

LONDON BOROUGH OF TOWER HAMLETS

REPORT OF THE CABINET

10 JUNE 2009

To receive the report of the Cabinet at its meeting held on Wednesday **10 June 2009**.

The Members who attended our meeting were: -

Councillor Lutfur Rahman (Chair)	(Leader of the Council)
Councillor Joshua Peck (Vice-Chair)	(Deputy Leader of the Council)
Councillor Ohid Ahmed	(Lead Member, Resources and Performance)
Councillor Rofique U. Ahmed	(Lead Member, Culture and Leisure)
Councillor Anwara Ali	(Lead Member, Health and Wellbeing)
Councillor Abdul Asad	(Lead Member, Children's Services)
Councillor Marc Francis	(Lead Member, Housing and Development)
Councillor Rania Khan	(Lead Member, Regeneration, Localisation and Community Partnerships)
Councillor Oliur Rahman	(Lead Member, Employment and Skills)
Councillor Abdal Ullah	(Lead Member, Cleaner, Safer, Greener)

Other Members present: -

Councillor Shahed Ali	
Councillor Stephanie Eaton	(Leader Liberal Democrat Group and Scrutiny Lead Member: A Healthy Community)
Councillor Peter Golds	(Leader of the Conservative Group)
Councillor Sirajul Islam	(Chair Overview and Scrutiny Committee)
Councillor Azizur Rahman Khan	
Councillor Abjol Miah	(Leader of the Respect Group)
Councillor Muhammad Abdullah Salique	

1. Strategic Plan 2009/10-2011/12: Year 1 Action Plan; and Outline Plan (CAB 004/090)

Our Councillor Rofique U. Ahmed declared a personal interest in Agenda item 12.1 "Strategic Plan 2009/10 – 2011/12: Year 1 Action Plan; and Outline Plan". The declaration of interest was made on the basis that the report contained recommendations relating to the 2012 Olympic and Paralympic Games and Councillor Ahmed was a Board Member - Olympic Delivery Authority - Planning Decision Team.

Our Councillor Abdul Asad declared a personal interest in Agenda item 12.1 "Strategic Plan 2009/10 – 2011/12: Year 1 Action Plan; and Outline Plan". The declaration of interest was made on the basis that the report contained

recommendations relating to the delivery of the Children and Young People's Plan including Youth Service provision and Councillor Asad currently received remuneration from Bishop Challoner School in relation to its Youth Service provision.

We considered a report (attached as Appendix A to this council report) which informed us that: -

- It contained the Strategic Plan 2009/10-11/12: Year 1 Action Plan and Outline Plan.
- This year's Strategic Plan was structured as follows:
 - An Outline Plan with sections for each of the Community Plan themes and priorities, key progress measures as well as the strategic activities this Council would deliver in the coming year.
 - The Year 1 Action Plan which detailed the milestones, lead members and officers for each of the strategic activities; and included tables of recent performance and future targets relating to this Council's Strategic Indicators.
- The Strategic Plan 2009/10-11/12: Year 1 Action Plan was attached at Appendix 1 to the report (CAB 004/090) before us; and the Outline Plan attached at Appendix 2.

Our Councillor O. Ahmed, Lead Member Resources and Performance, at the request of our Chair, in introducing the report, summarised the salient points contained therein commenting that:

- This Authority had a key role to play in delivering the Community Plan 2020 vision working with partners and the local community. It had consequently identified a number of key priorities for its Strategic Plan, which directly reflected this Borough's Community Plan priorities, and these were grouped under each of the five Community Plan themes. These key priorities for action would provide the focus for service delivery in the period to March 2010.
- The Strategic Plan also specified the key targets this Council expected to achieve against these priorities by March 2010 and set out the key initiatives which this Council would undertake in 2009/10 to deliver these targets. In total seventy three activities were prioritised. Each Directorate and each service would also develop more detailed action plans demonstrating how they would contribute at an operational level to delivery of the targets.
- The Outline Plan set out key priorities, strategic activities and key progress measures for the coming year. The Year 1 Action Plan detailed milestones, Lead Members and Officers for each strategic activity; and tables of recent performance and future targets relating to the Council's Strategic Indicators.
- Monitoring of the Strategic Plan would be undertaken by our Corporate Management Team, Cabinet and the Overview and Scrutiny

Committee with performance against the strategic performance targets within the Plan reported every two months in the Tower Hamlets Index report and updates on progress on the strategic activities at the mid year and end of year point.

A discussion followed, during which the Strategic Plan 2009/10 to 2011/12 Year 1 Action Plan and Outline Plan was broadly welcomed. The following points were also made:-

- With reference to Appendix 1 'Tower Hamlets Strategic Plan 2009/10 – 2011/12 Year 1 Action Plan, One Tower Hamlets, Strategic Action 3 'Achieve a reduction in the Council's reliance on Agency Staff' and associated key initiative "Heads of HR to review and identify ways in which their directorate can reduce agency spend. Proposals by April 2009" :clarification was sought as to the value for money of such expenditure in the context of assisting our local community to secure employment.
- Our Councillor O. Ahmed, Lead Member Resources and Performance, responded by assuring us that he was committed to achieving an overall reduction of 50% in agency staff in 2009/10 alongside staff development and recruitment of local people, and assured us that Our Human Resources Department were working towards this target. We noted that such a target did not need to be limited to this Council as the commitment to a workforce to reflect the community was part of the shared partnership vision.
- Noting that numbers of agency staff had reduced over the last year but not sufficiently, the assurance from our Lead Member was welcomed; however clarification was sought as to whether the overall 50% reduction referred to expenditure or staff numbers.
- Our Corporate Director Resources, Mr Naylor, responded that our Human Resources Department were working with directorates to work out the details of the reduction target and this Authority was close to meeting this with some directorates such as Resources and Development and Renewal already achieving this. The target being worked towards was a 50% reduction in the numbers of agency staff by the end of 2009/10. It was unlikely that expenditure on agency staff would be similarly reduced in this period due timing differences, however the reduction in expenditure would catch up because of the reduced numbers of agency staff at the start of 2010/11. Our Corporate Director Resources, Mr Naylor, suggested that it would be helpful to include the target and milestones for a reduction in agency staff within the Strategic Plan once these had been agreed with appropriate lead members and chief officers. The strong performance monitoring framework for the Strategic Plan, recognised in the Comprehensive Performance Assessment, was also noted in this context.

