#### LONDON BOROUGH OF TOWER HAMLETS

#### MINUTES OF THE OVERVIEW & SCRUTINY COMMITTEE

### HELD AT 7.30 P.M. ON TUESDAY, 6 NOVEMBER 2007

# M71, 7TH FLOOR, TOWN HALL, MULBERRY PLACE, 5 CLOVE CRESCENT, LONDON, E14 2BG

## **Members Present:**

Councillor Marc Francis (Chair) Councillor Alibor Choudhury Councillor Stephanie Eaton Councillor Peter Golds

Councillor Alexander Heslop (Vice-Chair)

Councillor Ahmed Hussain Councillor Oliur Rahman

Councillor Mohammed Abdus Salique

Councillor Salim Ullah

### **Other Councillors Present:**

Councillor Ohid Ahmed Councillor Sirajul Islam Councillor Denise Jones Councillor Abjol Miah Councillor Tim O'Flaherty Councillor Abdal Ullah Councillor Motin Uz-Zaman

### **Co-opted Members Present:**

Mr H Mueenuddin – Muslim Community Representative Mr M. Shahanur Khan – School Governor Representative

#### **Guests Present:**

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#### **Officers Present:**

Suki Binjal - (Interim Head of Non-Contentious Team, Legal

Services)

Alex Cosgrave – (Corporate Director, Environment and Culture)

John Goldup – (Corporate Director, Adults Health and Wellbeing)

Afazul Hoque – (Acting Scrutiny Policy Manager, Scrutiny and

Equalities, Chief Executive's)

Michael Keating - (Service Head, Scrutiny & Equalities, Scrutiny &

Equalities, Chief Executive's)

Maureen McEleney – (Director of Housing Management)

Colin Perrins - (Head, Trading Standards and Environmental

Health Commercial, Environment and Culture)

Emma Peters – (Corporate Director, Development and Renewal)
Charles Skinner – (Service Head Communications, Chief

Executive's)

Claire Symonds – (Service Head, Customer Access)

Sara Williams – (Assistant Chief Executive)

Angus Dixon – (Democratic Services)

#### 1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

### 2. DECLARATIONS OF INTEREST

The following declarations of interest were made:

Councillor Ohid Ahmed declared a prejudicial interest in relation to items 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' and 6.2 'Residential Care for Older People in Tower Hamlets' as he is a Member of the Cabinet which was the body responsible for making these decisions.

Councillor Sirajul Islam declared a prejudicial interest in relation to items 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' and 6.2 'Residential Care for Older People in Tower Hamlets' as he is a Member of the Cabinet which was the body responsible for making these decisions.

Councillor Ahmed Hussain declared a personal interest in relation to item 6.2 'Residential Care for Older People in Tower Hamlets' as he works for the PCT.

Councillor Abdal Ullah declared a prejudicial interest in relation to items 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' and 6.2 'Residential Care for Older People in Tower Hamlets' as he is a Member of the Cabinet which was the body responsible for making these decisions.

Councillor Motin Uz-Zaman declared a prejudicial interest in relation to items 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' and 6.2 'Residential Care for Older People in Tower Hamlets' as he is a Member of the Cabinet which was the body responsible for making these decisions.

Councillor Alexander Heslop declared a personal interest in item 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' as he is a Member of the Shadow Board of Tower Hamlets Homes.

Councillor Marc Francis declared a personal interest in item 6.1 'Housing Investment Strategy - Establishment of Tower Hamlets Homes' as he is a Member of the Shadow Board of Tower Hamlets Homes.

Councillor Alibor Choudhury declared a personal interest in relation to item 6.2 'Residential Care for Older People in Tower Hamlets' as the facilities are located in his ward.

Councillor Oliur Rahman declared a personal interest in relation to item 6.2 'Residential Care for Older People in Tower Hamlets' as the facilities are located in his ward.

#### 3. **UNRESTRICTED MINUTES**

The minutes of the meeting held on 2nd October 2007 were confirmed as a true and accurate record.

In discussing issues arising from the minutes the Chair stated that he would be writing to the Standards Board regarding the new requirement for Cabinet members in attendance at Overview and Scrutiny Committee meetings to declare a prejudicial interest when Cabinet business was being discussed. The Chair said that he was going to highlight to the Standards Board that the Committee's discussions were a means of promoting a greater understanding by Cabinet of the Committee's views and perspectives, and therefore whether there is a means of allowing the Cabinet Members to remain present for discussion and thus facilitate a more useful scrutiny process.

