

Meeting of the

HUMAN RESOURCES COMMITTEE

Wednesday, 29 January 2014 at 6.30 p.m.

A G E N D A

VENUE

Room MP702, 7th Floor, Town Hall, Mulberry Place, 5 Clove Crescent,
London, E14 2BG

Members:	Deputies (if any):
Chair: Councillor Carlo Gibbs	
Vice-Chair:	
Councillor John Pierce	Councillor Craig Aston, (Designated Deputy representing Councillor Gloria Thienel)
Councillor Alibor Choudhury	Councillor M. A. Mukit MBE, (Designated Deputy representing Councillors Carlo Gibbs, David Edgar, Shiria Khatun and John Pierce)
Councillor Gloria Thienel	Councillor Peter Golds, (Designated Deputy representing Councillor Gloria Thienel)
Councillor Shiria Khatun	Councillor Sirajul Islam, (Designated Deputy representing Councillors Carlo Gibbs, David Edgar, Shiria Khatun and John Pierce)
Councillor Oliur Rahman	Councillor Rachael Saunders, (Designated Deputy representing Councillors Carlo Gibbs, David Edgar, Shiria Khatun and John Pierce)
Councillor David Edgar	

[Note: The quorum for this body is 3 Members].

Public Information

Attendance at meetings.

The public are welcome to attend meetings of the Committee. However seating is limited and offered on a first come first served basis.

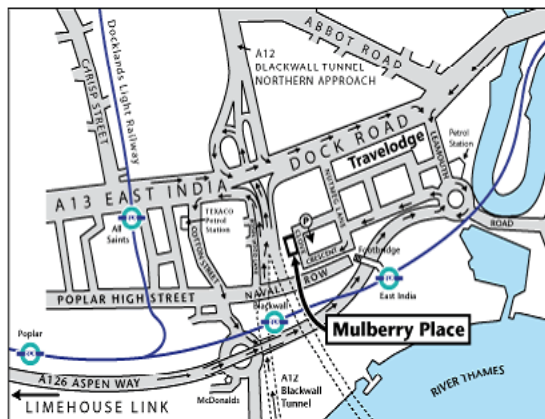
Audio/Visual recording of meetings.

No photography or recording without advanced permission.

Mobile telephones

Please switch your mobile telephone on to silent mode whilst in the meeting.

Access information for the Town Hall, Mulberry Place.



Bus: Routes: 15, 277, 108, D6, D7, D8 all stop near the Town Hall.

Docklands Light Railway: Nearest stations are East India: Head across the bridge and then through the complex to the Town Hall, Mulberry Place

Blackwall station: Across the bus station then turn right to the back of the Town Hall complex, through the gates and archway to the Town Hall.

Tube: The closest tube stations are Canning Town and Canary Wharf

Car Parking: There is limited visitor pay and

display parking at the Town Hall (free from 6pm)

If you are viewing this on line:(http://www.towerhamlets.gov.uk/content_pages/contact_us.aspx)

Meeting access/special requirements.

The Town Hall is accessible to people with special needs. There are accessible toilets, lifts to venues. Disabled parking bays and an induction loop system for people with hearing difficulties are available. Documents can be made available in large print, Braille or audio version. For further information, contact the Officers shown on the front of the agenda



Fire alarm

If the fire alarm sounds please leave the building immediately by the nearest available fire exit without deviating to collect belongings. Fire wardens will direct you to the exits and to the fire assembly point. If you are unable to use the stairs, a member of staff will direct you to a safe area. The meeting will reconvene if it is safe to do so, otherwise it will stand adjourned.

Electronic agendas reports and minutes.

Copies of agendas, reports and minutes for council meetings can also be found on our website from day of publication.

To access this, click www.towerhamlets.gov.uk/committee and search for the relevant committee and meeting date.

Agendas are available at the Town Hall, Libraries, Idea Centres and One Stop Shops and on the Mod.Gov, iPad and Android apps.



QR code for smart phone users.

LONDON BOROUGH OF TOWER HAMLETS

HUMAN RESOURCES COMMITTEE

Wednesday, 29 January 2014

6.30 p.m.

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

To note any declarations of interest made by Members, including those restricting Members from voting on the questions detailed in Section 106 of the Local Government Finance Act, 1992.

See attached note from the Monitoring Officer.

	PAGE NUMBER	WARD(S) AFFECTED
3. UNRESTRICTED MINUTES		
To confirm as a correct record of the proceedings the unrestricted minutes of the meeting of the Human Resources Committee held on 20 June 2013, 2013 and 13 November 2013.	5 - 10	
4. REPORTS OF CORPORATE DIRECTOR, RESOURCES		
4 .1 Quarterly Report - New Starters	11 - 32	
4 .2 Redundancy Payments	33 - 48	
5. EXCLUSION OF THE PRESS AND PUBLIC		

In view of the contents of the remaining items on the agenda the Committee is recommended to adopt the following motion:

“That, under the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting for the consideration of the Section Two business on the grounds that it contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government Act, 1972.”

EXEMPT SECTION (Pink Papers)

The exempt committee papers in the agenda will contain information, which is commercially, legally or personally sensitive and should not be divulged to third parties. If you do not wish to retain these papers after the meeting, please hand them to the Committee Officer present.

6. RESTRICTED MINUTES

To confirm as a correct record of the proceedings the restricted minutes of the meeting of the Human Resources Committee held on 2 July and 13 November 2013.

49 - 54

7. Implementation Of Chief Executive Re-Organisation :Directorate Of Law, Probity And Governance

55 - 74

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

Agenda Item 2

DECLARATIONS OF INTERESTS - NOTE FROM THE MONITORING OFFICER

This note is for guidance only. For further details please consult the Members' Code of Conduct at Part 5.1 of the Council's Constitution.

Please note that the question of whether a Member has an interest in any matter, and whether or not that interest is a Disclosable Pecuniary Interest, is for that Member to decide. Advice is available from officers as listed below but they cannot make the decision for the Member. If in doubt as to the nature of an interest it is advisable to seek advice **prior** to attending a meeting.

Interests and Disclosable Pecuniary Interests (DPIs)

You have an interest in any business of the authority where that business relates to or is likely to affect any of the persons, bodies or matters listed in section 4.1 (a) of the Code of Conduct; and might reasonably be regarded as affecting the well-being or financial position of yourself, a member of your family or a person with whom you have a close association, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the ward affected.

You must notify the Monitoring Officer in writing of any such interest, for inclusion in the Register of Members' Interests which is available for public inspection and on the Council's Website.

Once you have recorded an interest in the Register, you are not then required to declare that interest at each meeting where the business is discussed, unless the interest is a Disclosable Pecuniary Interest (DPI).

A DPI is defined in Regulations as a pecuniary interest of any of the descriptions listed at **Appendix A** overleaf. Please note that a Member's DPIs include his/her own relevant interests and also those of his/her spouse or civil partner; or a person with whom the Member is living as husband and wife; or a person with whom the Member is living as if they were civil partners; if the Member is aware that that other person has the interest.

Effect of a Disclosable Pecuniary Interest on participation at meetings

Where you have a DPI in any business of the Council you must, unless you have obtained a dispensation from the authority's Monitoring Officer following consideration by the Dispensations Sub-Committee of the Standards Advisory Committee:-

- not seek to improperly influence a decision about that business; and
- not exercise executive functions in relation to that business.

If you are present at a meeting where that business is discussed, you must:-

- Disclose to the meeting the existence and nature of the interest at the start of the meeting or when the interest becomes apparent, if later; and
- Leave the room (including any public viewing area) for the duration of consideration and decision on the item and not seek to influence the debate or decision

When declaring a DPI, Members should specify the nature of the interest and the agenda item to which the interest relates. This procedure is designed to assist the public's understanding of the meeting and to enable a full record to be made in the minutes of the meeting.

Where you have a DPI in any business of the authority which is not included in the Member's register of interests and you attend a meeting of the authority at which the business is considered, in addition to disclosing the interest to that meeting, you must also within 28 days notify the Monitoring Officer of the interest for inclusion in the Register.

Further advice

For further advice please contact:-

John Williams, Service Head, Democratic Services, 020 7364 4204

APPENDIX A: Definition of a Disclosable Pecuniary Interest

(Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, Reg 2 and Schedule)

Subject	Prescribed description
Employment, office, trade, profession or vacation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	<p>Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by the Member in carrying out duties as a member, or towards the election expenses of the Member.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
Contracts	<p>Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority—</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which has not been fully discharged.</p>
Land	Any beneficial interest in land which is within the area of the relevant authority.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.
Corporate tenancies	<p>Any tenancy where (to the Member's knowledge)—</p> <p>(a) the landlord is the relevant authority; and</p> <p>(b) the tenant is a body in which the relevant person has a beneficial interest.</p>
Securities	<p>Any beneficial interest in securities of a body where—</p> <p>(a) that body (to the Member's knowledge) has a place of business or land in the area of the relevant authority; and</p> <p>(b) either—</p> <p>(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or</p> <p>(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p>

This page is intentionally left blank

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.33 P.M. ON THURSDAY, 20 JUNE 2013

**ROOM MP701, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE
CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Carlo Gibbs (Chair)
Councillor John Pierce
Councillor Alibor Choudhury (Cabinet Member for Resources)
Councillor Gloria Thienel
Councillor David Edgar (Vice-Chair)
Councillor Sirajul Islam (Leader of the Labour Group)

Officers Present:

Simon Kilbey – (Service Head, Human Resources and Workforce Development)
John Williams – (Service Head, Democratic Services, Chief Executive's)
Evelyn Akoto – (Committee Officer)

1. ELECTION OF VICE-CHAIR

Councillor Sirajul Islam nominated Councillor David Edgar as Vice-Chair of the Human Resources Committee for 2013-2014.

