

Human Resources Committee

**Thursday, 7 March 2024 at 6.30 p.m.
Committee Room - Tower Hamlets Town Hall,
160 Whitechapel Road, London E1 1BJ**

Supplemental Agenda 2

4.4 Pay Policy 2024/25 (Pages 3 - 20)

Note – full list of items listed in the main agenda pack.

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Non-Executive Report of the: Human Resources Committee 7 March 2024	 TOWER HAMLETS
Report of: Julie Lorraine, Corporate Director Resources	Classification: Part Exempt (Appendix 2)
Localism Act 2011 – Pay Policy Statement 2024/25	

Originating Officer(s)	Pat Chen, Acting Director of Workforce, OD and Business Support
Wards affected	All Wards

Special Circumstances Justifying Urgent Consideration

This report was not available at the time of publication because it took longer to prepare than anticipated. The report cannot wait for the next scheduled Committee meeting because it is a requirement to take it to Council on 20th March for agreement and this is therefore the last available date for the Committee to consider its contents.

Executive Summary

Under Section 38(1) of the Localism Act 2011, the Full Council is required to adopt a pay policy statement for each financial year.

A statement for 2024/25 (draft attached as Appendix 1) should be approved and adopted by 31 March 2024 to enable it to be published as soon as is practical in the new financial year.

The [Local Government Transparency Code 2015](#) includes guidance on the calculation of the pay multiple, which forms part of the pay policy statement. On 12 May 2022, the Secretary of State issued new statutory guidance on the making and disclosure of Special Severance Payments (SSP) by local authorities. Amendments were made to the pay policy statement for 2022/23 to reflect this new guidance. No further supplementary guidance has been published in relation to the 2024/25 pay policy statement.

Should guidance or an updated Code be published after the 2024/25 pay policy has been considered by the Human Resources (HR) Committee and/or Full Council, which requires minor amendments, it is proposed that HR Committee delegate the authority to make minor amendments to the Chief Executive following consultation with the Director of Workforce, OD and Business Support, Chair of the Human Resources Committee and Monitoring Officer. Should any fundamental changes be required, the pay policy statement will be sent back to the HR Committee for further consideration.

The 2024/25 proposed pay policy statement should be approved and adopted by 31 March 2024 to enable it to be published as soon as is practical in the new financial year.

The pay policy statement sets out the council's current policies and practice in relation to pay for all parts of the Council's directly employed workforce (including some elements that cover agency workers), with the exception of school-based employees. Any changes to the way in which staff are remunerated would need to be dealt with as outlined in section 5 – Legal comments.

Recommendations:

The HR Committee is recommended to:

1. Consider the draft 2024/25 pay policy statement, proposing any changes and, subject to such changes, recommend policy for adoption by Full Council on 20 March 2024.
2. Delegate to the Chief Executive, in consultation with the Director of Workforce, OD and Business Support, Chair of the HR Committee and Monitoring Officer, any minor changes to the 2024/25 pay policy statement.

1. REASONS FOR THE DECISIONS

- 1.1 The Localism Act 2011 received Royal Assent on 15 November 2011. Additionally, the 'Code of Recommended Practice for Local Authorities on Data Transparency' was published in September 2011, under Section 2 of the Local Government, Planning and Land Act 1980. The Act's intention is to bring together the strands of increasing accountability, transparency and fairness, with regards to pay. The Code sets out key principles for local authorities in creating greater transparency through the publication of data. Supplementary guidance, 'Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act', was published on 20 February 2013. Further statutory guidance 'Statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England' was published on 12 May 2022.
- 1.2 The provisions of the legislation required Local Authorities to adopt and publish a pay policy statement for 2011/12 and then for each subsequent financial year. Statements must be approved by Full Council and have regard to the guidance published by the Secretary of State. Authorities will be constrained by their policy statement when making determination on senior officer pay, although the statement may be amended at any time by further resolution of Full Council.

2. ALTERNATIVE OPTIONS

- 2.1 As the publication of a pay policy statement and the nature of its content is a legislative requirement, there are no alternative options.

