,431)
	<b>(145,520)</b>	<b>(165,217)</b>	<b>(189,452)</b>	<b>(224,944)</b>	<b>(249,252)</b>	<b>(258,037)</b>	<b>(230,151)</b>	<b>(220,114)</b>
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Capital Receipts Reserve	(24,424)	(27,608)	(20,642)	(20,946)	(49,135)	(86,381)	(156,848)	(151,848)
Capital Grants Unapplied	(19,751)	(50,156)	(55,701)	(54,537)	(55,485)	(56,195)	(82,030)	(77,030)
Major Repairs Reserve	6,346	(7,985)	(12,364)	(16,395)	(22,173)	(9,175)	(9,459)	(9,459)
	<b>(183,349)</b>	<b>(250,966)</b>	<b>(278,159)</b>	<b>(316,822)</b>	<b>(376,044)</b>	<b>(409,789)</b>	<b>(478,488)</b>	<b>(458,451)</b>

3. A total of 9% increase in Council Tax. The 3.99% council tax rise for the 2016-2017 Budget was unnecessarily high and increased pressures on the finances of hard working local families. With the further 4.99% for 2017-2018, it will have even more of a detrimental effect on working households. 2% increase is proposed for 2018-19
4. The Mayor's new Council Tax Reduction Scheme **does not retain the original 100%** support for working age households and has misled the public by stating that it retains the 100% support for working households.

The following changes impacting on working households will generate an income of £1.4 million pounds:

- (a) The period for which backdated claims for LCTRS can be made will be one month
  - (b) The length of time LCTRS claims can continue whilst the recipient is abroad will be 4 weeks
  - (c) The Council will introduce a scheme in addition to LCTRS to help applicants suffering exceptional hardship
  - (d) Households with non-dependants' income above £370.50 per week will be excluded from support
  - (e) Non-dependant deductions will apply to all other non-dependants with income below £370.50 per week
  - (f) An assumed level of income will be made for self-employed earners where their self-employment earnings after one year is declared at below equivalent minimum wage levels
  - (g) The savings limit is to be lowered to £6k from £16k in order to qualify for LCTRS
5. That the Local Council Tax Reduction Scheme changes vastly impacts on **self-employed working people and families** and furthermore **people with disabilities** and **vulnerabilities** are now been charged £8 per week. PATH proposes that Council Tax is frozen for 3 years and that the Local Council Tax Reduction Scheme is reviewed to support **self-employed working people and families** and **people with disabilities and vulnerabilities**.

6. Under Mayor John Biggs' failed ambition for the borough, he spent almost £7 million pounds on redundancies and dismissals between June 2015 and the end of October 2017.

The following table under FOI provides the breakdown:

**FOI: 9550968 Redundancy Severance**

Please disclose the total sums spent by the authority on (i) redundancy payments and (ii) severance payments (including compromise agreements and any departures in respect of which settlements were signed that did not concern redundancy) since 12 June 2015, and provide breakdown of each figure by (a) grade and (b) number of individuals in receipt of payment, as in table below:

	<b>Redundancy</b>		<b>Severance</b>	
	Sum (£)	No. of individuals	Sum (£)	Number of individuals
CMT or equivalent	220,914	3	292,467	3
DMT managers or equivalent	344,211	8	586,221	8
Managers that are not on DMT or equivalent	1,492,406	65	1,467,684	65
Staff without managerial responsibilities	1,166,255	115	1,333,088	115
<b>TOTAL</b>	<b>3,223,785</b>	<b>191</b>	<b>3,679,459</b>	<b>191</b>

7. More women have left Tower Hamlets Council than ever before, in particular from black and minority backgrounds. The following FOI shows the breakdown:

**FOI: 9551965 Staff who have left/joined council by ethnicity**

By ethnicity of all staff having left or joined the authority since 12 June 2015, as in the following table:

White	Asian* See note below	Black	Other	Missing/Declined to State	Joining/Leaving
193	186	123	39	72	Women joining
387	212	171	41	105	Women leaving
118	153	37	16	30	Men joining
235	211	71	17	68	Men leaving

\*Note: The council does use the ethnicity category 'South Asian'.