There being no other nominations it was: -

Resolved

That Councillor David Edgar be elected to serve as Vice – Chair of the Human Resources Committee for the remainder of the Municipal Year 2013-2014.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Oliur Rahman and Shiria Khatun, for whom Councillor Sirajul Islam was deputising.

3. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

No declarations of disclosable pecuniary interest were made.

4. REPORTS OF ASSISTANT CHIEF EXECUTIVE (LEGAL SERVICES)

4.1 Human Resources Committee Terms of Reference, Membership and Quorum

John Williams, Service Head, Democratic Services, at the request of the Chair introduced the report which set out for noting, arrangements agreed by Full Council for the Terms of Reference, Quorum, Membership and dates of meetings of the Human Resources Committee for the current Municipal Year.

The Chair proposed, and it was agreed by the Committee Members, that future Human Resources Committee meetings for 2013-2014 municipal year, be moved to the earlier time of 6.30pm.

Action by:

Evelyn Akoto, Democratic Services

The Chair **Moved**, and it was:-

RESOLVED

1. That the Terms of Reference, Membership, Quorum and dates of future meetings for the Committee, as set out in Appendices 1 and 2 and paragraph 3.3 of the report, be noted; and
2. That the Human Resources Committee meetings for the remainder of the municipal year be scheduled to take place at 6.30pm.

4.2 Establishment of Appointment Sub-Committee

John Williams, Service Head, Democratic Services, at the request of the Chair, introduced the report, recommending the establishment of the Appointments Sub-Committee in order to consider the appointments of statutory and non-statutory Chief Officers and Deputy Chief Officers posts; as well as the criteria for membership of the Sub-Committee.

The Service Head, Democratic Services, informed the Committee that some nominations had already been received for membership on the Appointments Sub-Committees for the two Chief Officer appointments that were underway, as set out at paragraph 4.3 of the report. In addition, the Mayor had recently submitted his nominations, who were Councillors Oliur Rahman and Alibor Choudhury.

He continued that the report also provided information on the different stages of the recruitment process, and most importantly that once membership had been established; it could not be changed at any time throughout the process. If a member of the Appointment Sub-Committee ceased his/her participation after it had started to meet, they could not be replaced.

RESOLVED

1. That the Committee establish the Appointments Sub-Committee for the municipal year 2013/14 with terms of reference as set out at paragraph 4.1 in the report;
2. That the arrangements for nominating Councillors to serve on the Appointments Sub-Committee be agreed as set out at paragraph 4.2 of the report, and the Service Head, Democratic Services be authorised to agree the dates of Appointments Sub-Committee meetings and the membership of the Sub-Committee for each appointment that is required in accordance with nominations from the Group Leaders and Mayor; and
3. That the Committee note the process for appointment to Chief Officer and Deputy Chief Officer posts as set out at paragraph 5 in the report.

4.3 Employment Matters

At the request of the Chair the Committee adjourned for 5 minutes to allow Members to read the report which had been tabled.

Simon Kilbey, Service Head Human Resources and Workforce Development, presented the tabled report on Employment Matters, which provided information on the progress on appointing to the two vacant Corporate Director Posts. He also highlighted the following:

- Potential candidates were being put through a variety of assessments before the process moved to the short listing stage.
- Once the Appointment Sub-Committee had been set up and convened, a report would be submitted to the Sub-Committee on the outcome of the assessment process making recommendations for a shortlist.
- Shortlisted candidates would meet the Mayor, group leaders, and stakeholders. Final interviews would be held with the Appointment Sub-Committee.

With reference to 6.1, Councillor Edgar asked for more details about the other Service Head level vacancies

The Chair also requested further information detailing the current arrangement in place for the Service Head posts, and the potential timetable for recruitment. The Chair requested that the Head of Paid Service be made aware that this matter will be discussed further at the Human Resources forthcoming meeting on 2 July 2013.

Action by:

Simon Kilbey, Service Head Human Resources and Workforce Development
Stephen Halsey, Head of Paid Service

In response to questions, the Service Head Human Resources and Workforce Development gave the following responses:

- In previous recruitment of Chief Officer posts, candidates got the opportunity to meet with group leaders, the Mayor with officers in attendance. This gave both sides the opportunity to ask any questions. Candidates liked this approach as it was important that they met with the major party leaders and key stakeholders. It is envisaged that the current recruitment will follow the same process.
- A timetable for the recruitment of Service Heads is in place, a separate report will be brought to the Committee to provide further information.

Councillor Pierce requested that a progress report be brought back to the Committee on the Council's internship programme, with an equalities breakdown.

Action by:

Simon Kilbey, Service Head Human Resources and Workforce Development

RESOLVED

That the Committee note the report.

5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

6. EMPLOYMENT MATTERS

This item was listed on the agenda as a part 2 report, however it was moved into part 1 and taken at 4.3. Therefore there was no part 2 report for this meeting.

The meeting ended at 6.55 p.m.

Chair, Councillor Carlo Gibbs
Human Resources Committee

LONDON BOROUGH OF TOWER HAMLETS

MINUTES OF THE HUMAN RESOURCES COMMITTEE

HELD AT 6.30 P.M. ON WEDNESDAY, 13 NOVEMBER 2013

**COMMITTEE ROOM 1, 1ST FLOOR, TOWN HALL, MULBERRY PLACE, 5
CLOVE CRESCENT, LONDON, E14 2BG**

Members Present:

Councillor Carlo Gibbs (Chair)
Councillor David Edgar (Vice-Chair)
Councillor Alibor Choudhury
Councillor Shiria Khatun
Councillor John Pierce
Councillor Gloria Thienel

Officers Present:

Stephen Halsey – (Head of Paid Service and Corporate Director
Communities, Localities & Culture)
Simon Kilbey – (Service Head, Human Resources and Workforce
Development)
Mark Norman – (Monitoring Officer)
Evelyn Akoto – (Committee Officer)

1. APOLOGIES FOR ABSENCE

Apologies for absence was received from Cllr Oliur Rahman, a lateness apology was received from Cllr Pierce.

2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTEREST

No declarations of disclosable pecuniary interest were made.

3. UNRESTRICTED MINUTES

The 2nd July 2013 unrestricted minutes was tabled at the meeting. The Committee were informed that the 20th June 2013 unrestricted minutes was in the process of being cleared by officers.

RESOLVED

That the unrestricted minutes of the meeting of the Human Resources Committee held on 2nd July 2013 be agreed and signed by the Chair, as a correct record of the proceedings.

4. REPORTS OF CORPORATE DIRECTOR, RESOURCES

5. NEW STARTERS-QUARTERLY REPORT

Simon Kilbey, Service Head Human Resources and Workforce Development at the request of the chair, introduced the report. He stated that the report was a regular item which was requested by the Committee in relation to new starters to the Council; additional information was also requested on Interns and on how council jobs were advertised.

RESOLVED

That the Committee note the report.

6. EXCLUSION OF THE PRESS AND PUBLIC

A motion to exclude the public and press was passed in the unrestricted party of the proceedings.

7. EXEMPT/ CONFIDENTIAL MINUTES

Please see exempt minutes

8. EXEMPT/CONFIDENTIAL REPORTS FOR CONSIDERATION

Please see exempt minutes

9. SENIOR MANAGEMENT VACANCIES

Please see exempt minutes

10. RESTRUCTURE OF CHIEF EXECUTIVE'S DIRECTORATE

Please see exempt minutes

11. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

The meeting ended at 8.10 p.m.

Chair, Councillor Carlo Gibbs
Human Resources Committee

Agenda Item 4.1

Committee/Meeting: HR Committee	Date: 29 January 2014	Classification: Unrestricted	Report No: 4.1
Report of: Corporate Director (Resources) Originating officer(s) Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Quarterly report – new starters Wards Affected: All	

Lead Member	Cabinet Member for Resources
Community Plan Theme	All
Strategic Priority	Work efficiently and effectively as one Council

1. **SUMMARY**

- 1.1 This is a standing report, provided on a regular basis to HR Committee to report quarterly new starters' information.
- 1.2 This report provides employment information on new starters for 2013/14 Quarter 2 (July – September 2013) and Quarter 3 (October – December 2013)(Appendices 1a and 1b).
- 1.3 The report provides the equalities breakdown for Quarters 2 and 3 of 2013/14. (Appendices 2a and 2b).Information in respect of equalities strands of new starters has been provided in past reports and is reproduced here for information. (Appendices 5 – 8). Additionally, to enable longer term trends in recruitment to be identified the equalities information for the period June 2012 – December 2013 is given in graphic form (Appendix 9).
- 1.4 HR Committee further requested data relating to the number and percentage of new starters who are residents of the Borough. This is included, with equalities breakdowns for Quarter 3 and Quarter 4 (Appendices 3a and 3b).
- 1.5 Information relating to interns/trainees and apprentices is also included.(Appendix 4a and 4b).There were no graduates recruited during Quarter 2 or Quarter 3, no interns or trainees recruited during Quarter 2 and no apprentices recruited during Quarter 3.
- 1.6 Please note that all information provided only includes staff directly employed by the Council; the information does not include agency workers and information relating to trainees/interns is not included in Appendices 1-3 and 9.