3. DETAILS OF THE REPORT

- 3.1 The pay policy statement must set out the authority's policies for the financial year relating to remuneration of its officers. It must include:
- A policy on the level and elements of remuneration for each Chief Officer
 - A policy on the remuneration of lowest paid employees (together with a definition of 'lowest paid employees' and reasons for adopting that definition)
 - A policy on the relationship between the remuneration of chief officers and the remainder of the workforce
 - A policy on other specific aspects of chief officers' remuneration (remuneration on recruitment, increases and additions to remuneration, use of PRP and bonuses, and the approach to termination payments).
- 3.2 Additionally, the council must have regard to other statutory guidance or recommendations, e.g., relating to pay multiples, it should be noted that, the statutory guidance emphasises that each LA has the autonomy to take its own decisions on pay and pay policies.
- 3.3 The draft 2024/25 pay policy statement considers Local Government Association (LGA)/Association of Local Authority Chief Executives (ALACE) guidance issued to local authority Chief Executives 'Localism Act: Pay Policy Statement Guidance for Local Authority Chief Executives'. The statement details the council's current arrangements; using the definitions contained in the Act and associated guidance. The pay policy statement should also set out the council's position in relation to appointments to posts with salary packages over £100,000 and redundancy packages over the same amount.
- 3.4 The Localism Act requires pay policy statements to give information regarding the pay of 'Chief Officers' and 'Deputy Chief Officers'. For Tower Hamlets' purposes 'Chief Officers' are the Chief Executive, Corporate Directors and the Monitoring Officer and S151 Officer. 'Deputy Chief Officers' are anyone reporting directly to a 'Chief Officer'; Directors fall into this category. The statutory definitions exclude anyone who may fall into these categories who undertake a predominantly administrative or PA support type role to 'Chief Officers' and 'Deputy Chief Officers'.
- 3.5 The draft 2024/25 pay policy statement refers to information already published by the council in relation to senior salary data, to meet with the requirements of the Government's transparency agenda. In addition, the Local Government Transparency Code 2015, also covers the way in which the pay multiple included in the pay policy should be calculated.

Pay multiple

- 3.6 There is a requirement to publish a ratio or pay multiple. There are a variety of ways to approach this and the Hutton Review of Fair Pay in the Public Sector (2011) supported the publication of the ratio of the council's highest paid

employee (the Chief Executive) to that of its median earner (i.e., the midpoint between the highest and lowest salaries). The Local Government Transparency Code 2015, states that the pay multiple is defined as the ratio between the highest paid taxable earnings for the given year (including base salary, variable pay, bonuses, allowances and the cash value of any benefits-in-kind) and the median earnings figure of the whole of the authority's workforce. This multiple is quoted in the draft 2024/25 pay policy statement. The ratio last year was 1:5.58 and this year has reduced to 1:4.77, showing in general terms a more equitable distribution of pay across the organisation.

- 3.7 Since the 2014/15 pay policy statement, an additional ratio demonstrating the relationship between the council's highest paid employee (total salary package) and the lowest salary of the non-schools workforce is included. This allows greater comparison with other boroughs that provide this ratio. This ratio last year was 1:10.47 and, again, has reduced to 1:8.67 this year, which supports the conclusion that pay distribution is becoming more equitable in Tower Hamlets.
- 3.8 For clarity, apprentices and schools' staff are not included in the pay multiple calculations, though posts that are designated as apprenticeships are. Apprentices are excluded due to the fact the multiples apply to employees only. Schools must publish their own pay policy, which is different to the Council's policy, and therefore their staff would be covered by these. The Pay Policy is clear that the pay multiples only apply to the non-schools workforce.

London Living Wage

- 3.9 The council is an accredited Living Wage Employer. This means that we adhere to the Living Wage Foundations accreditation statement, which states that "Employees based in London Boroughs (shall be paid) not less than the London Living Wage; and increase the amount which it pays to affected employees by the same amount as any increase to the London Living Wage, within 6 months of the date on which any increase in the London Living Wage is officially announced."
- 3.10 The London Living Wage (LLW) increases annually; the latest rise was announced in November 2023 and will be implemented in April 2024. The LLW rate increased from £11.95 per hour to £13.15 per hour.
- 3.11 The lowest paid staff in the council are currently paid on spinal column point 2, which equates to £27,306 per annum or £14.96 per hour, which is already above the new LLW rate of £13.15 per hour. The national NJC annual pay award for 2024//24 is still pending.