Tower Hamlets Council's joint Trade Unions are increasingly concerned about a new trend toward mass redundancies for Council Staff and launched the following petition: [https://www.change.org/p/tower-hamlets-council-stop-the-mass-axing-of-tower-hamlets-council-staff-defend-jobs-equality?recruiter=46003048&utm\\_source=share\\_petition&utm\\_medium=twitter](https://www.change.org/p/tower-hamlets-council-stop-the-mass-axing-of-tower-hamlets-council-staff-defend-jobs-equality?recruiter=46003048&utm_source=share_petition&utm_medium=twitter)

The petition states the following; "It is of particular concern that Trade Unions have noticed that BME and female staff appear to be disproportionately affected; potentially reversing gains on equalities that took many years to achieve."

According to the most recent figures from the Office for National Statistics, Tower Hamlets is also one of the top ten areas with the highest gender pay gap.

In light of the above information, it is crucial for the Council to carry out an immediate audit on Gender Pay Gap within its workforce.

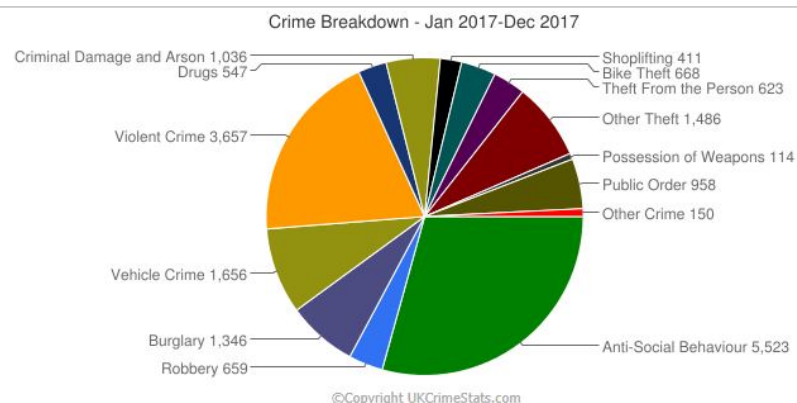
8. Approximately 9% of the council staff are consultants and agency staff. Under Mayor Biggs, the use of consultants and agency staff has doubled from 4.5% to 9%.

**The Council Further Notes That:**

1. The Mayor's Budget fails to capture ambition, vision and growth for the borough.
2. The Mayor's Budget fails to consider the implications of Brexit in the borough and its impact on both a growing young population and older generation with varying needs. We are proposing the council introduce a 'My Tower Hamlets Card' (similar to the Westminster model) to residents to help access discounts to goods and services to help drive down residents' household costs and proposing a Brexit Taskforce.

3. The council has a failed Ofsted report because we didn't know whether our children were being "abandoned" or "trafficked", yet Mayor Biggs awarded himself an 11% pay rise.
4. Budget for youth centre provision was £5.8m in 2016/17. Savings of £1.8m were agreed to be delivered in 2017/18. In 2010, there were 37 council funded youth centres (part time and full time). There are currently 8 council run youth centres in operation.
5. We have seen a reduction of community safety services and a rise in knife crime, acid attacks and gang culture. There were approximately 80 fatal stabbings in London in 2017, four of them on New Year's Eve. According to the Metropolitan police, knife crime has increased in Tower Hamlets by 8% in the past year. UK Crime Stats published the following ASB breakdown for Tower Hamlets, between January 2018 and December 2017:

### Crime Plus ASB Breakdown for Tower Hamlets Borough Council



The Borough Commander will assume control of both Tower Hamlets and Hackney from March 19, covering half-a-million population from the Isle of Dogs and Whitechapel as far north as Stamford Hill and Finsbury Park. The new Central East Basic Command Unit is to cover districts as diverse as Bethnal Green, Dalston, Stepney, Stoke Newington, Poplar, Shoreditch, Clapton and Spitalfields.