2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

2.1 Consider the report, which is provided for information.

3. **REASONS FOR THE DECISIONS**

3.1 The report is provided for information.

4. **ALTERNATIVE OPTIONS**

4.1 There are no alternative options.

5. **BACKGROUND**

5.1 HR committee on 29th February 2012 requested that it receive regular reports providing quarterly details of new starters (post title, directorate, details of service area) and breakdown by equality strands. The report also incorporates additional information requested by subsequent HR Committee meetings.

6. **BODY OF REPORT**

6.1 During Quarter 2, there were 127 new starters, and during Quarter 3 there were 81. Equivalent numbers for preceding quarters are as follows:

Number of New Starters, Q2 2012/13 - Q3 2013/14	
Q3, 2013/14	81
Q2, 2013/14	127
Q1, 2013/14	125
Q4, 2012/13	116
Q3, 2012/13	149
Q2, 2012/13	91

6.2 Recruitment is expected to be lower in quarter 3 than in other periods because of the impact of Xmas holidays. Q3 2012 was the period immediately after the Olympics and Paralympics and this pattern did not hold.

The number of recruits to each Directorate is as follows:

July - September 2013	Number	%
Chief Executive's	8	6
Communities, Localities and Culture	30	24
Development and Renewal	14	11
Education, Social Care & Wellbeing	53	42
Resources	22	17
Total	127	100

Q3, 2013/14	Number	%
Chief Executive's	1	1
Communities, Localities and Culture	38	47
Development and Renewal	11	14
Education, Social Care & Wellbeing	27	33
Resources	4	5
Total	81	100

- 6.3 As part of the WFTRC action plan and our role as corporate parent the Council has in place a 10 week Intern scheme for young adults in the Leaving Care Service. Additionally, short term work placements, agreed through local organisations are offered to local (usually) young people. A total of 35 internees or trainees undertook work experience during the period. (Appendix 4a).
- 6.4 No apprenticeships began in Q2 2013/14. A total of 21 apprentices were taken on during Q3 2013/14. Apprentices are included in the information provided on new starters, as well as being shown separately. As previously agreed with HR Committee the council will be seeking to increase representation across wider community groups. (Appendix 4b).
- 6.5 Since work experience tends to be for local school students, and for very short periods (typically 2 weeks), detailed information about participants is not recorded by the Council.
- 6.6 Details on the numbers, job titles, directorate and service area of new starters for Q2, 2013/14 and Q3, 2013/14, together with an equality and demographics breakdown are attached. (Appendices 1, 2 and 3a, 3b).
- 6.7 Information about previous quarters is supplied to allow historical comparisons. (Appendices 5, 6, 7 and 8)
- 6.8 Trend information by equalities strands, in both numeric and graphic forms provided. (Appendix 9).
- 6.9 For comparison purposes, information from the 2011 census on the ethnic and gender breakdown for the population of Tower Hamlets (all ages and nominal working age is as follows):

All Residents	Age 18 to 64	Age 18 to 64	All Ages	All Ages
All categories: Ethnic group	183,430	100.0%	254,096	100.0%
White	65,499	35.7%	83,269	32.8%
Other White	28,978	15.8%	31,550	12.4%
Mixed/multiple ethnic group	6,106	3.3%	10,360	4.1%
Asian/Asian British (excluding Bangladeshi)	19,719	10.8%	23,124	9.1%
Bangladeshi	46,406	25.3%	81,377	32.0%
Black/African/Caribbean/Black British	12,137	6.6%	18,629	7.3%
Other ethnic group	4,585	2.5%	5,787	2.3%

All Residents	Age 18 to 64	Age 18 to 64	All Ages	All Ages
Male	95,685	52.2	130,906	51.5
Female	87,745	47.8	123,190	48.5
Total	183,430	100.0	254,096	100.0

- 6.10 Reflecting the current gender distribution within the council workforce (63% female and 37% male), female recruits outnumbered male recruits during Q2 and Q3 2013/14(60% to 40%, respectively).
- 6.11 During the same period, 27% of appointments were of Bangladeshi origin, 14% were Black and 43% were White (this compares to 23%, 22% and 44% respectively in the workforce overall). There are, however, significant variations from quarter to quarter due to the relatively small number of recruitments taking place in each quarter,
- 6.12 The increase of appointments in the £20,000 - £30,000 salary range during Q3, 2013/14 (49% of the total) are as a result of recruitment of Idea Stores Co-ordinators – a large scale recruitment exercise to fill a number of vacancies and replace Agency staff with direct employees.
- 6.13 LBTH residents represent a consistent 36/37% of all new starters for the 2 periods. Numbers are insufficient, however, to reliably identify any trends.
- 6.14 While the appointments detailed above have an impact on the Council's Workforce to Reflect the Community targets, this is only one factor; the number of people exiting the organisation will have an equally significant impact.

7. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 7.1 There are no financial implications as a direct result of this report.

8. CONCURRENT REPORT OF LEGAL SERVICES

- 8.1 When carrying out its functions, including the employment of staff, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't. The report contains information about new starters which may help inform these considerations, although additional information may be required for a complete picture.

9. ONE TOWER HAMLETS CONSIDERATIONS

- 9.1 All posts are recruited to on merit.
- 9.2 New starters have an impact on the Council's targets with regards to achieving a Workforce to Reflect the Community.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

- 11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 12.1 There are no implications.

13. EFFICIENCY STATEMENT

- 13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

Appendix 1a- New Starters, Quarter 2, July – September 2013/14
Appendix 1b- New Starters, Quarter 3, October – December 2013/14

Appendix 2a- New starters by equality strands, Quarter 2 2013/14
Appendix 2a - New starters by equality strands, Quarter 3 2013/14

Appendix 3a - Demographics of New Starters Quarter 2 2013/14
Appendix 3b - Demographics of New Starters Quarter 3 2013/14

Appendix4a- Interns/Trainees by equality strands, Quarter 3 2013/14
Appendix 4b - Apprentices by equality strands, Quarter 2 2013/14

Appendix 5 - New starters by equality strands, Quarter 2 2012/13(already seen by HR Committee)

Appendix6-New starters by equality strands, Quarter 3 2012/13 (already seen by HR Committee)

Appendix7-New starters by equality strand, Quarter 4 2012/13(already seen by HR Committee)

Appendix 8-New starters by equality strand, Quarter 1, 2013/14(already seen by HR Committee)

Appendix9 - New starters, trends by percentage, April 2012 – December 2013

**Local Government Act, 1972 Section 100D (As amended)
List of “Background Papers” used in the preparation of this report**

Brief description of “background papers”	Name and telephone number of holder and address where open to inspection.
None	N/A