Changes to the Pay Policy

- 3.12 The changes to the Pay Policy 2024/25 are in section 3 (revisions to the evaluation of senior officer pay) and section 13 (updated pay ratios)

4. EQUALITIES IMPLICATIONS

- 4.1 The statement describes existing policies and practice rather than proposing new ones. Should there be amendments, further advice on the impact will be given.

5. OTHER STATUTORY IMPLICATIONS

- 5.1 This section of the report is used to highlight further specific statutory implications that are either not covered in the main body of the report or are required to be highlighted to ensure decision makers give them proper consideration. Examples of other implications may be:

- Best Value Implications,
- Consultations,
- Environmental (including air quality),
- Risk Management,
- Crime Reduction,
- Safeguarding.
- Data Protection / Privacy Impact Assessment.

- 5.2 This report sets out the council's pay policy for 2024/25, which is required by law. It ensures that employees receive an appropriate salary for the work they undertake and that the council's approach to pay is set out clearly.

6. COMMENTS OF THE CHIEF FINANCE OFFICER

- 6.1 The costs of meeting the Council's Pay Policy will need to be contained within the assumed total staffing budget agreed through the Annual Budget and MTFS process. The annual Employees budget for General Fund areas is circa £286m.

7. COMMENTS OF LEGAL SERVICES

- 7.1 The main legal considerations regarding the pay policy requirements are set out in the body of the report.
- 7.2 The statements attached to this report are compliant with the relevant provisions (S.38 and 39) of the Localism act 2011.
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Linked Reports, Appendices and Background Documents

Linked Report

- None

Appendices

- Appendix 1 – Draft Pay Policy Statement 2023/24
- Appendix 2 - Redundancy/severance packages over £100,000 – exempt from publication.

Appendix 2 is restricted through Paragraphs 1 and 3 of Part 1 of Schedule 12A of the Local Government Act 1972 as it contains information relating to an individual and the financial affairs of that individual.

Local Government Act, 1972 Section 100D (As amended)

List of “Background Papers” used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- Localism Act 2011 LGA / ALACE - ‘Localism Act: Pay Policy Statement Guidance for Local Authority Chief Executives’
- DCLG - Openness and Accountability in Local Pay: guidance under section 40 of the Localism Act
- DCLG - ‘Openness and accountability in local pay: Guidance under section 40 of the Localism Act 2011’ Supplementary Guidance
- Communities and Local Government - The Code of Recommended Practice for Local Authorities on Data Transparency
- DLUHC - Statutory guidance on the making and disclosure of Special Severance Payments by Local Authorities

Officer contact details for documents:

Pat Chen, Acting Director of Workforce, OD and Business Support

London Borough of Tower Hamlets

Pay Policy Statement 2024-2025

Policy Name:	Pay Policy Statement 2023-2024
Policy Owner:	Workforce and Organisational Development
Implementation:	2015
Latest review:	2024
Next review:	2025



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1. Introduction

- 1.1 Sections 38 to 43 of the Localism Act 2011 require the Council to produce a policy statement that covers a number of matters concerning the pay of the Authority's staff, principally its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by the Secretary of State for Communities and Local Government in February 2012 and the supplementary guidance issued in February 2013 both entitled "Openness and accountability in local pay: Guidance under section 40 of the Localism Act" together with the Local Government Transparency Code 2015 where applicable. It also takes into account guidance for local authorities on the 'Use of severance agreements and 'off payroll' arrangements' published by the Department for Communities and Local Government (DCLG) in March 2015.
- 1.2 This pay policy statement does not apply to employees of schools maintained by the Council and is not required to do so. This pay policy statement is required to be approved by a resolution of the Full Council before it comes into force. Once approved by Full Council, this policy statement will come into immediate effect, superseding the 2023/2024 pay policy statement.