#### 4. **REQUESTS TO SUBMIT PETITIONS**

No requests to submit petitions were made.

#### 5. **REQUESTS FOR DEPUTATIONS**

One deputation request had been received from Ms Pawla Cottage on the subject of 'Housing Investment Strategy Report - Establishment of Tower Hamlets Homes'.

The Chair welcomed the deputation and asked its representative to address the meeting. Ms Pawla Cottage, on behalf of the deputation, presented to the Committee their arguments against the establishment of Tower Hamlets Homes. These included a lack of real and representative consultation with residents, the lack of contingency planning in case the Better Homes standard was not reached, and the need for a full ballot to be held to gauge resident support.

Members put questions to Ms Cottage regarding whether she would support the ALMO process if further consultation demonstrated resident support for the process, if she held any evidence of Officers not supporting the project, and why she was so confident that the Government would introduce a fourth option for housing management.

Ms Cottage stated that if there was fair and meaningful consultation then she would support an 'in favour' result. She was unwilling to produce evidence to the Committee substantiating her claim that housing officers believed the ALMO was being 'set up to fail', and with regard to the fourth option she stated that it was up to the Council to galvanise and lobby alongside other Boroughs in order to pressure Central government.

The Chair thanked the deputation for its attendance.

#### 6. SECTION ONE REPORTS 'CALLED IN'

### 6.1 Housing Investment Strategy – Establishment of Tower Hamlets Homes

The Chair invited Sara Williams, Assistant Chief Executive, to outline the process to be followed for the call-in.

Councillor Abjol Miah for the call-in Members outlined the main issues that they held with the Establishment of Tower Hamlets Homes – namely that there were no guarantees that the ALMO would achieve the required 2 star status for extra funding and that there had been inadequate consultation of residents. They believed that there were further measures that the Council should agree to in order to regain full control of the housing assets and services if the ALMO failed in its bid. Councillor Miah also expressed that the Council should be working together to secure a fourth option.

Committee Members put detailed questions to Councillor Miah regarding his understanding of the Council's control of the housing assets under ALMO, and therefore tenancy, and whether he would support the ALMO if there was a ballot which demonstrated resident support for the ALMO. Councillor Miah responded that he realised that Council retained control however what would happen if Tower Hamlets Homes failed to reach the two star target. With regard to the ballot Councillor Miah stated that he would support the outcome of a fair ballot.

Committee Members also questioned Councillor Miah as to why he wouldn't support a process that would immediately allow funds to flow into much needed housing repairs, and what evidence he had that a fourth option was imminent. Councillor Miah responded that despite the funds being a good start, by adding safeguards to the proposal residents could be insured against the two star target being missed. He further stated that the fourth option was a campaign that the Council needed to take to Central government

Councillor Islam, Deputy Leader, addressed the Committee on his perspective of the ALMO stating that since the first ALMO was established, 82% have reached the required two star standard. Councillor Islam further stated that residents in these ALMOs have been happy with the results, safeguarded by the fact that the Council retains ownership.

Committee Members put detailed questions to the Deputy Leader, Councillor Sirajul Islam, and the Director of Housing Management, Maureen McEleney, on a number of issues including why a ballot hadn't be held, why the Borough Wide Compact Group (BWCG) was not going to be a primary consultative body, and the cost of setting up the ALMO.

Ms McEleney and the Deputy Leader responded that most other authorities had not used a ballot as a means of consultation on ALMOs, and that holding a ballot could cause greater confusion amongst residents on an issue that has been surrounded by misinformation. Ms McEleney informed the Committee that the budget for setting up the ALMO was £345,000, and that her Department was constantly searching for ways of getting better involvement from residents. Therefore, whilst the BWCG was not going to be a primary consultative group, its members had been invited to apply for the new consultative positions.

Following discussion the Committee voted on whether to refer the item back to Cabinet for further consideration. Councillor Stephanie Eaton requested that a recorded vote be held.

#### Those **FOR** of the motion:

Councillor Marc Francis, Councillor Alexander Heslop, Councillor Alibor Choudhury, Councillor Mohammed Abdus Salique, Councillor Salim Ullah (5).

#### Those **AGAINST** the motion:

Councillor Stephanie Eaton, Councillor Peter Golds, Councillor Ahmed Hussain, Councillor Oliur Rahman (4).