Appendix 1b

New starters, Quarter 3 2013/14

Start Date	Job Title	Directorate	Division	Service
11 Nov 2013	Senior Strategy, Policy & Perf Officer	CEX	Assistant Chief Executive Legal Services	Corporate Strategy & Equality
7 Oct 2013	OH Administrator	Resources	Human Resources & Workforce Development	Operations
7 Oct 2013	Business & Administration Apprentice Lv2	Resources	Human Resources & Workforce Development	Operations
16 Dec 2013	Administrative Assistant	Resources	Support	Support
7 Oct 2013	Administration Officer (Revenue Support)	Resources	Customer Access & ICT	Revenue Services
21 Oct 2013	Localities Manager	CLC	Localities	Localities
16 Dec 2013	Violence Agains Women&Girls TAO	CLC	Safer Communities	Community Safety
21 Oct 2013	Technical Officer	CLC	Safer Communities	Env Health & Env Protection
20 Dec 2013	Policy and Performance Enhancement Manag	CLC	Public Realm	Parking
20 Dec 2013	Parking Development Manager 05	CLC	Public Realm	Parking
2 Oct 2013	Appeals and Permits Manager	CLC	Public Realm	Parking
21 Oct 2013	Sessional Tutor - German	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
14 Oct 2013	Sessional Tutor - Swimming	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
25 Oct 2013	ESOL Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
25 Oct 2013	Part Time Tutor (LLL) 338	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
25 Oct 2013	Casual Tutor ESOL	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
20 Nov 2013	Part Time Tutor	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
19 Nov 2013	Tutor Tai Chi	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Stores Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Stores Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
16 Dec 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
4 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Idea Stores Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Co-ordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
19 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Project Archivist	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
5 Oct 2013	Modern Foreign Language Tutor	CLC	Culture, Learning and Leisure	Community Languages
23 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
23 Nov 2013	Idea Stores Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Stores Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
18 Nov 2013	Idea Store Coordinator	CLC	Culture, Learning and Leisure	Idea Stores & Lifelong Learning
9 Dec 2013	Housing Policy Officer 02	D&R	Strategy, Regeneration & Sustainability	Strategic Housing
9 Dec 2013	Planning Officer	D&R	Planning & Building Control	Development
16 Dec 2013	Application Support Officer	D&R	Planning & Building Control	Applications Support
18 Nov 2013	Assistant Employment Broker	D&R	Economic Development	Employment & Skills Team
25 Nov 2013	Assistant Employment Broker	D&R	Economic Development	Employment & Skills Team
14 Oct 2013	Job Brokerage Officer	D&R	Economic Development	Employment & Skills Team
7 Oct 2013	Roman Road Town Centre Manager	D&R	Economic Development	Business Partnership Team
1 Oct 2013	Raising Aspirations Project Manager	D&R	Economic Development	Business Partnership Team
14 Nov 2013	Project Development Assistant	D&R	Economic Development	Economic Programmes Team
11 Nov 2013	Head of Capital Delivery	D&R	Asset Management	Asset Management
11 Nov 2013	Customer Advisor	D&R	Housing Options	Lettings
1 Oct 2013	Corporate Director - ESCW	ESCW	Top Structure	
7 Oct 2013	Day Project Officer (Coborn Day Centre)	ESCW	Adults Social Care Services	Learning Disability
16 Oct 2013	Senior Parenting Practitioner	ESCW	Children's Social Care	Family Interventions Service
11 Nov 2013	Bi Lingual Co-worker	ESCW	Children's Social Care	Family Interventions Service
25 Nov 2013	Social Worker Recruit Assess 06	ESCW	Children's Social Care	Children's Resources
21 Oct 2013	Social Worker Perm Placements 10	ESCW	Children's Social Care	Children's Resources
16 Oct 2013	Training officer	ESCW	Children's Social Care	Children's Resources
1 Dec 2013	Social Worker 05	ESCW	Children's Social Care	Children Looked After and Leaving Care
9 Dec 2013	Social Worker (CLAE) 07	ESCW	Children's Social Care	Children Looked After and Leaving Care
7 Oct 2013	Social Worker	ESCW	Children's Social Care	Integ Servs Children with Disabilities
4 Nov 2013	Social Worker	ESCW	Children's Social Care	Integ Servs Children with Disabilities
7 Oct 2013	Family Link Support Worker (Casual)	ESCW	Children's Social Care	Integ Servs Children with Disabilities
7 Oct 2013	Family Link Support Worker (Casual)	ESCW	Children's Social Care	Integ Servs Children with Disabilities
11 Nov 2013	Social Worker (BGE) 05	ESCW	Children's Social Care	Family Support & Protection
2 Dec 2013	Practice Manager (PS/I)	ESCW	Children's Social Care	Family Support & Protection
9 Oct 2013	Communications Officer	ESCW	Director's Services	AHWB Strategy, Policy & Performance
21 Oct 2013	Strategy, Policy & Performance Officer	ESCW	Director's Services	AHWB Strategy, Policy & Performance
4 Nov 2013	Float Head of Kitchen	ESCW	Resources	Contract Services
17 Dec 2013	Family Support Worker	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
2 Dec 2013	Family Support Worker (NE)	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
25 Nov 2013	Play and Learning Worker	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
11 Nov 2013	Parent and Family Support Practitioner	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
11 Nov 2013	Parent and Family Support Practitioner	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
11 Nov 2013	Parent and Family Support Practitioner	ESCW	Learning & Achievement	Learning and Achievement - Birth to 11
9 Dec 2013	Senior Practitioner - Complex Health	ESCW	Adults Social Care Services	Learning Disability
28 Oct 2013	Administrative Assistant	ESCW	Adults Social Care Services	First Response & First Respons Hosp Unit
2 Dec 2013	Day Centre Officer	ESCW	Adults Social Care Services	Reablement and Resources

Appendix 2a

New Starters by equality strand Quarter 2, 2013/14

Gender	Number	%	Sexual orientation	Number	%	Salary	Number	%
F	71	56	Bisexual	0	0	<£20,000	22	17
M	56	44	Gay	4	3	£20,000<->£29,999	19	15
Total	127	100	Heterosexual	110	87	£30,000<->£39,999	42	33
			Lesbian	1	1	£40,000<->£49,999	8	6
			Decline to State/Missing	12	9	£50,000<->£59,999	0	0
Age	Number	%	Total	127	100	£60,000+	1	1
<=20	16	13				Casual/Paid Hourly	35	28
20 - 24	18	14				Total	127	100
25 - 30	30	24	Religion	Number	%			
30 - 34	19	15	Christian	37	29	Disability	Number	%
35 - 40	14	11	Muslim	42	33	Not Disabled	108	85
40 - 44	9	7	No religion	32	25	Disabled	6	5
45 - 50	11	9	Other	3	2	Declined to State/Missing	13	10
50 - 54	3	2	Sikh	0	0	Total	127	100
55 - 60	2	2	Buddhist	2	2			
60+	5	4	Jewish	2	2			
Total	127	100	Declined to State/Missing	9	7			
			Total	127	100			
Ethnicity	Number	%						
Asian	9	7						
Bangladeshi	38	30						
Black	19	15	LBTH Resident	Number	%			
White	55	43	Non-Resident	80	63			
Other	1	1	Resident	47	37			
Mixed	5	4	Total	127	100			
Declined to State/Missing	0	0						
Total	127	100						

Appendix 2b

New Starters by equality strand Quarter 3, 2013/14

Gender	Number	%	Sexual orientation	Number	%	Salary	Number	%
F	53	65	Bisexual	1	1	<£20,000	1	1
M	28	35	Gay	1	1	£20,000<->£29999	40	49
Total	81	100	Heterosexual	66	81	£30,000<->£39,999	17	21
			Lesbian	3	4	£40,000<->£49,999	11	14
			Decline to State/Missing	10	12	£50,000<->£59,999	0	0
Age	Number	%	Total	81	100	£60,000+	2	2
<=20	1					Casual/Paid Hourly	10	12
20 - 24	12	15	Religion	Number	%	Total	81	100
25 - 30	20	25	Christian	20	25			
30 - 34	16	20	Muslim	23	28	Disability	Number	%
35 - 40	11	14	No religion	25	31	Not Disabled	70	86
40 - 44	7	9	Other	1	1	Disabled	4	5
45 - 50	5	6	Buddhist	2	2	Declined to State/Missing	7	9
50 - 54	5	6	Hindu	2	2	Total	81	100
55 - 60	4	5	Sikh	0	0			
60+	0	0	Declined to State/Missing	8	10			
Total	81	100	Total	81	100			
Ethnicity	Number	%	LBTH Resident	Number	%			
Asian	9	11	Non-Resident	52	64			
Bangladeshi	18	22	Resident	29	36			
Black	11	14	Total	81	100			
Mixed	8	10						
White	34	42						
Other	1	1						
Declined to State/Missing	0	0						
Total	81	100						

Appendix3a

Demographics of New Starters Quarter 2 2013/14

Gender	F	%	M	%	Total	%											
Non LBTH Resident	44	62	36	64	80	63											
LBTH Resident	27	38	20	36	47	37											
Total	71	100	56	100	127	100											

Sexual Orientation	Gay	%	Heterosexual	%	Lesbian	%	Declined to State/Missing	%	Total	%
Non LBTH Resident	4	100	68	62	0	0	8	67	80	63
LBTH Resident	0	0	42	38	1	100	4	33	47	37
Total	4	100	110	100	1	100	12	100	127	100

Disability	Not Disabled	%	Disabled	%	Declined to State/Missing	%	Total	%
Non LBTH Resident	66	61	3	50	11	85	80	63
LBTH Resident	42	39	3	50	2	0	47	37
Total	108	0	6	100	13	0	127	100

Ethnicity	Asian	%	Bangladeshi	%	Black	%	Mixed	%	Other	%	White	%	Total	%
Non LBTH Resident	9	100	9	24	14	74	4	80	1	100	43	78	80	63
LBTH Resident	0	0	29	76	5	26	1	20	0	0	12	22	47	37
Total	9	100	38	100	19	100	5	100	1	100	55	100	127	100

Appendix 3b

Demographics of New Starters Quarter 3 2013/14

Gender	F	%	M	%	Total	%								
Non LBTH Resident	31	58	21	75	52	64								
LBTH Resident	22	42	7	25	29	36								
Total	53	100	28	100	81	100								

Sexual Orientation	Gay	%	Heterosexual	%	Lesbian	%	Bisexual	%	Declined to State/Missing	%	Total	%
Non LBTH Resident	1	100	43	65	2	67	1	100	5	50	52	64
LBTH Resident	0	0	23	35	1	33	0	0	5	50	29	36
Total	1	100	66	100	3	100	1	100	10	100	81	100

Disability	Not Disabled	%	Disabled	%	Declined to State/MISSING	%	Total	%
Non LBTH Resident	45	64	3	75	4	57	52	64
LBTH Resident	25	36	1	25	3	43	29	36
Total	70	100	4	100	7	100	81	100

Ethnicity	Asian	%	Bangladeshi	%	Black	%	Mixed	%	Other	%	White	%	Total	%
Non LBTH Resident	7	78	5	28	11	100	3	38	0	0	26	76	52	64
LBTH Resident	2	22	13	72	0	0	5	63	1	100	8	24	29	36
Total	9	100	18	100	11	100	8	100	1	100	34	100	81	100