2. Definitions

- 2.1 All the posts in this section (2.1) are collectively referred to as Chief Officer in accordance with the Localism Act 2011 and the Local Government and Housing Act 1989.
- **Head of the Paid Service**, which is the post of Chief Executive
 - **Statutory Chief Officers**, which are:
 - Corporate Director, Resources – Chief Finance Officer under section 151 Local Government and Housing Act 1989 (the Director of Finance is the Deputy section 151 officer)
 - Director of Legal who is the Authority's Monitoring Officer under section 5 Local Government and Housing Act 1989
 - Corporate Director, Children's Services – designated Director of Children's Services
 - Corporate Director, Health and Adult Social Care – designated Director of Adults Social Services
 - Director of Public Health
 - **Non-statutory Chief Officers and Deputy Chief Officers**, which are:-
 - Corporate Director, Housing and Regeneration
 - Corporate Director, Communities
 - Directors that report to a Chief Officer.
- 2.2 The Lowest Paid Employees are defined as employees paid on Spinal Column Point 2 of the National Joint Council (NJC) for Local Government Services pay scales. This definition has been adopted as it is the lowest level of remuneration attached to a post in this Authority (see section 6 below).

3. Pay and grading structure

- 3.1 The majority of employees' pay and conditions of service are agreed nationally either via the National Joint Council (NJC) for Local Government Services, or the Joint National Council (JNC) for Chief Officers, with regional or local variations.
- 3.2 The rest of the workforce are employed on Soulbury conditions of service, some on conditions determined by the Joint National Council for Youth and Community Workers, some staff covered by the School Teachers Pay and Conditions Document and some staff on locally agreed terms and conditions for Lecturers and Tutors.
- 3.3 There are also a number of staff who are protected by the provisions of TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006) following transfers into the organisation and have retained their existing terms and conditions.
- 3.4 It is the practice of the Council to seek the views of local trade unions on pay related matters, recognising that elements are settled within a national framework.
- 3.5 For staff on NJC terms and conditions, the Council uses the national pay spine to determine its pay scale, which is now made up of lettered grades.
- 3.6 All roles are evaluated as follows:
 - i) Up to Grade O under the Greater London Provincial Council (GLPC) job evaluation scheme;
 - ii) Grade P under a local variation to the GLPC job evaluation scheme;
 - iii) Above Grade P using independent benchmarking data for comparator organisations.
- 3.7 The Council signed a Single Status agreement in April 2008 with trade unions. This brought former manual grades into the GLPC job evaluation scheme and replaced spot points with narrow grade bands. This has been implemented by the Council. One of the key aims of the agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination.
- 3.8 New and changed jobs are evaluated using the relevant job evaluation scheme, with the appropriate grade being determined using a range of factors.
- 3.9 The scale point on which an individual is appointed to the post is normally the lowest of the grade but will depend on skills and experience. There may be exceptional circumstances where an individual may be appointed higher (e.g. to match a current salary) which would require the relevant evidence and appropriate approval.

4. Head of Paid Service, Statutory Chief Officer, Non-Statutory Chief Officer and Deputy Chief Officer remuneration

- 4.1 The Chief Executive receives fee payments pursuant to his appointment as Returning Officer at elections.
- 4.2 Directors; other non-statutory Chief Officers and Deputy Chief Officers receive basic pay (defined by a locally agreed grade).
- 4.3 Chief Officer salary data is published on the Council's website as part of the Government's transparency agenda. For details, please see [here](#).

5. Salary packages

- 5.1 All salary packages for posts at Chief Officer level are in line with locally agreed pay scales.
- 5.2 All salary packages for posts at Chief Officer level of £100,000 or more will be subject to the Human Resources Committee approving the structure and grade for posts at Chief Officer level – and noting by Full Council.

6. Lowest paid employees (excluding Schools based staff)

- 6.1 The Council's lowest paid London based employees are those who are paid on the lowest scale point, which is above the level of London Living Wage.
- 6.2 The Council's lowest paid non-London based employees are those who are paid on the lowest scale point, which is above the level of National Living Wage.
- 6.3 The Council's Apprentices are paid at least the London Living Wage rate.
- 6.4 The Council will implement the increase to the London Living Wage on 1 April 2024 and as the London Living Wage rises in future years the council will continue to increase pay levels for the lowest paid staff to ensure that they are paid the nearest scale point above the London Living Wage.

7. National pay bargaining

- 7.1 Annual pay increases across the Council's grades are set through the process of national pay bargaining which the Council subscribes to.
- 7.2 The Council contributes to the negotiation process by providing an employer view through the annual Local Government Employers' regional pay briefings. The employers' side then negotiate with trade unions at a national level.
- 7.3 National pay rates are set using a number of factors, including:

- The sector's ability to pay
- Movement in market rates
- Inflation levels
- Other pay awards
- The Government's policy position regarding public sector pay

8. Starting salaries and salary progression

- 8.1 Starting salaries for staff shall be based on the lowest spinal column point of the grade, unless the individual is already earning more than this, in which case we will match their salary where this is available to match. Staff will only be placed on a higher spinal column point in exceptional circumstances. Directors can authorise appointment to one spinal column point higher. Appointment to a spinal column point above this is subject to evidence and a business case agreed before an offer is made to a candidate and in line with budget affordability. This must be pre-agreed by the relevant Head of HR/Senior HR Business Partner, on behalf of the Director of Workforce, OD and Business Support, ahead of offers being made. The exception to this provides the Chief Executive authority to agree and set pay for Corporate Directors and Directors in conjunction with the Director of Workforce, OD and Business Support.
- 8.2 There should be no increase in spinal points for staff directly matched to a post as part of internal restructuring. If staff are directly matched at the same grade, they should be on the same salary point. If staff are directly matched at a higher grade, it should be at the bottom spinal point of the new grade. If there is a cross over in spinal point between the old and new grade the individual stays at the same spinal point in the new grade.
- 8.3 For staff below Chief Officer level, incremental progression is on an annual basis for those staff who are not at the top of their grade. In exceptional circumstances an increment may be withheld due to poor performance. Chief Officers have to demonstrate satisfactory performance through a formal annual appraisal before being awarded incremental progression.

9. Additional payments and allowances

- 9.1 A range of allowances and payments are paid as appropriate to the nature and requirement of specific posts, groups of posts and working patterns. These include car and travel allowances, overtime, standby, weekend and night work, shift and call-out payments.
- 9.2 Staff undertaking additional duties to a more senior grade will receive payment reflective of the additional duties required to meet business need as agreed by the relevant Corporate Director or CEO, in consultation with the Director of Workforce HR and OD
- 9.3 The Council has a staff relocation package, available to new entrants to the Council's employment, and subject to tight eligibility criteria, for which

appropriate agreement from the Corporate Director must be obtained by the recruiting manager following consultation with Human Resources prior to any offer of employment.

- 9.4 The authority to agree the payment of market supplements and other payments for recruitment and retention purposes (in accordance with the Council's Market Supplement Policy and Recruitment and Retention Policy) rests with Corporate Directors and/or the CEO, advised by the Council's Director of Workforce, OD and Business Support.
- 9.5 The Council does not currently operate a performance related pay scheme or bonus scheme.
- 9.6 Where a negotiated settlement is appropriate in circumstances which do not amount to a dismissal, it will be approved in accordance with section 12.2 below with input from the Director of Workforce, OD and Business Support.

10. Pensions

- 10.1 All employees (with the exceptions set out below) of the Council up to 75 years of age and who have a contract of more than 3 months' duration are entitled to join the Local Government Pension Scheme (LGPS). Decisions on delegated provisions are agreed by the Pensions Committee. The LGPS is a contributory scheme, whereby the employee contributes from their salary. The level of contribution is determined by whole time salary and contribution levels are set by Government who then advise the employer.
- 10.2 All employees of the Council from 18 to 75 years of age and who are employed on Teacher, Youth Work or Tutor/Lecturer terms and conditions are entitled to join the Teachers' Pension Scheme. The Teachers' Pension Scheme is a contributory scheme, whereby the employee contributes from their salary and contribution levels are set by Government.

11. Non-permanent workforce resources

- 11.1 To ensure flexibility in delivering services, the Council supplements its employee workforce with workers who are not Council employees or on the Council payroll. This non-permanent resource includes consultants and interims, procured through approved third-party providers or the Council's agency contract.
- 11.2 In managing its non-permanent workforce resource, the Council seeks to ensure that: the Council and the wider public sector achieve value for money; tax and national insurance liabilities are managed appropriately; and contractual relationships between the Council, workers and third parties are properly reflected. In this regard, it is the Council's policy not to engage directly with self-employed individuals, or wholly owned one-person limited companies unless a contract for service agreement is the most economically advantageous way to deliver off payroll (outside IR35) services. Where such arrangements are used, the Council will ensure compliance with HMRC (IR35) arrangements..