### Accordingly it was **RESOLVED**

That the alternative course of action proposed in the call-in would not be pursued and no referral would be made to Cabinet.

#### 6.2 **Residential Care for Older People in Tower Hamlets**

Councillor Ahmed Hussain temporarily stood down as a Member of the Committee in order to present the call-in to the meeting. Councillor Hussain for the call-in Members outlined the main issues that they held with the proposed commissioning arrangements at Pat Shaw House and Peter Shore Court – namely that the Council had underutilised resources in the provision of residential care that could be better used in other areas. Councillor Hussain indicated that he would also like to attach another recommendation to the report simply stating that the Committee have an opportunity to Monitor this contract every 6 months.

Committee Members guestioned Councillor Hussain on what savings he estimated would result from his proposal. Councillor Hussain estimated that the Council could save £80,000 annually by providing 50 beds and by 'spotcaring' any spikes in care requirements.

Committee Members put detailed questions to the Lead Member for Health and Wellbeing, Councillor Motin Uz-Zaman, and the Corporate Director of Adults, Health and Wellbeing, John Goldup, on a number of issues including why the identified option was the best value for the Council and why it had taken the Council so long to take steps to address the issue.

Councillor Motin Uz-Zaman and Mr Goldup responded in detail on the points raised stating that with the price that the Council had managed to secure under the proposed arrangement, analysis had shown that this offered the best value. The reason for the delay in addressing the situation was due to the undertaking of a tender process for the new contract.

Further questions were asked surrounding whether the terminate notice period could be reduced to four weeks notice, and whether the void beds could be sold to other purchasers with one week notice. Mr Goldup responded that he hadn't investigated these options however he would now raise this as part of the negotiations.

The Committee considered that the discussion surrounding the report had been useful and that the Council should investigate whether the notice periods could be reduced as specified. The Committee felt that decision did not need to be referred back to Cabinet however that the Committee should have an opportunity to receive an update on the implementation within the next 6 months.

#### **RESOLVED**

That the alternative course of action proposed in the call-in would not be pursued and no referral would be made to Cabinet.

#### 7. **SCRUTINY SPOTLIGHT: DEPUTY LEADER**

Councillor Sirajul Islam, Deputy Leader, opened his presentation to the Committee by commenting that he covered a broad portfolio spanning 8 separate areas. Councillor Islam stated these areas were key to the Council's objectives of having excellent, accessible public services, reducing inequalities, promoting engagement and a lively democracy.

The Deputy Leader divided his presentation into key achievements and key challenges. The key achievements included the Customer Access Strategy and Action Plan that set out the Council's overall approach to developing its customer access; the achievement of the Investors in People standard; the obtainment of Level 5 Equalities recognition; and improvements to communications.

The Deputy Leader outlined the key challenges as customer access (changing borough and population); community cohesion (have been successful in avoiding problems elsewhere but still a constant challenge); workforce to reflect the community (has been improvement but still a long way to go); and Member L&D (a good record however we still need to do more to support the Members' community leadership role).

The Committee put a number of questions to the Deputy Leader. These included the Deputy Leader's role in improving community cohesion to which he responded that whilst it was a very challenging area he had been attending a number of conferences which had provided him with insight as to what was working in other areas and that the Council had been doing a lot of work.

Michael Keating, Head of Scrutiny and Equalities, further discussed with the Committee that the Council's Community Plan had community cohesion at its heart, and that the negotiation on the new Local Area Agreement will help refine the local definition of cohesion. Mr Keating discussed some of the initiatives that the Council had implemented including the 'Schools Cohesion Duty' and the 'Bridging Communities Project', and Steps 1 and Steps 2 projects. The Steps projects had seen students travel to Ghana and Barbados to examine the impacts of past slavery cultures, and Muslim students visiting the Auschwitz concentration camp to learn about genocide and anti-Semitism. In both cases the aim is to use the lessons of the past to address current challenges.

The Committee also addressed questions to the Deputy Leader on his portfolio area of workforce to reflect the community. The Deputy Leader reiterated that a lot of work was being done to address this issue however that it was a long-term project. The work being done today with graduates would be demonstrable in future years. With regard to questioning on timescales for getting people into senior positions the Deputy Leader responded that there was no fixed timeframe and that it is still a case of best person for the job, however that there was a focus on harnessing and encouraging people fulfil their potential.

Further questions were addressed to the Deputy Leader on his organisation of a Focus Group meeting of Bangladeshi councillors and how this fitted into the concept of equalities and cohesion. The Deputy Leader responded that it was not a formal meeting, simply a targeted group so as to provide specific feedback on certain issues. This particular focus group would form part of a series of other targeted discussions on this topic.

The Committee also sought response from the Deputy Leader on communications activities, and as to whether these were meant to reflect the whole of Council, or just the work of the majority group. The Deputy Leader was reminded of a Scrutiny recommendation from earlier in the year that East End Life operate on a more inclusive basis with greater coverage of

opposition groups. Mr Charles Skinner, Head of Communications, stated that actions had been undertaken to provide for regular sections in East End Life throughout the year for all Members.

### 8. PERFORMANCE MANAGEMENT

# 8.1 Complaints - six month report

# **Councillor Alex Heslop in the Chair**

Ms Claire Symonds, Service Head of Customer Access, introduced the report informing the Committee that it summarised the complaints completed by the Council in the six months from April to September. Ms Symonds commented that overall there had been improvements to complaint response times and early resolution of complaints, with the Local Government Ombudsman noting better performance.

The Committee put a number of questions to Ms Symonds regarding how the Council was performing against other Boroughs and the number of complaints in relation to housing. Ms Symonds responded to the points raised stating that benchmarking activities were going to be performed to compare the Council's performance and that whilst the number of housing complaints was high, it did not represent an increase in complaints over previous periods.

### 9. BUDGET AND POLICY FRAMEWORK

### 9.1 Licensing Authority Policy Statement

#### **Councillor Marc Francis in the Chair**

Alex Cosgrave, Corporate Director Environment and Culture, introduced the report reminding the Committee that as it was a Budget and Policy Framework item it would be going to Cabinet for approval, before finally being put before a full meeting of the Council. Ms Cosgrave detailed that the report provided a summary and analysis of the consultation carried out for the three year review of the Licensing Policy under the Licensing Act as well as suggesting a number of changes to the Policy.

The Overview and Scrutiny Committee broadly welcomed the Licensing Authority Policy Statement and recognised the extensive consultation that has occurred in its development. The Committee believed that the recommended changes in the Statement would result in a more transparent licensing process and greater regulation and control of premises' activities.

The Committee wished to reinforce to Cabinet the importance of continuing improvement to the Council's Licensing Policy and in this vein looked forward to the incorporation of the outcomes of the Scrutiny Review Panel's investigating of Licensing of Strip clubs.

The Committee expressed concerns about drinking outside of licensed premises and the resulting anti-social behaviour issues and also around the Council's saturation policy for the north of the borough with the increasing number of licensed premises. The Committee sought that these issues be areas of focus in the ongoing revision of the Council's Licensing Policy.

#### 9.2 **Community Plan Refresh**

Sara Williams, Assistant Chief Executive, introduced the report informing the Committee that it provided a summary of the Council's and Tower Hamlets Partnership's preparations to revise and refresh the borough's Community Plan towards 2020. Ms Williams stated that the refresh process was at an early stage, with an all Member seminar to be scheduled in the coming months to obtain input from all Members on critical issues.

Ms Williams reminded the Committee that as this was a Budget and Policy Framework item it would be coming back to them for further discussion. Moving forward the Committee would need to decide the type of input they would like to provide on the process.

The Committee questioned Ms Williams on the timeline for the production of the Community Plan 2020 to which she responded that it would be put to the April 2008 Council meeting.

#### **SCRUTINY MONITORING AND MANAGEMENT** 10.

#### Appointment to the London-wide Joint Overview and Scrutiny 10.1 Committee

Michael Keating, Head of Scrutiny and Equalities, introduced the report stating that the Committee had been asked to nominate a representative and a deputy to the London-wide Joint Overview and Scrutiny Committee.

#### **RESOLVED**

Councillor Marc Francis to be appointed to the London-wide Joint Overview and Scrutiny Committee and Councillor Stephanie Eaton be his Deputy.

# 10.2 Overview and Scrutiny Tracking Report

Michael Keating, Head of Scrutiny and Equalities, introduced the report reminding the Committee that it provided an update on the progress of implementation of the Committee's past recommendations.

#### **RESOLVED**

That the report be noted.

### 10.3 Verbal updates from Scrutiny Leads

#### **RESOLVED**

In accordance with Council procedural rule 14.1.13 the meeting be extended.

Councillor Alibor Choudhury (Creating and Sharing Prosperity), reported that his group had been compiling a scoping document which set out a timetable, Terms of Reference etc, and had been meeting with Partnerships officers, stakeholders and CPAGs. He informed the Committee the Member Challenge session was scheduled for Monday 19<sup>th</sup> November.

Councillor Alexander Heslop (Living Well), reported on his review of choice-based letting, informing the Committee that the meetings that had been held had been well attended with good debate. He commented on the emerging issue of the selection process of 'date order' verses 'strict housing need'. He also discussed that the Corporate Parenting Steering Group had expressed interest in the review looking at their specific issues.

Councillor Stephanie Eaton (Chair of Health Scrutiny Panel), reported that the work was going well and that her group was working well with health partners. She reminded the Committee that the group were looking at smoking and tobacco cessation as a whole and not just smoking.

Councillor Ahmed Hussain (Learning, Achievement and Leisure) reported that a Challenge Session would be held on 12 December to revisit the Scrutiny Review on the Youth Service undertaken in 04/05 both to check progress and reflect on the scrutiny process itself. He reminded the Committee that the substantive review in his portfolio was focusing particularly on disabled people's access to leisure and sport facilities and that a scoping document had been drawn up. Councillor Hussain also mentioned that the group was looking at a media production to present the findings.

Councillor Salim Ullah (Living Safely) informed the Committee that his group's work on Anti-Social Behaviour was going well and that he would bring more comprehensive feedback to the next meeting. He stated that the group was looking at an integrated approach which tackled all the key issues.

Councillor Mohammed Abdus Salique (Excellent Public Services) told the Committee that his group's investigation into the use of consultants was advancing using both case studies and other research. He stated that he hoped for useful comments from Members and that the next meeting was on 20<sup>th</sup> November.

Councillor Marc Francis (Strip Clubs and Licensing Policy) told the Committee that his group had prepared a draft scoping document which would be publicised soon. He informed that the group was seeking comments from residents on impacts before Christmas and hopefully also evidence from officers.

Councillor Stephanie Eaton also asked that Scrutiny officers put all the Scrutiny Review Panels' meeting times and dates into the Committee Members' diaries to maximise attendance.

#### 11. PRE-DECISION SCRUTINY OF SECTION ONE (UNRESTRICTED) **CABINET PAPERS**

The Committee considered thoroughly the proposed questions to submit to Cabinet and agreed that the following should referred

# Agenda Item 6.1 – Extension of Controlled Parking into the Fish Island **Area – Consideration of Objections Received (CAB 065/078)**

Can the Cabinet confirm if 417 Wick Lane is subject to a Car free agreement?

# Agenda Item 6.3 – Response to the Scrutiny Review Group – Improving Recycling (CAB 067/078)

- 1. Recommendation 3 Can the Cabinet provide a copy of the response to the London Councils Tenth London Local Authorities Bill, outlining LBTH's position on the proposed levy on "throw out" shopping bags?
- 2. Recommendation 4 Can the Cabinet confirm that all recycling sites are now emptied twice weekly? What progress has been made in installing recycling schemes at Bethnal Green and Tower Hill Tube stations, and what work is planned for similar schemes at other London Underground stations?
- 3. Recommendation 6 On how many occasions in the past twelve months has an LBTH Waste Management Officer reported to the Planning Department that refuse and recycling facilities in a new development are not adequate, and on how many of those occasions has this resulted in enforcement action for breach of planning conditions?
- 4. Recommendation 8 What was the conclusion of the evaluation of the potential for a high rise food waste service with a recycling contractor?
- 5. Recommendation 11 What is the timescale to develop a financial incentive scheme for consideration by the Cabinet?

# Agenda Item 7.1 Progressing Leaseholder Buy-backs to enable RSL Regeneration Scheme (CAB 068/076)

- 1. With reference to paragraph 5.2.6 is it the Council's policy to encourage RSLs to CPO leasehold properties?
- 2. The RSL performed their own audit and survey of leaseholders before they agreed to take over any estates from Council. Why is the Council encouraging RSLs on CPO?
- 3. Will the Council guarantee leaseholders on final stage are provided with the same size of homes after any rebuild?

# Agenda Item 7.2 - Response to the Scrutiny Review Group - Hostels **Strategy (CAB 069/078)**

- Recommendation 1 Did Look Ahead Housing agree to consider submitting a bid to the Hostels Capital Improvement Programme to modernise the Aldgate Hostel?
- 2. Recommendation 5 Will Cabinet include representations in support of the Fover Federation's campaign for the abolition of the 16-hour rule for young homeless people in the letter to the Work & pensions Secretary on the reform of the Single Room Rent restriction?
- 3. Recommendation 12 What was the outcome of the discussion on the merit of a drugs and hostels conference for local service providers to examine the possibility of increasing support for the Drug Action Team to ensure it has the capacity to provide satellite services in local hostels?

# Agenda Item 8.2 Local Development Framework - Annual Monitoring Report 2006-07 (CAB 071/078)

- 1. Para 5.2 What steps are being taken to increase the proportion of familysized social rented homes beyond the 17.5 per cent achieved in 2006/07?
- 2. What proportion of (a) social housing and (b) intermediate housing was family-sized in 2004/05, and what estimate has been made of the proportions that will be achieved in 2007/08?
- 3. Will a more ambitious target be set for the proportion of family-sized housing in 2008/09 to compensate for the shortfall in 2006/07?
- 4. Why was almost 40 per cent of the affordable housing completed in 2006/07 "intermediate", when the target was actually significantly lower than this figure?
- 5. What efforts has the Council made to consult faith groups in the development of the LDF and has the need for space for faith groups been monitored and incorporated into the LDF?
- 6. Can the Council outline how are they intending to deliver the multi-faith cemetery through the LDF?

# Agenda Item 9.1 Consultation on the Admission Arrangements (CAB 073/078)

With new high rise developments in Tower Hamlets, how can the Cabinet ensure that all children who live close to a certain school will be admitted to that school, or ensure that the nearest high rise blocks do not take up all the places available in that school for that year?

# Agenda Item 9.3 Toby Lane Kitchen – adoption of supplementary capital **estimate (CAB 075/078)**

- 1. What surveys took place before agreeing this contract and who are the contractors and why are they not mentioned in the report? Would the tendering and contracting process have been different if the value of the contract had initially been estimated at the value of £1m?
- 2. Does the Council intend to purchase all its catering needs i.e. refreshments/ food for meetings & events in-house; instead of contracting it to external suppliers?
- 3. As we have good relationships with the health trusts in the borough, would the kitchen be able to supply the food that the hospitals contract out to other external suppliers and generate income?

# Agenda Item 9.4 Open Space at Lukin Street Determination of Objection (CAB 076/078)

Can the Cabinet explain why the disposal was not agreed prior to submission and agreement of planning permission?

# Agenda Item 10.1 Supply of Library Management System – Participation in the London Libraries Consortium's Framework Agreement

- 1. With reference to paragraph 2.2 why is Cabinet being asked for an exemption on tendering procedure and what are the negative impacts of tendering this contract? Was TH involved in the initial tendering with Havering at that time?
- 2. Why were only 2 second tier officers involved in this procurement process and not more? Would it not be wise to include an officer from the resources (finance) directorate in the team during this procuring process?

# Agenda Item 10.2 Implementation of Single Status Agreement (CAB 078/078)

- 1. Apart from female ex-workers can the Cabinet clarify which other groups will benefit from this scheme?
- 2. With reference to paragraph 4.1 what would be the cost impact of a 5 year pay protection scheme? Is the report suggesting that after 5 years the "Home care & Education contract" will be contracted or will seek to be contracted out to others?
- 3. How are the incremental points calculated? Why is the pay increment between Scale 1 point 3 & 4 only £114 whereas, an average senior manager pay increment is £906?
- 4. With reference to average incomes in Tower Hamlets and also the cost of living in the Borough, if the Cabinet will estimate the cost of upgrading all those posts currently graded at points 1 & 2 on our grading scale to point 3?

- 12. ANY OTHER SECTION ONE (UNRESTRICTED) BUSINESS WHICH THE CHAIR CONSIDERS TO BE URGENT
- 13. EXCLUSION OF THE PRESS AND PUBLIC
- 14. SECTION TWO REPORTS 'CALLED IN'
- 15. PRE-DECISION SCRUTINY OF SECTION TWO (RESTRICTED) CABINET PAPERS

There were no pre-decision questions of section two Cabinet papers.

16. ANY OTHER SECTION TWO (RESTRICTED) BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other section two business that the Chair considered urgent.