Appendix 4a

Interns and Trainees Quarter 3 2013/14

Gender	Number	%
Female	11	31
Male	24	69
Grand	35	100

Sexual Orientation	Number	%
Heterosexual	30	86
Decline to state/No Data	5	14
Grand Total	35	100

Age Band	Number	%
<=20	17	49
21-24	16	46
25-34	1	3
35-44	1	3
Total	35	100

Religion	Number	%
Christian	8	23
Muslim	13	37
Decline to state/No Data	5	14
No religion	8	23
Other	1	3
Total	35	100

Ethnicity	Number	%
Asian	1	3
Bangladeshi	14	40
Black	4	11
Mixed	4	11
White	12	34
Grand Total	35	100

Disability	Number	%
No	29	83
Decline to state/No Data	5	14
Yes	1	3
Grand Total	35	100

Appendix 4b

New starters by equality strands, Quarter 2. 2013/14

Gender	Number	%	Sexual Orientation	Number	%
Female	11	52	Heterosexual	20	95
Male	10	48	Decline to state/No Data	1	5
Grand	21	100	Grand Total	21	100
Age Band	Number	%	Disability	Number	%
<=20	14	67	No	21	100
21-24	7	33	Decline to state/No Data	0	0
25-34	0	0	Yes	0	0
35-44	0	0	Grand Total	21	100
Total	21	100			
Ethnicity	Number	%	Religion	Number	%
Asian	0	0	Christian	1	5
Bangladeshi	17	81	Muslim	17	81
Black	2	10	Decline to state/No Data	1	5
Mixed	1	5	No religion	1	5
White	1	5	Hindu	1	5
Grand Total	21	100	Total	21	100

Appendix 5

New starters by equality strands, Quarter 2 2012/13

Breakdown of New Starters by Equalities Strands July - September 2012					
Gender	Total	Sexual Orientation	Total	Age Group	Total
Female	58	Decline to State	9	<=20	0
Male	33	Gay	1	21-24	9
Grand Total	91	Heterosexual	81	25-34	26
		Lesbian	0	35-44	26
		Grand Total	91	45-49	12
				50-54	10
Ethnicity	Total			55-59	6
Asian	6	Religion	Total	60-64	2
Bangladeshi	18	Buddhist	2	Grand Total	91
Black	18	Christian	31		
Mixed	8	Jewish	1	Salary	Total
Other/declined to state	1	Decline to State	5	< £20,000	5
White	40	Muslim	25	£20,000 - £29,999	26
Grand Total	91	No religion	19	£30,000 - £39,999	28
		Other	8	£40,000 - £49,999	13
Disability	Total	Grand Total	91	Casual/Paid Hourly	19
No	76			Grand Total	91
Refused to say	9				
Yes	6				
Grand Total	91				

Appendix 6

New starters by equality strands, Quarter 3, 2012/13

Breakdown of New Starters by Equalities Strands Oct - Dec 2012					
Gender	Total	Sexual Orientation	Total	Salary	Total
Female	71	Decline to State	15	< £20,000	32
Male	78	Gay/lesbian	3	£20,000 - £29,999	51
Grand Total	149	Heterosexual	129	£30,000 - £39,999	35
		(blank)	2	£40,000 - £49,999	4
Disability	Total	Grand Total	149	Casual/Paid Hourly	27
				Grand Total	149
No	109	Religion	Total	Age Group	Total
Refused to say	25	Buddhist	1	<=20	3
Yes	15	Christian	43	21-24	19
Grand Total	149	Decline to State/no data	13	25-34	64
		Hindu	5	35-44	30
Ethnicity	Total	Jewish	2	45-49	13
Asian	10	Muslim	59	50-54	7
Bangladeshi	54	No religion	21	55-59	12
Black	24	Other	3	60-64	1
Mixed	4	Sikh	2	Grand Total	149
Other/decline	12	Grand Total	149		
White	45				
Grand Total	149				

Appendix 7

New starters by equality strands, Quarter 4 2013/14

Breakdown of New Starters by Equalities Strands January - March 2013					
Gender	Total	Sexual Orientation	Total	Salary	Total
Female	72	Decline to State	14	< £20,000	49
Male	44	Gay	3	£20,000 - £29,999	17
Grand Total	116	Heterosexual	96	£30,000 - £39,999	15
		Lesbian	1	£40,000 - £49,999	7
		(blank)	2	£50,000 - £59,999	1
Age Group	Total	Grand Total	116	£60,000+	1
<=20	5			Casual/Paid hourly	26
21-24	27			Grand Total	116
25-34	37	Religion	Total		
35-44	24	Buddhist	2	Disability	Total
45-49	6	Christian	32		3
50-54	11	Decline to State	8	No	104
55-59	4	Hindu	1	Refused to say	4
60-64	2	Jewish	1	Yes	5
Grand Total	116	Muslim	30	Grand Total	116
		No religion	34		
		Other	6		
Ethnicity	Total	(blank)	2		
Asian	9	Grand Total	116		
Bangladeshi	28				
Black	12				
Mixed	3				
Other	4				
White	60				
Grand Total	116				

Appendix 8

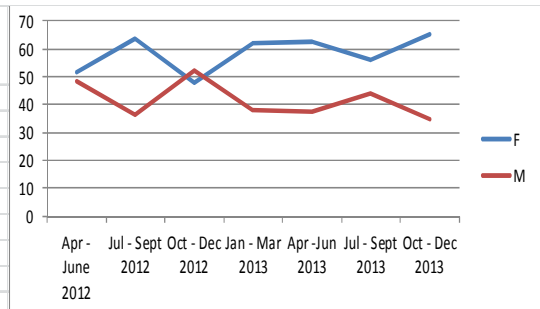
New starters by equality strands, Quarter 12013/14

Gender	Number	%	Sexual orientation	Number	%	Salary	Number	%
F	78	62	Bisexual	6	5	<£20,000	45	36
M	47	38	Gay	3	2	£20,000-<£29,999	22	18
Total	125	100	Heterosexual	100	80	£30,000-<£39,999	25	20
			Lesbian	1	1	£40,000-<£49,999	3	2
			Decline to State/Missing	15	12	£50,000-<£59,999	1	1
Age	Number	%	Total	125	100	Casual/Paid Hourly	29	23
20 - 24	6	5				Total	125	100
25 - 30	25	20						
30 - 34	41	33	Religion	Number	%			
35 - 40	17	14	Christian	48	38	Disability	Number	%
40 - 44	8	6	Muslim	27	22	Not Disabled	99	79
45 - 50	15	12	No religion	32	26	Disabled	5	4
						Declined to State/Missing	21	17
50 - 54	6	5	Other	3	2	Total	125	100
55 - 60	6	5	Sikh	3	2			
			Declined to State/Missing	12	10			
60+	1	1	Total	125	100			
Total	125	100						
Ethnicity	Number	%						
Asian	7	6						
Bangladeshi	25	20						
Black	26	21						
White	54	43						
Other	6	5						
Declined to State/Missing	7	6						
Total	125	100						

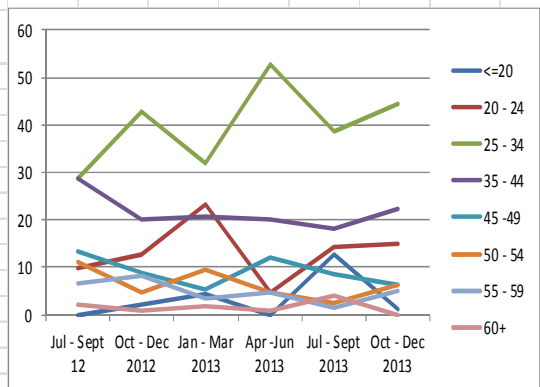
Appendix 9

New starters, trends by percentage, April 2012 – December 2013

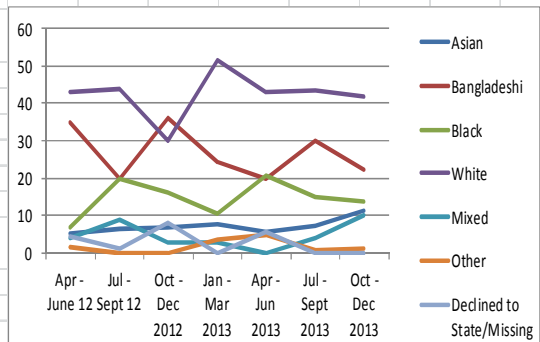
Gender	Apr - June 2012	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
F	51	64	48	62	62	56	65
M	49	36	52	38	38	44	35
Total	100	100	100	100	100	100	100



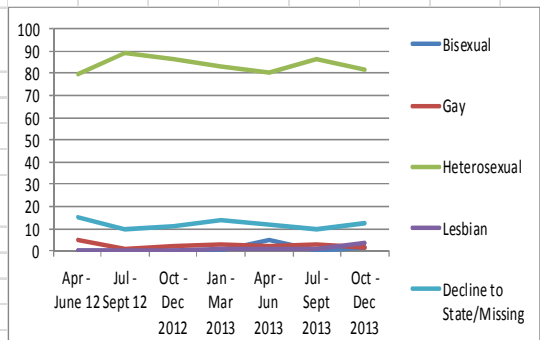
Age	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
<=20	0	2	4	0	13	1
20 - 24	10	13	23	5	14	15
25 - 34	29	43	32	53	39	44
35 - 44	29	20	21	20	18	22
45 - 49	13	9	5	12	9	6
50 - 54	11	5	9	5	2	6
55 - 59	7	8	3	5	2	5
60+	2	1	2	1	4	0
Total	100	100	100	100	100	100