11.3 Where it is necessary to engage a temporary worker through our managed servicer provider, it will usually be on a rate that is comparable with the grade for the post, where there is a clear comparator. Where the organisation considers it necessary to pay a rate higher than the comparable grade for the post the rationale for this shall be subject to review and recommendation by HR and the decision to appoint on a higher rate made by the relevant Corporate Director or CEO.

12. Compensation for loss of office

12.1 Financial terms for redundancy

The Council has guidance linked to its policy for Handling Organisational Change which sets out the terms for redundancy and early termination of staff (subject to qualifying criteria), which apply to all staff. In certain circumstances, individuals may also qualify for early release of their pension. The Handling Organisational Change policy does not apply to Chief Officers.

12.2 Redundancy/special severance payments

A severance package for any member of staff of £100,000 or more (including an employee's right to contractual redundancy/severance and any enhanced pension strain costs) will be subject to a vote of full council for approval.

Severance packages of £20,000 or more, but below £100,000 will be personally approved by the Head of Paid Service, with a clear record of the Mayor's approval. The S.151 Officer and the Monitoring Officer will also record their approval of the payment.

12.3 Ill health

Where termination of employment arises from ill health, payments will be made in accordance with the contract of employment. In certain circumstances, individuals may also qualify for early release of their pension.

12.4 Re-employment or re-engagement following redundancy/early retirement/receipt of compensation for loss of office

Any member of staff who has left the Council by reason of redundancy or early retirement and received a redundancy/severance payment is required to have a gap before reemployment. The gap should be at least 2 years after the date of termination for all staff who left due to compulsory redundancy or voluntary redundancy before they can return, either as a directly employed member of staff, an agency worker or a consultant. This does not prevent them from working in Tower Hamlets Schools during this period.

13. Pay multiples/comparisons

- 13.1 The Council's pay and grading structures reflect a wide range of job requirements and levels of responsibility across the organisation, with pay and grading being determined by the Council's job evaluation schemes.
- 13.2 The pay ratio demonstrating the relationship between the Council's highest paid employee (total salary package) and the median (mid-point between the highest and lowest) salary position of the non-schools workforce is 1:4.77.
- 13.3 The pay ratio demonstrating the relationship between the Council's highest paid employee (total salary package) and the lowest salary of the non-schools workforce is 1:8.67.
- 13.4 The Council will have regard to its pay ratios and keep them under review, seeking to balance the following:
- Ensuring appropriate reward mechanisms which value knowledge, skills and experience at a senior level, and ensure that the Council can recruit and retain the best talent.
 - Addressing its commitment to matching the London Living Wage for our lowest paid staff and encouraging the developmental progression for staff in the lowest graded roles.

14. Equality issues

- 14.1 The policy elements described in this report derive from national terms and conditions and bargaining, or local discretion. The Council has a keen regard for equality issues and should any changes be made to the pay policy in the future, proposals would go through an Equality Analysis. One of the key aims of Single Status agreement was to eliminate potential pay inequality from previous pay structures and ensure that new pay structures are free from discrimination.

15. Review

- 15.1 The Pay Policy Statement is reviewed annually and submitted to the Human Resources Committee for noting and Council for approval. In the interests of improving accountability and transparency, all appointments made to posts attracting remuneration of £100,000 or more per annum and all severance packages of £100,000 or more during the previous financial year shall be highlighted to Full Council.
- 15.2 Should changes to the Pay Policy be contemplated that would result in an amended statement being published in the year that it applies, these would be subject to a detailed consultation process before adoption by Full Council.

Appendix 1 – Version Control

Policy Name:	Pay Policy 2024-2025
Policy Owner:	London Borough of Tower Hamlets
Implementation:	2015
Latest review:	2024
Next review:	2025
V-1.0 – 2015	Implementation of the policy after (board/committee) approval
V-2.0 – 2016 - 2023	Revisions for the year.
V.3.0 – 2024	Revision to evaluation of Chief Officer pay. Update to pay ratios

By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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