Mayor John Biggs' budget fails to take into account the impact of this, other than the fact that the council-funded police officers he deleted are now been negotiated back into Tower Hamlets.

Mayor John Biggs' budget has also introduced 10 ASB Officers after his deletion of THEOs. THEOs wore body cams and worked closely with the police. The ASB officers' roles are unclear; will they, for example, have body cams to collect evidence?

PATH proposes that the budget must seek secure a dedicated Partnership Superintendent for Tower Hamlets Borough, along with the police funded police officers and the new appointed ASB officers, in order to build a structure between these two teams to tackle the increase of crime, drugs, knife crime and acid attacks Tower Hamlets. The Partnership Superintendent will work to enhance the partnership and working relationships with the MPS for the benefit of the community.

6. The GLA 2015 Round Projections for the borough states that there are 40,400 children aged 0 to 9 years of age, which will rise to 45,000 in 2021. It also projects there are 30,300 children aged 10 to 19 years of age, which will rise to 35,100 in 2021.
7. Tower Hamlets Children's Services received Good with Outstanding features in the last two OFSTED inspections current administration failed in April 2017, so it is essential to protect and invest in services for children and young people.
8. Free School Meals were initially funded entirely from the Public Health Grant received by the Authority. In 2017/18 MTFP, £1m was agreed from the PH Grant and £2m from General Reserves. The current MTFP to 2020/21 assumes the same funding sources. Total cost – £3.3m in 2016/17; similar amounts have been indicated for 2017/18. Any additional requirement will be funded from general fund reserves. **Whilst the Mayor has confirmed Free School will be funded for the next 3 years, this is still from reserves, whereas it should be made permanent in the general fund.**
9. EMA is still funded to 2018/19 – £370k was made available in each year from 2016/17 **but Mayor John Biggs does not confirm its continuous funding into the following years.**
10. In, 2016/17, there was a budget provision of £600k for Support for Higher Education (formerly Higher Education Bursary). **Mayor John Biggs deleted this funding for young people struggling to enter university and higher education.**
11. In 2012, Tower Hamlets bucked the national trend for falling grades by achieving an increase in top grades. In 2013, Tower Hamlets posted record GCSE results and was fast building a reputation for educational excellence. In 2014, the upward trend continued when Tower Hamlets beat the national average. For children from families struggling to cope financially, the removal of Support for Higher Education will make it difficult for them to enter university and higher education, preventing them from achieving their full potential and keeping them in the poverty trap.

12. Mayor John Biggs' Budget 2017/18 hits the most vulnerable people, in particular children and young people in Tower Hamlets, and impacts on community safety.
- £7.5 million cut to Adult Services
  - £7.2 million cut to Children's Services
  - £1 million cut to Community Safety Services
  - Over £100,000 cut to Anti-Social Behaviour (there is a proposed £255k saving to the Rapid Response Team)
  - Community Safety Coordinator post removed
- Revised Figures for 2018/19:
- £2.0m cut to Health, Adults & Community
  - £2.3m cut to Children's Services

13. Mayor John Biggs continues his legacy of failing the most vulnerable, in particular children and young people. Cuts and charges from his previous budget of 2016/17 included:
- Removal of Incontinence Laundry Service
  - Charges for Elderly Social Care and Learning Disability Users
  - Removal of School Crossing Patrols
  - Cuts to Child, Adolescent and Mental Health Services
  - Removal of Burial Subsidy
  - Removal of subsidy for Gorsefield study trips by school children – 1 in 3 children live in poverty in Tower Hamlets and much needed trips like this still carry financial costs for struggling families

New figures released by the End Child Poverty coalition show that more than half of children in Tower Hamlets are living in poverty. The Council's Child Poverty Needs Assessment document acknowledges that "Children who live in poverty experience disadvantage in many aspects of their life and are more likely to suffer poor health, die younger, reach a lower level of educational attainment, be the victims or perpetrators of crime and end up out of work or in lower level jobs." Furthermore, it states that "adults they are more likely to suffer ill health, unemployment and poor housing. Living in a poor family can reduce children's expectations for their own lives and lead to a cycle of intergenerational poverty."