Ethnicity	Apr - June 12	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
Asian	5	7	7	8	6	7	11
Bangladeshi	35	20	36	24	20	30	22
Black	7	20	16	10	21	15	14
White	43	44	30	52	43	43	42
Mixed	4	9	3	3	0	4	10
Other	1	0	0	3	5	1	1
Declined to State/Missing	4	1	8	0	6	0	0
Grand Total	100	100	100	100	100	100	100

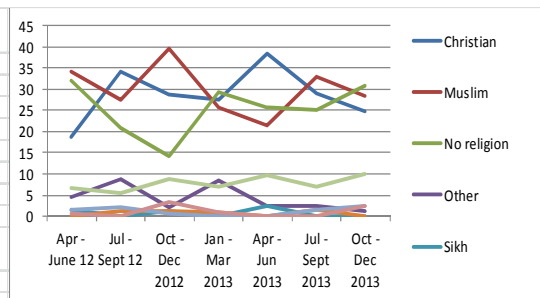


Sexual orientation	Apr - June 12	Jul - Sept 2012	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
Bisexual	0	0	0	0	5	0	1
Gay	5	1	2	3	2	3	1
Heterosexual	80	89	87	83	80	87	81
Lesbian	0	0	0	1	1	1	4
Decline to State/Missing	15	10	11	14	12	9	12
Total	100	100	100	100	100	100	100

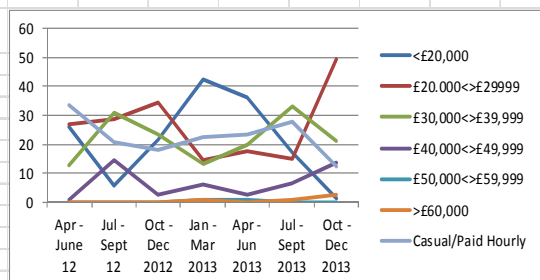


Appendix 9 (continued)

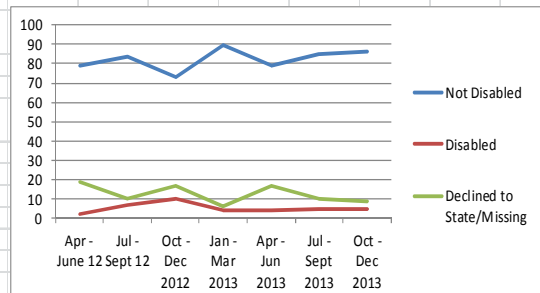
Religion	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
Christian	19	34	29	28	38	29	25
Muslim	34	27	40	26	22	33	28
No religion	32	21	14	29	26	25	31
Other	4	9	2	9	2	2	1
Sikh	1	0	1	0	2	0	0
Jewish	0	1	1	1	0	2	0
Buddhist	1	2	1	0	0	2	2
Hindu	1	0	3	1	0	0	2
Declined to State/Missing	7	5	9	7	10	7	10
Grand Total	100	100	100	100	100	100	100



Salary	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
<£20,000	26	5	21	42	36	17	1
£20,000-<£29,999	27	29	34	15	18	15	49
£30,000-<£39,999	13	31	23	13	20	33	21
£40,000-<£49,999	1	14	3	6	2	6	14
£50,000-<£59,999	0	0	0	1	1	0	0
>£60,000	0	0	0	1	0	1	2
Casual/Paid Hourly	34	21	18	22	23	28	12
Total	100	100	100	100	100	100	100



Disability	Apr - June 12	Jul - Sept 12	Oct - Dec 2012	Jan - Mar 2013	Apr - Jun 2013	Jul - Sept 2013	Oct - Dec 2013
Not Disabled	79	84	73	90	79	85	86
Disabled	2	7	10	4	4	5	5
Declined to State/Missing	19	10	17	6	17	10	9
Total	100	100	100	100	100	100	100



This page is intentionally left blank

Agenda Item 4.2

Committee/Meeting: HR Committee	Date: 29 th January 2014	Classification: Unrestricted	Report No: 4.2
Report of: Corporate Director (Resources) Originating officer(s) Simon Kilbey, Service Head (Human Resources & Workforce Development)		Title: Redundancy Payments Wards Affected: All	

Lead Member	Cabinet Member for Resources
Community Plan Theme	All
Strategic Priority	Work efficiently and effectively as one Council

1. **SUMMARY**

- 1.1 In December 2006, the Council's HR Committee adopted the current policy in relation to redundancy payments (Appendix 1). The policy was adopted to ensure compliance with the Employment Equality (Age) Regulations 2006.
- 1.2 This paper confirms that the discretionary severance element of the Council's redundancy payment is to be considered contractual, following external legal opinion being sought on the issue.

2. **DECISIONS REQUIRED**

HR Committee is recommended to:-

- 2.1 Consider the report, which is provided for information.

3. **REASONS FOR THE DECISIONS**

- 3.1 The report is provided for information.

4. **ALTERNATIVE OPTIONS**

- 4.1 There are no alternative options presented.

5. **BACKGROUND**

- 5.1 In December 2006, the Council's HR Committee adopted the current policy in relation to redundancy payments (Appendix 1). The policy was adopted to ensure compliance with the Employment Equality (Age) Regulations 2006.

5.2 The policy states that:

“Where an individual’s employment is terminated by reason of redundancy or in the interests of the efficiency of the service, to award discretionary compensation based on 120% of the statutory pay such that the maximum payment (including statutory redundancy) is 66 weeks’ pay.”

6. BODY OF REPORT

6.1 Since 2006, where an individual’s employment has been terminated by reason of redundancy, the redundancy payment has included the “discretionary” element, without consideration being given on case by case basis as to whether this element should be paid.

6.2 The payment of the discretionary element has therefore become custom and practice within the Council.

6.3 The existing redundancy terms have served the Council well. In recent years most redundancies have been voluntary and this has allowed for good employee relations around exits from the organisation.

6.4 The Trade Unions have been requesting confirmation that the Council’s redundancy terms (in particular the discretionary severance element) are contractual. This request has been prompted by TUPE issues and the current financial challenges that are being faced by Local Government.

6.5 The 2006 HR Committee report (Appendix 1) set out the standard terms in relation to payments for redundancy but did not overtly address the issue of whether they were contractual.

6.6 External legal advice has been sought by the Council on this point and on the basis of the external legal opinion provided by Counsel; the Council has accepted the position, which is supported by the Trade Unions that the discretionary severance element of the Council’s Financial Terms for Redundancy is contractual by virtue of the practice outlined above. The Council’s Financial Terms for Redundancy form part of the Council’s Pay Policy, which is published annually.

6.7 This position has been communicated to the Trade Unions.

6.8 Changes to the Council’s redundancy terms could be made in the future by collective agreement or on an individual basis, but in order to do this strong business reasons and a formal consultation process would be required.

7. COMMENTS OF THE CHIEF FINANCIAL OFFICER

7.1 There are no financial implications as a direct result of this report.

8. CONCURRENT REPORT OF LEGAL SERVICES

- 8.1 The report correctly summarises the Council's position in relation to the enhanced redundancy payment.

9. ONE TOWER HAMLETS CONSIDERATIONS

- 9.1 The Scheme has been applied equitably and consistently for a number of years with all staff eligible receiving this payment on redundancy. This payment eases the blow to employees of giving up employment with the Council.

10. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

- 10.1 There are no implications.

11. RISK MANAGEMENT IMPLICATIONS

- 11.1 There are no direct risks as a result of this report.

12. CRIME AND DISORDER REDUCTION IMPLICATIONS

- 12.1 There are no implications.

13. EFFICIENCY STATEMENT

- 13.1 No changes to service delivery or the use of resources are proposed.

14. APPENDICES

- 14.1 Appendix 1 - HR Committee Report of 21st December 2006 – Changes to the Discretionary Payments for Loss of Employment Scheme

**Local Government Act, 1972 Section 100D (As amended)
List of "Background Papers" used in the preparation of this report**

HR Committee Report of 21st
December 2006 – Changes to
the Discretionary Payments for
Loss of Employment Scheme

This page is intentionally left blank

COMMITTEE: Human Resources Committee	DATE: 21 st December 2006	CLASSIFICATION: Unrestricted	REPORT NO.	AGENDA NO. 4.1
REPORT OF: Director of Resources		TITLE: Changes to the Discretionary Payments for Loss of Employment Scheme		
ORIGINATING OFFICER(S): Martin Smith, Director of Resources		Ward(s) affected: N/A		

1. SUMMARY

- 1.1 In addition to statutory redundancy pay, current Council policy provides for discretionary compensation payments on redundancy determined by the age and length of service of the relevant individuals.
- 1.2 For employees who are in the Local Government Pension Scheme (LGPS) and are aged over 50 the discretion normally takes the form of an enhancement to their pension commonly referred to as 'added years'. For other employees the discretion is exercised through the payment of an enhanced redundancy payment.
- 1.3 The Department for Communities and Local Government (DCLG) has been considering the implications of the Employment and Equality Age Regulations (2006) on the operation of the LGPS.
- 1.4 This review process concluded that the award of added years when an employee is made redundant or retired in the interest of the efficiency of the service is incompatible with the legislation, on the basis that the payment of such benefits is restricted to employees aged 50 or over.
- 1.5 The DCLG consulted on draft Regulations which proposed to discontinue the practice of paying added years on redundancy or retirement in the interests of the efficiency of the service from 1st October 2006. The draft Regulations replaced this with the discretion to pay compensation of up to two years pay (including redundancy pay) for all employees whose employment is terminated in these circumstances.