- Our Deputy Chief Executive, Mr Collins, suggested that a detailed discussion of this matter at our meeting was not necessary, and that following discussion with appropriate Lead Members and Chief Officers, proposed agency staff targets and milestones for inclusion in the Strategic Plan, could be reported back to us.
- Comment that in the context of the electoral progress made by the far right in the recent European and Local Government Elections, the vision of a workforce to reflect the community strongly embraced by this Council, its partners and the local community was something to be proud of. Hope was expressed that work would continue, as indicated in the key priorities and strategic activities within the Strategic Plan [Year 1 Action Plan, One Tower Hamlets, Strategic Action 4 'Develop the Workforce Plan and Implement the Workforce to Reflect the Community Year 1 Action Plan'], to achieve the delivery of this vision.
- Our Councillor Lutfur Rahman, Leader of the Council, was thanked for his Leadership and consequent progress in recent months in achieving a Workforce to Reflect the Community. It was noted that this Authority's Senior Management Team was now more reflective of the Borough's demographic composition and recruitment of BME staff at other levels had significantly improved over recent months.
- Speaking with our consent our Councillor Eaton, Leader of the Liberal Democrat Group, endorsed the aspiration of a workforce to reflect the community and welcomed related workforce targets and also recent initiatives which would promote progress in this area, such as the 'women into councillors project' and the election of a Young Mayor. However our Councillor Eaton also expressed the view that a Cabinet which better reflected the demographic composition of the Borough in terms of gender would be a positive step.
- With reference to Appendix 1 'Tower Hamlets Strategic Plan 2009/10 - 2011/12 Year 1 Action Plan, Great Place to Live', it was noted that good progress was being made in relation to the key priority of reducing overcrowding and associated housing related key targets and initiatives were on track to be achieved in 2009/10.
- With reference to Appendix 1 'Tower Hamlets Strategic Plan 2009/10 - 2011/12 Year 1 Action Plan, page 3, noting the statements in relation to tackling worklessness that :
 - Our young people will learn from the best teachers and successfully gain qualifications that allow them to pursue their career goals.
 - Taking advantage of the 2012 Olympic Games and its legacy clarification/ assurance was sought and given in relation to plans to incorporate the use of skills and take up of opportunities of the Olympics in respect of 600 graduates. We noted that the work of a recent scrutiny review on graduate employment and unemployment might inform any related initiatives.

- With reference to Appendix 1 'Tower Hamlets Strategic Plan 2009/10 – 2011/12 Year 1 Action Plan, Great Place to Live, Strategic Action 21 'Develop and implement the Victoria Park Master Plan to improve the quality, safety and usability of the Park and restore the heritage landscape', clarification was sought and given regarding progress.
- With reference to Appendix 1 'Tower Hamlets Strategic Plan 2009/10 – 2011/12 Year 1 Action Plan, Great Place to Live, Strategic Action 16 'Reshape major estate renewal projects with key partner', requested that the Lead Member for the key initiative of 'Cottall Street second stage design/business planning feasibility' be revised to indicate our Lead Member Housing and Development.

Our Chair then **Moved** the recommendations as set out in the report before us (taking account of the advice of our Deputy Chief Executive).

We endorsed, subject to (a) below, this Council's Strategic Plan 2009/10-11/12: Year 1 Action Plan, attached at Appendix 1 to the report (CAB 004/090) before us, and the Outline Plan, attached at Appendix 2; and agreed that Council be recommended to approve both the Year 1 Action Plan and the Outline Plan.

- (a) That, following discussion with appropriate Lead Members and Chief Officers, proposed agency staff targets and milestones for inclusion in the Strategic Plan, be reported back to Cabinet.

We authorised our Chief Executive to make appropriate and necessary amendments to the Strategic Plan 2009/10-11/12: Year 1 Action Plan and the Outline Plan prior to publication.

We therefore recommend Council to: -

1. Approve both the Council's Strategic Plan 2009/10-11/12: Year 1 Action Plan, attached at Appendix 1 to the report (CAB 004/090) (**Attached at Appendix A to this Council report**), and the Outline Plan, attached at Appendix 2.
2. Authorise the Chief Executive to make appropriate and necessary amendments to the Strategic Plan 2009/10-11/12: Year 1 Action Plan and the Outline Plan prior to publication.

**Councillor Lutfur Rahman
Chair of the Cabinet**

LOCAL GOVERNMENT ACT 1972 SECTION 100D (AS AMENDED)
LIST OF "BACKGROUND PAPERS" USED IN THE PREPARATION OF THIS
REPORT

**Brief description
of "background paper"
number of holder**

**Tick if copy
supplied**

**If not supplied,
name and telephone**

Cabinet Agenda – 10/06/09
Record of decisions
Cabinet Meeting 10/06/09
Draft Cabinet minutes
10/06/09.

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