**PATH proposes that targeted youth work through fully functioning youth centres needs to be crucial to engage with children and young people through a new programme of the theme "Changing Prospects, Changes Lives"**

To reintroduce positive activities for young people and fund PAYP activities to combat; where there is always a spike in antisocial behaviour during school holidays which stem from a severe lack of provisions.



Such provisions target those who are at risk of being involved in antisocial behaviour and crime into positive activities and volunteering, boosting their prospects; ultimately into further education and or employment.

Positive activities need to be funded and administered through grassroots organisations, who have a relationship with those in need of such services.

Young people might not be aware or willing to engage with statutory services or not have a positive relationship with the police can be signposted via relevant community and youth workers.

Through this investment, the borough will save money from reduced police call outs, housing associations save money from reduced expenditure on repairs and the wider community benefit from having more people contributing to the positivity and strength that makes us very proud to be part of Tower Hamlets.

14. Tower Hamlets Council agreed to spend £119 million on affordable homes, but none of it will create any new homes according to the executive decision made.

The money will buy existing homes and purchase new build properties that already have planning permission, which were due to be purchased by housing associations. The approval process for this money was also highly unusual and involved minimal scrutiny of such an important decision. This is a poor use of money, the majority of which should be spent delivering new schemes so that we have a greater supply of affordable housing, perhaps though the use of Community Land Trusts.

The approval process for this spend was also highly irregular, as at 7.31pm on Friday 10th November, Mayor John Biggs issued an executive decision to spend:

- £19 million to acquire a portfolio of surplus dwellings from Poplar HARCA
- £40 million to acquire additional dwellings for use as temporary accommodation
- £60 million to acquire s106 properties in the borough

At full Council on the 22nd November at around 10.15pm less than two minutes was used to debate and vote on this measure as no time was given to discuss this issue due to the administration bringing forward a number of less urgent items on the agenda.

PATH proposes that the council develop Tower Hamlets Housing Cooperation, dedicated to utilising council assets and lands to build and develop council owned homes. The first programme of assets that can be developed to build and own council homes are as follows:

- Southern Grove
- Albert Jacob House
- Commercial Road Car Pound

- Jack Dash House

These council owned assets were due to be sold as part of the Civic Centre development, but are now not needed for its funding. The use of RTB receipts with additional borrowing can deliver up to up to 500 homes across the 4 sites. Through the building and developing on the 4 named sites New Homes Bonus will be generated for future years.

**The delivery of Community Land Trusts can also be included to model both council owned homes and a model of affordable home ownership.**

## **15. The Brexit Taskforce**

The impact of a hard Brexit would mean that Tower Hamlets would be one of the hardest hit boroughs, losing some eight per cent of output worth £11 billion, because of its reliance on industries that are significant exporters, at risk of offshoring to the EU, or are deeply embedded in international supply chains.

Tower Hamlets' Brexit Taskforce would plan for a number of Brexit scenarios, with the following aims and objectives:

- Proactively campaign to ensure the EU funds expected by Tower Hamlets and local recipients of EU funds will be honoured until the end of 2020, in order to improve our local economy, development, infrastructure, employment and training.
- Instruct the Senior Management Team to provide a dedicated help and information line to residents and businesses, with comprehensive and up-to-date information on the progress of Brexit and its effects on the Borough and address productivity and competitiveness challenges among local firms, enabling them to compete internationally.
- Create new policies and programmes for education and skills to equip the local workforce for current and future jobs.
- Work with local businesses to understand the changing market dynamics and focus on growing local SMEs.
- Work to make Tower Hamlets a more attractive location for major employers as we are now competing with other European cities

## Business Rates and Other Income:

Description	Impact	Detail			
Income Generated from Business Rates	£136 million	The Council is expecting increased income from business rates. Business rates are not divided against specific areas of spend, as there is no ring fence or limitation attached to this source of income. Detailed consultation must now take place with Tower Hamlets’ residents as to how additional business rates’ income should be spent in the borough for the future in allocation of budgets for services.			
			2017/18	2018/19	2019/20
		Retained Business Rates income	£m	£m	£m
		Revised January/Feb Cabinet 2017	131.3	135.2	139.6

<b>MTFP 2018-21</b>					
	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>		<b>Comments</b>
	£m	£m	£m	<b>Total</b>	
1. S106	12.932	22.158	14.861	<b>49.951</b>	
2. CIL	0.135	0.034	0.000	<b>0.169</b>	
3. RTB	16.843	18.710	21.820	<b>57.373</b>	1. The council currently has £126m RTB receipts (£97m is classed as 1-4-1 and £29m non 1-4-1). 2. £102m is currently allocated over period 2017-2025 (£57m over 2018-2021). 3. The balance of £24m is currently unallocated (£22m is non 1-4-1).
4. Capital Receipts	25.252	43.331	36.449	<b>105.032</b>	
5. NHB	3.923	3.182	3.182	<b>10.287</b>	Amount being used for revenue purposes
6. Business	181.090	139.555	139.555	<b>460.200</b>	

Rates					
7. Council Tax	93.777	98.029	103.756	<b>295.562</b>	
8. Reserves	18.691	8.440	5.134	<b>32.265</b>	Total Council reserve balances can be found in Appendix 7 of the budget report. These figures (£32.265m) represent amount expected to be used for general fund revenue budget.
<b><u>Expected to Receive</u></b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>		
	£m	£m	£m	Total	
1. S106	7.440	7.819	7.819	<b>23.078</b>	
2. CIL				<b>0.000</b>	As at 31st December 2017, the Council held £37.49 million of CIL resources. Of these, £0.75 million has been allocated to schemes in accordance with the Council's Infrastructure Delivery Framework, with a further allocation of £1.49 million scheduled to be considered by the Mayor in Cabinet in February.
3.RTB				<b>0.000</b>	No forecasts for future years.
4. Capital receipts	15.277	0.277	0.277	<b>15.831</b>	
5. NHB	20.749	19.914	16.521	<b>57.184</b>	£10.287m to be used for revenue (see above) – Balance of £47m is expected to be earmarked for capital purposes and the provision of new homes.
6. Business Rates	181.090	139.555	139.555	<b>460.200</b>	
7. Council Tax	93.777	98.029	103.756	<b>295.562</b>	
8. Reserves				<b>0.000</b>	

**This Council amends the Mayor's budget as follows:**

**1. Reverse the following proposed cut in expenditure and Increase investment:**

<b>Description</b>	<b>Impact</b>	<b>Detail</b>
Youth Centres	£1.800m	Reverse the decision to cut £1.8 million from Youth Service Budgets. This funding gap can be closed by reducing spend on agency staff and £400k from the Mayoral Priority Reserve Fund.
Children's Centres/Tower Hamlets Nurseries	£2.408m	Reverse the decision to cut £2.408 million from Children's Centre budgets in light of the damning Ofsted Report this is fundamental.  Reverse the decision to privatise Council run nurseries.
Improving Employment Support for Adults with Disabilities	£0.319m	Reverse the decision to reduce the cut from £319k through developing a specialist apprenticeship programme through S106 funding.
Social Care Services for Older People	£1.000m	Reverse the decision to reduce the cut from £1m.
Tower Hamlets Careers Service	£0.537m	Reverse the decision to cut £537k. This funding gap can be closed by the reduction of Marketing & Campaigns Growth Bid of £563k to £300 and £274k Council Tax income will close the funding gap. In addition, the Mayor's Apprenticeship can be delivered through the Careers Service through targeted work, making further savings.
Better Targeting of services for children with special educational need and disabilities (SEND)	£1.140m	Equalities Impact Assessment: a reduction in budget means that the Educational Psychology Service will be reduced, impacting on SEND children and young people.  Funding gap can be filled with the Mayor's Reserve Budget
<b>LBTH Social Worker Training x 10</b>	<b>£0.447m</b>	The cheapest option would be supporting people to study toward to BA honours in Social Work through the Open University. When you study full time it's a three-year programme.

		<p>One student employed as a personal advisor in the leaving care service</p> <ul style="list-style-type: none"> <li>– Salary – SP 33 – £32,802 x 3 = £98,406</li> <li>– Total cost of university fees – £17.184 (To be funded from the Apprenticeship Levy)</li> <li>– Length of study 3–6 years</li> <li>– 18 days study leave £ 1.617 per year x 3 = £4,851</li> <li>– Back fill for 2 placements 170 days in total – £20,570</li> </ul> <p><b>Estimated Total for one person over the 3-year period is £141,011 – Annual Requirement – £44,705</b></p> <p>Funding streams:</p> <ul style="list-style-type: none"> <li>– Training costs could be funded through the apprenticeship levy</li> <li>– Other costs, including salary, would need to be funded through general fund</li> </ul>
PGCE Bursary	To reintroduce the scheme would cost in the region of £0.200m-£0.250m	<p>The Council has an undergraduate and PGCE bursary scheme costing approximately £300k.</p> <p>Savings were agreed in 2015/16, to be taken from 2016/17 onwards. PGCE and undergraduate bursaries are no longer being offered and savings of £230k were agreed/delivered.</p> <p>To reintroduce the scheme would cost in the region of £200-250k.</p>
Adult Social Care Charging	£1.140m	<p>Reverse the decision to charge vulnerable adults for adult social care, including homecare.</p> <p>Approximately £240k has been generated since October 2017 to date. The estimated income from the original business case was £540k per year for 2 years – a total of £1080k.</p> <p>Approximately 2,200 people have been assessed and approximately 1,400 are</p>

		being charged.
Dedicated Superintendent for Tower Hamlets Council	£0.100m per year	As the current Borough Commander now has responsibility for 2 boroughs, where there has been an increase of crime including knife crime, the borough needs a dedicated Partnership Superintendent.
Maximising Council's £2 billion Assets – Invest £20k towards Joint Working Strategy to increase the use of council asset to generate income <b>Tower Hamlets Housing Corporation to build and develop council owned homes.</b>	£0.020m	In 2016/17 the council 's asset register included the following: <ul style="list-style-type: none"> <li>– 730 assets with a total value of £2bn</li> <li>– Approximately £1bn relates to Council Housing Stock</li> <li>– £660m for schools, with the balance of £440m for other assets</li> </ul>
Temporary Accommodation Units	£1.339m	Ensure TA units are either in Tower Hamlets or ½ mile outside the borough
My Tower Hamlets Card	£0.050m	Investigate the Westminster model of introducing a card to residents to help access discounts for goods and services, which will help drive down residents' household costs. £50k can be allocated from Business Rates.
Income Generated from Business Rates	£0.040m	Activities in light of Brexit to encourage businesses in Tower Hamlets to grow the business rates tax base (Brexit task force).
<b>Total</b>	<b>£10.590m</b>	

## 2. Implement the following reductions in expenditure:

Description	Impact	Detail
Reduce expenditure on highly-paid consultants and/or highly paid agency staff	£5.000m	<p>The total agency and consultancy spend in 2016/17 to date is approximately £19m; we therefore expect the total projected spend for 2017/18 to be about £23m. We urgently need to:</p> <ul style="list-style-type: none"> <li>– Prioritise internal redeployment</li> <li>– Training and capacity building</li> <li>– Reduce all consultant posts that are being filled with spend of more than £60,000 per post</li> <li>– Reduce consultants</li> </ul>
Freeze all highly-paid senior and corporate level salary increases for the next two years	£0.200m	This is on the assumption that an additional 2 corporate posts are filled.
Increased Charges for Major Planning Applications	£0.750m	Tower Hamlets receives numerous major planning applications and should be charged at a higher cost.
Increase Charges for Advertising	£0.200m	Utilise Council Assets, including Idea Stores, Bill Boards and Council Intranet for advertising from private and public sector
<b>Reserves Requirement</b>	<b>£4.440m</b>	
<b>Total</b>	<b>£10.590m</b>	