- 1.6 Following representations from business concerning the limited time to implement the new arrangements, the Government deferred application of the Age Discrimination Regulations to pension schemes generally until 1st December 2006. DCLG has now issued new Regulations relating to the Local Government Pension Scheme which came into force on 29th November 2006.
- 1.7 The new Regulations are largely unchanged from the earlier draft, but include transitional provisions so that employers can use either the old Regulations or the new Regulations for redundancies between 1st October 2006 and 31st March 2007, provided the employment is terminated by 31st March 2007 (the latest date allowed under the regulations).
- 1.8 In the light of the new statutory requirements, the new Age Discrimination legislation, and the affordability of the current scheme, officers have developed a new discretionary payment scheme for consideration by the Committee.
- 1.9 Within these parameters it is proposed that the Council adopts a discretionary compensation scheme which provides for payments to employees to be based on:-
- A multiplier of the statutory redundancy scheme which would continue to relate the total payment to both age and length of service;
 - A maximum payment (including statutory redundancy) of 66 weeks pay; and
 - Provides a facility to enable individuals to elect to convert the discretionary element of their compensation package into added years at an actuarially determined rate. The existing facility to enable Councils to pay added years under the Local Government Pension Scheme (LGPS) augmentation arrangements are unaffected by the new legislation. This discretion has not been adopted by the Council. No changes are recommended except that individuals are given the option to convert benefits into added years for this purpose only.

2. RECOMMENDATIONS

The Committee is recommended to:-

- 2.1 Adopt the following Policy on Discretionary Compensation for Loss of Employment:-
- 2.1.1 Where an individual's employment is terminated by reason of redundancy or in the interests of the efficiency of the service, to award discretionary compensation based on 120% of statutory redundancy pay such that the maximum payment (including statutory redundancy) is 66 weeks pay.

2.1.2 Provide a facility to enable relevant employees to convert the discretionary element of their benefits into added years at a rate corresponding to that determined by the actuary by adopting the augmentation provisions of the Local Government Pension Scheme for this purpose only.

2.2 Agree that:

2.2.1 Where, at the date of publication of the proposed policy (16th November 2006) formal consultation with staff on proposed restructuring has commenced, then any consequent awards of discretionary redundancy compensation should be based on the existing policy; provided the employment is terminated by 31st March 2007 (the latest date allowed under the regulations).

2.2.2 All other awards of discretionary redundancy compensation are based on the new policy as agreed by the Committee.

LOCAL GOVERNMENT ACT, 2000 (SECTION 97)

LIST OF "BACKGROUND PAPERS" USED IN THE PREPARATION OF THIS REPORT

Brief description of "background papers"

Name and telephone number of holder
And address where open to inspection

Compensation Legislation

Lorraine Pitt Ext. 4362
Mulberry Place, 2nd Floor.

3. BACKGROUND

- 3.1 The Department for Communities and Local Government (DCLG) has been considering the implications of the Employment and Equality Age Regulations (2006) on the operation of the Local Government Pension Scheme (LGPS).
- 3.2 This review process concluded that the award of added years when an employee is made redundant or retired in the interest of the efficiency of the service is incompatible with the legislation, on the basis that the payment of such benefits is restricted to employees aged 50 or over.
- 3.3 The DCLG consulted on draft Regulations which proposed to discontinue the practice of paying added years on redundancy or retirement in the interests of the efficiency of the service from 1st October 2006. The draft Regulations replaced this with the discretion to pay compensation of up to two years pay (including redundancy pay) for all employees whose employment is terminated in these circumstances.
- 3.4 Following representations from business concerning the limited time to implement the new arrangements, the Government deferred application of the Age Discrimination Regulations to pension schemes generally until 1st December 2006. DCLG has now issued new Regulations relating to the Local Government Pension Scheme which came into force on 29th November 2006.
- 3.5 The new Regulations are largely unchanged from the earlier draft, but include transitional provisions so that employers can use either the old Regulations or the new Regulations for redundancies between 1st October 2006 and 31st March 2007.

4. CURRENT COMPENSATION ARRANGEMENTS FOR REDUNDANT EMPLOYEES

- 4.1 In addition to statutory redundancy pay, current Council policy provides for discretionary compensation payments to redundant employees determined by the age and length of service of the relevant individuals.
- 4.2 Employees aged 50 and over who are also members of the Local Government Pension Scheme (LGPS) and whose employment is terminated by reason of redundancy or in the interests of the efficiency of the service are entitled by law to early retirement and immediate payment of their pension.

- 4.3 The Council has adopted the discretion to enhance these pension payments by the award of 'added years'. The award is currently made on the basis of the matrix as set out in table 1. This relates the award to the length of reckonable service. It should be noted that the matrix is purely advisory and added years must be awarded on an individual basis. The matrix ensures that there is consistency between individual awards.

Table 1: Added Years Matrix

Reckonable Service	Added Years
Over 30 years	6 2/3rds
20 – 30	6
17 – 19	5
14 – 16	4
11 – 13	3
7 – 10	2
5 – 6	1

- 4.4 The benefits payable to employees aged 50 and over for the period 2004 to 2006 are set out in table 2:

Table 2: Payments to Individuals Aged 50 and Over 2004 to 2006

Number	43	
	Total Cost £	Average £
Statutory		
Early Retirement Costs	2,401,786	55,855
Redundancy	686,480	15,965
Sub Total: Statutory	3,088,266	71,820
Discretionary		
Added Years	1,865,640	43,387
Total Cost	£4,953,906	£115,207

- 4.5 The table indicates that relevant employees received benefits with a total capital value of £4.954 million in the period comprising statutory payments of £3.088 million and discretionary benefits of £1.866 million.
- 4.6 Employees aged less than 50 who are made redundant are not entitled to early retirement under the LGPS but have their entitlements deferred until they can be accessed at their normal retirement age.
- 4.7 The Council has discretion to provide a discretionary severance payment of up to 66 weeks pay to these individuals (or to employees who are not members of the pension scheme). The awards must be considered on an individual basis and reflect an assessment of the period the individual might be unemployed. The current average award represents 112% of statutory redundancy pay which equates to an average of 13½ weeks pay.
- 4.8 The cost of the compensation packages awarded to employees aged under 50 over the last two years is set out in table 3. The table indicates that relevant employees received benefits with a total value of £0.847 million in the period comprising statutory payments of £0.398 million and discretionary benefits of £0.449 million.

Table 3: Payments to Individuals under 50 2004 to 2006

Number	30	
	Total Cost £	Average £
Statutory Payments		
Redundancy	397,978	13,266
Discretionary Payments		
Severance	449,100	14,970
Total cost	<u>£847,078</u>	<u>£28,236</u>

- 4.9 The Age Regulations stipulates that age discrimination occurs where an individual is treated less favourably than another on the grounds of their age. The provisions of the Regulations do not apply to the statutory redundancy scheme only the discretionary elements.
- 4.10 To comply with the Regulations the capital value of the added years compensation package should broadly correspond to the value of the severance package.
- 4.11 Table 4 sets out the benefits receivable for two individuals the circumstances of which are identical with the exception of age. The table indicates that the added years' package which is restricted to employees aged 50 and over has a capital value 4 times greater than that of the severance package available to younger employees. Because of this differential the current discretionary compensation scheme is potentially discriminatory. The DCLG therefore announced its intention to remove the discretion to award 'added years' and replace it with the discretion to pay compensation of up to two years pay (including statutory redundancy pay) regardless of age.

Table 4: Discretionary elements of Compensation Package

Employee Age	49	50
Employee Pay	35,297	35,297
Employee Service	20	20
	Benefits at Age 49	Benefits at Age 50
	£	£
Added years		67,374
Severance	16,878	
Sub total Discretionary	<u>16,878</u>	<u>67,374</u>
Difference £		+50,496
Difference %		+300%

5. AFFORDABILITY

- 5.1 The Council's Medium Term Financial Plan projects significant financial constraints on revenue and capital budgets over the medium term. In addition the Pension Fund is also subject to increasing financial pressures resulting from increasing life expectancy and relatively lower investment returns.

- 5.2 In previous years it has been the practice to fund redundancy and severance costs from capital receipts. This requires annual approval by the Government on application by the Council. The scope to use this funding mechanism will be limited in the future because of:-
- Reduced availability of capital receipts.
 - New Government arrangements which indicate that the level of approvals for capitalisation directions will be limited based on national quotas.

As a consequence costs arising from redundancy will impact more directly on the Council's revenue budget than has been evident in recent years.

- 5.3 The financial context set out above needs to be taken into account in establishing a discretionary compensation scheme, with the interests of Council taxpayers considered alongside fair and equitable treatment of staff.
- 5.4 However, given the projected financial outlook the current scheme is unlikely to remain affordable over the medium term.

6. PROPOSED SCHEME

- 6.1 Development of the proposed scheme has taken into account the statutory requirement for the Council to:-
- Have regard to the extent to which the exercise of discretionary powers, unless properly limited, could lead to a serious loss of confidence in the public service; and
 - Be satisfied that the policy is workable, affordable and reasonable and having regard to the foreseeable costs.

6.2 The current scheme relates the level of compensation to length of Local Government service. This reflects the dual purpose of the payment to compensate for loss of employment and recognises public sector service.

6.3 It is proposed to continue this graduated approach to the award of compensation by basing discretionary compensation on the statutory redundancy scheme which uses age and length of continuous service to determine the level of payment i.e. ½ a week's pay for service under the age of 22, one week's pay for service between the age's of 22 and 41, and 1½ week's pay for service over the age of 41. The Age Discrimination Regulations specifically allow employers to relate discretionary compensation to age and length of service provided this is calculated as a multiplier of the statutory payment. The Regulations permit to make payment from day one and it is proposed to continue to make payment from two years service in accordance with the statutory redundancy scheme. Given the fact that the Government has retained age and length of service as criteria for awarding a redundancy payment the use of these criteria is capable of objective justification.

6.4 As stated in paragraph 4.7 the current discretionary payment to staff under age 50 equates, on average, to 112% of the statutory payment. Taking

account of the affordability issues set in section 5 of this report it is proposed to adopt a policy that would provide for discretionary compensation to be based on 120% of the statutory payment.

- 6.5 This would mean the maximum payment (including statutory redundancy) to an individual would be 66 weeks pay. This is the current maximum allowed under existing regulations, but less than the maximum of 104 weeks allowed in the new Regulations. Appendix 1 provides examples of the total compensation that would be paid to employees under the current and proposed arrangements. In general, the proposed scheme would be more generous for employees under 50, and less generous for employees over 50 who are also in the pension scheme. The latter group of staff, would of course, retain the additional and not insignificant benefit of immediate payment of pension. This is illustrated by examples set out in the following table which show the total payments (statutory and discretionary) under the current and proposed schemes:-

Employee Age	40	50
Length of service	20 years	20 years
Salary	£30,000	£30,000

Current Scheme		
One off payment	£23,334	£43,385
Annual pension	-	£9,750

Proposed Scheme		
One off payment	£24,115	£53,596
Annual pension	-	£7,500

- 6.6 Applying the proposed compensation package to the retirements in 2004 to 2006 would have resulted results in savings of £1.1 million accruing to the Council. The derivation of these savings is set out below:-

Comparison of Alternative Discretionary Compensation Scheme

	Employees aged 50 and over	Employees aged under 50	Total
Current scheme	1,865,640	446,600	2,312,240
Proposed scheme	694,443	473,410	1,167,853
Net (saving)/cost	1,171,197	(26,810)	(1,144,387)

7. CONVERSION OF DISCRETIONARY PAYMENTS INTO ADDED YEARS

- 7.1 It is further proposed that individual employees be given the choice of either taking the discretionary compensation as a one off payment or converting this into additional pensionable service at an actuarially determined rate to ensure the conversion is cost neutral for the Council.

- 7.2 This arrangement will enable the Council:-

- Continue to provide added years in a form compatible with the Age Regulations.

- Maximise choice for scheme members.

8. CONSULTATION WITH TRADES UNIONS

- 8.1 The proposed policy was published on 16th November 2006 and issued for consultation with the Trades Unions who were requested to respond and comment on the proposals by 14 December 2006. At the time of writing this report no comments have been received but should any subsequent issues be raised these will be reported to the Committee at the meeting.

9. IMPLEMENTATION ARRANGEMENTS

- 9.1 At any one time the Council will be undertaking a number of changes to staffing arrangements which will involve actual or potential redundancies. The process for managing these changes is governed by Corporate Human Resources policies on Handling Organisational Change which set out a number of key common steps including requirements for consultation with affected staff.

- 9.2 In order to ensure that there is consistent, unbiased and transparent implementation of the new policy it is recommended that:-

9.2.1 Where, at the date of publication of the proposed policy (16th November 2006) formal consultation with staff on proposed restructuring has commenced, then any consequent awards of discretionary redundancy compensation should be based on the existing policy; provided the employment is terminated by 31st March 2007 (the latest date allowed under the regulations).

9.2.2 All other awards of discretionary redundancy compensation are based on the new policy agreed by the Committee.

- 9.3 Under the new regulations the Council is required to formulate and keep under review a policy that applies in respect of exercising the Council's discretions referred to in this report.

- 9.4 If the Council decides to amend its policy a new statement of the amended policy must be published and may not come into effect until one month has elapsed since the date the policy was published.

10. COMMENTS OF THE CHIEF FINANCIAL OFFICER

- 10.1 The comments of the Director of Resources have been incorporated into the report.

11. RISK MANAGEMENT IMPLICATIONS

- 11.1 By implementing these revised proposals the organisation will have a scheme which is compliant with the Age Discrimination Regulations and is fair and transparent for all staff within the Council. This will enhance employee relations. The scheme is also affordable which will not put any added pressure on tax payers of the Borough.

This page is intentionally left blank

16. APPENDIX

16.1 Appendix 1: Total Compensation Payable on Current and Proposed Schemes (Based on Notional Salary of £30,000)

Age	Service	Impact on Individual						Cost to Council		
		Current		Proposed; 120.0% Option		Gain/ (loss)		Cost/ (Saving) :120.0% Option		
		Annual Pension	One Off Payment	Annual Pension	One Off Payment	Annual Pension	One Off Payment	Current	Proposed	Difference
20	2	-	852	-	1,269	-	417	852	1,269	417
25	5	-	3,407	-	5,077	-	1,670	3,407	5,077	1,670
30	5	-	5,413	-	6,346	-	933	5,413	6,346	933
30	10	-	10,419	-	11,423	-	1,004	10,419	11,423	1,004
35	5	-	5,393	-	6,346	-	953	5,393	6,346	953
35	10	-	11,656	-	12,692	-	1,036	11,656	12,692	1,036
35	15	-	16,676	-	17,769	-	1,093	16,676	17,769	1,093
40	5	-	5,690	-	6,346	-	656	5,690	6,346	656
40	10	-	12,038	-	12,692	-	654	12,038	12,692	654
40	15	-	18,526	-	19,038	-	512	18,526	19,038	512
40	20	-	23,334	-	24,115	-	781	23,334	24,115	781
45	5	-	7,763	-	8,885	-	1,122	7,763	8,885	1,122
45	10	-	14,504	-	15,231	-	727	14,504	15,231	727
45	15	-	21,206	-	21,577	-	371	21,206	21,577	371
45	20	-	28,164	-	27,923	-	(241)	28,164	27,923	(241)
50	5	2,250	11,077	1,875	15,144	(375)	4,067	28,081	23,729	(4,351)
50	10	4,500	21,865	3,750	29,654	(750)	7,788	73,159	64,110	(9,049)
50	15	6,750	31,500	5,625	41,625	(1,125)	10,125	88,191	73,060	(15,131)
50	20	9,750	43,385	7,500	53,596	(2,250)	10,212	181,658	141,357	(40,301)
50	25	11,625	49,010	9,375	59,221	(2,250)	10,212	148,450	108,149	(40,301)
50	30	13,750	55,384	11,250	64,846	(2,500)	9,462	360,953	314,296	(46,657)
55	5	2,250	11,077	1,875	15,144	(375)	4,067	30,803	26,991	(3,812)
55	10	4,500	22,154	3,750	30,288	(750)	8,135	51,507	43,882	(7,625)
55	15	6,750	32,942	5,625	44,798	(1,125)	11,856	82,327	70,544	(11,783)
55	20	9,750	44,827	7,500	56,769	(2,250)	11,942	171,620	136,284	(35,336)
55	25	11,625	50,452	9,375	62,394	(2,250)	11,942	109,801	74,465	(35,336)
55	30	13,750	56,826	11,250	68,019	(2,500)	11,193	120,855	79,523	(41,333)
55	35	15,000	60,577	13,125	73,644	(1,875)	13,067	105,854	79,523	(26,331)
60	5	2,250	11,077	1,875	15,144	(375)	4,067	15,075	12,002	(3,073)
60	10	4,500	22,154	3,750	30,288	(750)	8,135	40,641	34,495	(6,146)
60	15	6,750	33,231	5,625	45,433	(1,125)	12,202	57,891	48,672	(9,219)
60	20	9,375	45,144	7,500	59,942	(1,875)	14,798	87,101	66,197	(20,903)
60	25	11,250	50,769	9,375	65,567	(1,875)	14,798	66,755	45,851	(20,903)
60	30	13,125	56,394	11,250	71,192	(1,875)	14,798	77,399	56,496	(20,903)
60	35	15,000	62,019	13,125	76,817	(1,875)	14,798	77,399	56,496	(20,903)
60	40	15,000	62,019	15,000	82,442	-	20,423	36,072	56,496	20,423

This page is intentionally left blank

Agenda Item 6

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Agenda Item 7

By virtue of paragraph(s) 1, 3, 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank