

# NORTHAMPTON BOROUGH COUNCIL



## COUNCIL

Monday, 22 January 2007

**YOU ARE SUMMONED TO ATTEND A MEETING OF NORTHAMPTON BOROUGH COUNCIL, WHICH WILL BE HELD AT THE GUILDHALL NORTHAMPTON ON MONDAY, THE TWENTY SECOND DAY OF JANUARY, 2007 AT SIX THIRTY O'CLOCK IN THE EVENING WHEN THE FOLLOWING BUSINESS IS PROPOSED TO BE TRANSACTED:-**

**1. MINUTES.**

To approve the minutes of the proceedings of the Meeting of the Council held on 27th November 2006.

**2. APOLOGIES.**

**3. MAYOR'S ANNOUNCEMENTS.**

**4. DEPUTATIONS/PUBLIC ADDRESSES.**

**5. QUESTION TIME**

**6. CABINET MEMBER PRESENTATIONS**

**7. PRESENTATION ON PAY AND GRADING REVIEW - (REPORT HEREWITH)**

**8. COUNCIL TAX BASE (REPORT HEREWITH)**

**9. APPOINTMENT OF DIRECTOR OF FINANCE - (REPORT TO FOLLOW)**

**10. LOCAL GOVERNMENT REVIEW - GOVERNMENT WHITE PAPER (REPORT TO FOLLOW)**

## **11. PROGRESS ON RECENT NOTICES OF MOTION**

### **12. NOTICE OF MOTION**

Councillor Simpson to move and Councillor Church to second:-

This Council recognises that tackling crime and fear of crime is one of the top priorities for citizens of Northampton.

The Council welcomes the development of Safer Community Teams within the town and the appointment of Police Community Support Officers as part of the expanding team that enables more visible community policing in our town.

This Council notes that the Northamptonshire Police Authority is facing a funding shortfall for 2007/2008.

This Council therefore resolves to support Northamptonshire Police Authority in lobbying the Government to recognise that Northamptonshire receives less funding per head of population than the national average. In the light of this and the future growth of the town Northampton has a particular need for increased investment in Community Policing.

Furthermore as a member of the Safer Communities Partnership Northampton Borough Council resolves to work with the police to support Safer Community Teams through such initiatives as providing space in Council offices/premises from which Safer Community Teams can work.

### **13. MATTERS OF URGENCY WHICH BY REASON OF SPECIAL CIRCUMSTANCES THE MAYOR IS OF THE OPINION SHOULD BE CONSIDERED.**

The Guildhall  
Northampton  
12<sup>th</sup> January 2007

M.McLean Chief Executive



**NORTHAMPTON BOROUGH COUNCIL  
COUNCIL**

**22ND JANUARY 2007**

**Pay and Grading Review**

The Appendix to this cover sheet is a presentation covering the background to the Pay & Grading Review and the current situation Nationally and at NBC.

The presentation is for information only.

**Howard Crabtree**  
**Corporate Manager, Human Resources**



**NORTHAMPTON**  
BOROUGH COUNCIL

# Pay & Grading Review - Council Briefing

**22<sup>nd</sup> January 2007**

**Howard Crabtree**

# The Pay & Grading Review is....

- .....a review of the value of jobs (excl. Craft) to determine a new grading structure and pay policy undertaken jointly by local Councils and their TUs
- .....a requirement of a Collective Agreement between National Employers and Trade Unions in 1997, restated in 2004 and to be implemented by April 2007
- .....required to ensure fairness and equality in pay against a background of harmonisation of 'manual' and 'white collar' terms and conditions
- .....needed to ensure that NBC is able to attract, recruit and retain appropriately skilled staff to deliver its services

# Implications of the Review

- Aims to avoid potential liability of equal pay claims from female workers who can compare themselves to male workers who are paid more, or vice versa. Case law in this area is becoming increasingly complex and there is activity by 'no win no fee' solicitors
- There are likely to be 'winners' and 'losers' leading to pay bill costs for uplifting the 'winners', potentially protecting the 'losers' and settling back pay for those with potential equal pay claims
- Could cause disruption to the current organisational structure
- Collective agreement has to be agreed with Trade Unions following a ballot of members

# National Picture

- 33% of Councils have implemented
- The average cost to the pay bill has been 3.7% across all councils and 3.45% for Shire Districts
- The LGE estimates back dating for potential equal pay claims to be £3bn nationally
- Costs for pay protection nationally are not available, and latest equal pay case law suggests pay protection may in itself be liable to equal pay claims
- TUs themselves subject to ET challenge
- LGE employers have submitted a report to Central Government stating that it has become virtually impossible for local authorities to reach agreement on equal pay with TUs

# NBC's Position.....

- Joint working established with TUs
- Project Board chaired by Councillor Palethorpe
- Jobs being evaluated using NJC Scheme- nationally developed/ recommended and equality proofed
- Benchmark jobs evaluated and currently subject to moderation
- Proceeding with evaluation of other jobs and plan to be complete by spring /summer 07
- Earliest implementation date is Autumn 2007



## Next steps include.....

- .....Complete evaluations
- .....Develop Grading Structure
- .....Modal Pay Options to develop Pay Structure
- .....Review Equal Pay Liabilities
- .....Consult with all Staff and negotiate with Trade Unions
- .....Negotiate Collective Agreement
- .....TU Ballot
- .....Implementation including Appeals



**NORTHAMPTON**  
**BOROUGH COUNCIL**

<b>Name of Committee</b>	<b>CABINET</b>
<b>Directorate:</b>	Customer and Service Delivery
<b>Corporate Manager:</b>	Fran Rodgers
<b>Date:</b>	4 <sup>th</sup> December 2006

<b>Report Title</b>	Council Tax Base
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<b>Key Decision</b>	<b>Yes</b>
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**1. Recommendations**

1. To recommend to Full Council the calculation of Northampton Borough Council's Tax Base for the year 2007/08 and that the report herein for the calculation of Northampton Borough Council's Tax Base for the year 2007/08 be approved.
2. To recommend the adoption of the calculation of Northampton Borough Council's Tax Base for the year 2007/08 under the Local Authorities (Calculation of Council Tax Base) (Amendment) (England) regulations 2003 (SI 2003/3012).
3. That the report herein for the calculation of Tax Bases for 2007/08 for the following parishes namely, Billing, Collingtree, Duston, Great Houghton, Hardingstone, Upton, Wootton & East Hunsbury and Northampton (unparished) be approved.
4. That pursuant to the report herein and in accordance with the Local Authorities (Calculation of Council Tax Base) Regulations 1992, as amended, the figure calculated for the Tax Base for the year 2007/08 shall be 64,844 (2006/07 – 64,193).

5. That pursuant to the report herein and in accordance with the Local Authorities (Calculation of Council Tax Base) Regulations 1992, as amended, the figure calculated for the Tax Base for the year 2007/08 for the following areas shall be:-

	2007/08	(2006/07)
Billing	2,587	2,592
Collingtree	517	505
Duston	5,206	5,202
Great Houghton	287	287
Hardingstone	756	749
Upton	765	584
Wootton & East Hunsbury	6,287	6,156
Northampton (Unparished)	48,439	48,118

6. That the policy decision made by Council on 15<sup>th</sup> December 2003, to reduce the discount level on Class B (second homes) to 10%, be continued.

## 2. Summary

The report sets out the calculation of Northampton Borough Council's Tax Base for the year 2007/08 under the Local Authorities (Calculation of Council Tax Base) (Amendment) (England) regulations 2003 (SI 2003/3012).

### 3. Report Background

The appended analysis sheets demonstrate the prescribed methodology in determining each tax base.

Background papers are held within Revenues and Benefits

### 4. Options and Evaluation of Options

To not set a tax base would render the authority unable to set a council tax.

To approve the recommendations in the report.

### 5. Resource Implications (including Financial Implications)

None

### 6. Risk and Opportunity Issues

The base has to be determined by the 31<sup>st</sup> January 2007 by Full Council

### 7. Consultees (Internal and External)

<b>Internal</b>	Finance & Asset management – Section 151 Officer Governance, Resources & Communications – Solicitor to the Council
<b>External</b>	None

## 8. Compliance Issues

### A: How Proposals Deliver Priority Outcomes

<b>Recovery Plan</b>
None
<b>Corporate Plan</b>
None

### B: Other Implications

<b>Other Strategies</b>
None

<b>Finance Comments</b>
Finance has been consulted on the contents of the report.

<b>Legal Comments</b>
None

## 9. Background Papers

<b>Title</b>	<b>Description</b>	<b>Source</b>
Council Tax Base 07/08	Evidence to support the calculations of figures (e. g. system totals, ctb1 return and new build figures)	Revenue and Benefits

Ian Tyrer, Revenues and Benefits Partnerships Coordinator, ext 7451

<b>Name</b>	<b>Signature</b>	<b>Date</b>	<b>Ext.</b>
<b>Author</b>	Ian Tyrer	23.11.06	7451
<b>Corporate Manager</b>	Fran Rodgers	23.11.06	7595
<b>Director</b>	David Taylor	23.11.06	7379
<b>Monitoring Officer or Deputy (Key decision only)</b>	Jim Inch	23.11.06	7335
<b>Section 151 Officer or Deputy (Key decision only)</b>	Bill Lewis	23.11.06	7167

**Council Tax Base for Northampton**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	29230.00	20180.00	20359.00	9429.00	5134.00	2188.00	1128.00	71.00
2	less exemption	0.00	1193.00	716.00	505.00	179.00	84.00	23.00	20.00	9.00
3	plus disabled from higher band	36.00	57.00	114.00	62.00	30.00	14.00	8.00	4.00	0.00
4	less disabled going into lower band	0.00	36.00	57.00	114.00	62.00	30.00	14.00	8.00	4.00
5	less number of one adult resident household x25%	1.75	3625.50	1955.00	1488.00	486.75	202.00	70.50	25.75	0.25
6	less number of properties with no residents but not exempt x50%	0.00	271.50	136.00	95.50	58.00	32.00	14.50	21.00	9.50
7	less number of second home properties with no residents but not exempt x10%	0.00	13.20	7.60	6.70	3.50	0.70	0.50	0.60	0.00
8	plus f y e for new properties	0.00	8.00	72.58	274.45	125.15	91.50	17.50	8.70	2.18
9	<b>Total</b>	<b>34.25</b>	<b>24155.80</b>	<b>17494.98</b>	<b>18486.25</b>	<b>8794.90</b>	<b>4890.80</b>	<b>2091.00</b>	<b>1065.35</b>	<b>50.43</b>
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	19.03	16103.87	13607.20	16432.22	8794.90	5977.64	3020.33	1775.58	100.85

**Total            65831.63                    Assume 98.5% collection**

**Tax Base        64844**

**Council Tax Base for Duston**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	874.00	1660.00	2672.00	861.00	470.00	71.00	19.00	2.00
2	less exemption	0.00	32.00	38.00	30.00	5.00	2.00	1.00	0.00	0.00
3	plus disabled from higher band	4.00	7.00	18.00	3.00	2.00	2.00	0.00	0.00	0.00
4	less disabled going into lower band	0.00	4.00	7.00	18.00	3.00	2.00	2.00	0.00	0.00
5	less number of one adult resident household x25%	0.25	128.25	165.50	168.75	38.75	13.75	1.75	0.75	0.00
6	properties with no residents but not exempt x50%	0.00	5.00	8.50	4.00	1.00	1.00	0.50	1.50	1.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.80	0.50	0.30	0.10	0.00	0.00	0.00	0.00
8	plus f y e for new properties	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	<b>Total</b>	<b>3.75</b>	<b>710.95</b>	<b>1458.50</b>	<b>2453.95</b>	<b>815.15</b>	<b>453.25</b>	<b>65.75</b>	<b>16.75</b>	<b>1.00</b>
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	2.08	473.97	1134.39	2181.29	815.15	553.97	94.97	27.92	2.00

**Total**            5285.74            **Assume 98.5% collection**

**Tax Base            5206**



**Council Tax Base for Collingtree**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	3.00	39.00	58.00	28.00	102.00	42.00	126.00	26.00
2	less exemption	0.00	0.00	2.00	2.00	0.00	2.00	0.00	1.00	0.00
3	plus disabled from higher band	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
4	less disabled going into lower band	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
5	less number of one adult resident household x25%	0.00	0.50	3.00	4.75	1.00	5.25	1.50	3.00	0.25
6	less number of properties with no residents but not	0.00	0.00	0.00	0.50	0.50	1.50	0.00	1.50	0.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.00	0.00
8	plus f y e for new properties	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00
9	Total	0.00	2.50	34.00	51.75	26.50	93.15	40.50	121.50	24.75
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	0.00	1.67	26.44	46.00	26.50	113.85	58.50	202.50	49.50

**Total**                      524.96                      **Assume 98.5% collection**

**Tax Base                      517**

**Council Tax Base for Billing**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	1248.00	752.00	447.00	481.00	290.00	90.00	87.00	1.00
2	less exemption	0.00	38.00	15.00	5.00	8.00	3.00	1.00	2.00	0.00
3	plus disabled from higher band	4.00	2.00	4.00	4.00	1.00	0.00	0.00	0.00	0.00
4	less disabled going into lower band	0.00	4.00	2.00	4.00	4.00	1.00	0.00	0.00	0.00
5	less number of one adult resident household x25%	0.00	153.50	70.75	31.25	18.50	12.25	3.75	2.00	0.00
6	less number of properties with no residents but not exempt x50%	0.00	5.50	1.50	2.00	2.50	1.00	0.00	1.00	0.50
7	less number of second home properties with no residents but not exempt x10%	0.00	0.30	0.10	0.00	0.10	0.00	0.00	0.10	0.00
8	plus f y e for new properties	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	Total	4.00	1048.70	666.65	408.75	448.90	272.75	85.25	81.90	0.50
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	2.22	699.13	518.51	363.33	448.90	333.36	123.14	136.50	1.00

**Total**            2626.09                    **Assume 98.5% collection**

**Tax Base            2587**

**Council Tax Base for Great Houghton**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	3.00	31.00	45.00	37.00	114.00	33.00	16.00	0.00
2	less exemption	0.00	0.00	1.00	1.00	0.00	1.00	0.00	0.00	0.00
3	plus disabled from higher band	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0.00
4	less disabled going into lower band	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00
5	less number of one adult resident household x25%	0.00	0.25	4.00	5.25	3.00	6.25	1.25	0.50	0.00
6	less number of properties with no residents but not exempt x50%	0.00	0.00	0.00	0.50	0.00	0.00	0.50	0.00	0.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.00
8	plus f y e for new properties	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	Total	0.00	2.75	25.90	39.25	33.00	106.75	32.25	14.50	0.00
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	0.00	1.83	20.14	34.89	33.00	130.47	46.58	24.17	0.00

**Total**                      291.09                      **Assume 98.5% collection**

**Tax Base                      287**

**Council Tax Base for Hardington**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	99.00	175.00	361.00	126.00	83.00	49.00	17.00	0.00
2	less exemption	0.00	3.00	2.00	8.00	1.00	2.00	0.00	0.00	0.00
3	plus disabled from higher band	1.00	0.00	6.00	0.00	0.00	0.00	0.00	0.00	0.00
4	less disabled going into lower band	0.00	1.00	0.00	6.00	0.00	0.00	0.00	0.00	0.00
5	less number of one adult resident household x25%	0.00	11.50	20.00	28.25	7.75	3.25	1.25	0.25	0.00
6	less number of properties with no residents but not exempt x50%	0.00	1.00	1.50	0.50	1.50	0.50	0.50	0.00	0.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.10	0.00
8	plus f y e for new properties	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	Total	1.00	82.50	157.50	318.15	115.75	77.25	47.25	16.65	0.00
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	0.56	55.00	122.50	282.80	115.75	94.42	68.25	27.75	0.00

**Total**            767.02

**Assume 98.5% collection**

**Tax Base            756**

**Council Tax Base for Upton**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	41.00	56.00	178.00	165.00	56.00	84.00	36.00	7.00
2	less exemption	0.00	0.00	0.00	27.00	18.00	1.00	2.00	2.00	0.00
3	plus disabled from higher band	0.00	0.00	1.00	2.00	0.00	0.00	1.00	0.00	0.00
4	less disabled going into lower band	0.00	0.00	0.00	1.00	2.00	0.00	0.00	1.00	0.00
5	less number of one adult resident household x25%	0.00	2.75	3.75	25.00	10.50	2.50	2.50	0.50	0.00
6	less number of properties with no residents but not exempt x50%	0.00	1.00	0.00	1.50	1.50	1.00	0.00	2.00	3.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.80	0.00	0.00	0.10	0.00	0.00	0.00	0.00
8	plus f y e for new properties	0.00	0.00	0.00	65.93	68.38	47.25	17.50	8.70	2.18
9	Total	0.00	36.45	53.25	191.43	201.28	98.75	98.00	39.20	6.18
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	0.00	24.30	41.42	170.16	201.28	120.69	141.56	65.33	12.35

**Total**            777.08            **Assume 98.5% collection**

**Tax Base            765**

**Council Tax Base for Wootton & East Hunsbury**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	250.00	1290.00	1660.00	1623.00	1092.00	636.00	200.00	3.00
2	less exemption	0.00	15.00	35.00	36.00	31.00	12.00	1.00	4.00	0.00
3	plus disabled from higher band	0.00	6.00	6.00	5.00	5.00	2.00	2.00	0.00	0.00
4	less disabled going into lower band	0.00	0.00	6.00	6.00	5.00	5.00	2.00	2.00	0.00
5	less number of one adult resident household x25%	0.00	41.25	148.00	129.75	82.50	36.00	18.00	5.50	0.00
6	less number of properties with no residents but not exempt x50%	0.00	1.00	5.50	4.50	2.50	3.00	0.50	2.50	0.00
7	less number of second home properties with no residents but not exempt x10%	0.00	0.10	0.00	0.40	0.60	0.10	0.20	0.00	0.00
8	plus 1/9 for new properties	0.00	0.00	11.00	17.50	27.45	31.38	0.00	0.00	0.00
9	Total	0.00	198.65	1112.50	1505.85	1533.85	1069.28	616.30	186.00	3.00
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	0.00	132.43	865.28	1338.53	1533.85	1306.89	890.21	310.00	6.00

**Total**            6383.20                    **Assume 98.5% collection**

**Tax Base            6287**

**Council Tax Base for the remainder of the Northampton Borough Area**

	<b><u>BAND</u></b>	<b><u>A-</u></b>	<b><u>A</u></b>	<b><u>B</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>E</u></b>	<b><u>F</u></b>	<b><u>G</u></b>	<b><u>H</u></b>
1	Number on list	0.00	26712.00	16177.00	14938.00	6108.00	2927.00	1183.00	627.00	32.00
2	less exemption plus disabled from	0.00	1105.00	623.00	396.00	116.00	61.00	18.00	11.00	9.00
3	higher band	27.00	42.00	79.00	47.00	22.00	10.00	4.00	3.00	0.00
4	less disabled going into lower band	0.00	27.00	42.00	79.00	47.00	22.00	10.00	4.00	3.00
5	less number of one adult resident household x25%	1.50	3287.50	1540.00	1095.00	324.75	122.75	40.50	13.25	0.00
6	less number of properties with no residents but not exempt x50%	0.00	258.00	119.00	82.00	48.50	24.00	12.50	12.50	5.00
7	less number of second home properties with no residents but not exempt x10%	0.00	11.20	6.90	5.90	2.60	0.50	0.30	0.40	0.00
8	plus f y e for new properties	0.00	8.00	61.58	190.03	29.33	12.88	0.00	0.00	0.00
9	Total	25.50	22073.30	13986.68	13517.13	5620.48	2719.63	1105.70	588.85	15.00
10	conversion to band d equivalent	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9
11	band d equivalent	14.17	14715.53	10878.53	12015.23	5620.48	3323.99	1597.12	981.42	30.00

**Total**            49176.45                            **Assume 98.5% collection**

**Tax Base        48439**

# Agenda Item 9



NORTHAMPTON  
BOROUGH COUNCIL

Item No.

9

Ward/s

<b>Name of Meeting:</b>	<b>COUNCIL</b>
<b>Meeting Date:</b>	22 January 2007
<b>Directorate:</b>	People, Planning & Regeneration
<b>Corporate Manager:</b>	Howard Crabtree

<b>Report Title</b>	Appointment of Corporate Director and Section 151 Officer
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<b>Key Decision</b>	<b>NO</b>
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## 1. Recommendations

1. That Council confirms the appointment of Isabell Procter as a Corporate Director and as the Council's Section 151 Officer.

## 2. Summary

2. To confirm the appointment of Isabell Procter as Corporate Director as required by Section 4.2.9 of the Council's Constitution and as Section 151 Officer as legally required by the Local Government Act 1972.



### **3. Report Background**

The Council has had a vacancy for the post of Corporate Director since September 2006. A recruitment process, in accordance with the Councils Constitution, for a replacement was undertaken in December 2006. A Sub Committee of the Council appointed Isabell Procter on the 18<sup>th</sup> December and as stated in section 4.2.9 of the Constitution, Full Council is now asked to confirm the appointment. Isabell Procter is currently Head of Finance (S151 Officer) at Milton Keynes Council and has been employed in Local Government since April 1994.

#### **The Section 151 Officer**

This section (Section 151) of the Local Government Act 1972 requires Councils to "make arrangements for the proper administration of their financial affairs and secure that one of their Officers has responsibility for the administration of those affairs".

Council approved in November 2006 the appointment of Bill Lewis as Section 151 Officer on a temporary basis following the resignation of the Corporate Manager, Finance. The report stated that the appointment was temporary until a permanent appointment was made. The appointment of Isabell Procter as a Corporate Director provides a permanent appointment of a senior manager with the appropriate qualifications required by S.113 of the Local Government Finance Act 1988, ie she is a member of the relevant accountancy body and can act with **appropriate authority**.

### **4. Options and Evaluation of Options**

- Make no appointment – not appropriate. Would seriously undermine the Councils leadership and financial capacity if no appointment was made.
- Make an alternative appointment – not appropriate. The market for suitably qualified and experienced Finance Directors is an extremely difficult one. The Council experienced this when recruiting to the Corporate Manager, Finance post last year and an extensive search was undertaken in relation to this post.

### **5. Resource Implications (including Financial Implications)**

This post is contained within the Councils revenue budget. There will be a saving of £10k pa resulting from the removal of the honorarium for the S151 role being undertaken on a temporary basis.

### **6. Risk and Opportunity Issues**

The risk of continued lack of resilience in the Councils finance function, which is currently headed up on an interim basis.

**7. Consultees (Internal and External)**

<b>Internal</b>	Legal Services
<b>External</b>	

**8. Compliance Issues**

**A: How Proposals Deliver Priority Outcomes**

<b>Recovery Plan</b>
Strengthen permanent leadership capacity in the finance function.
<b>Corporate Plan</b>
As above.

**B: Other Implications**

<b>Other Strategies</b>
NO

<b>Finance Comments</b>
NO

<b>Legal Comments</b>
Have reviewed and agreed the report

<b>Crime and Disorder Issues</b>
NO


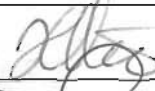

<b>Equality Impact Assessments</b>
NO

**9. Background Papers**

<b>Title</b>	<b>Description</b>	<b>Source</b>
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Appointment of temporary Section 151 Officer	Report to Full Council	27 November 2006
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[Report Author, title and extension]

Name	Signature	Date	Ext.
Author		12/1/07	7377
Corporate Manager		12/1/07	7377
Director			8531
Monitoring Officer or Deputy (Key decision only)			
Section 151 Officer or Deputy (Key decision only)			



Ward/s ALL

<b>Name of Group:</b>	<b>COUNCIL</b>
<b>Meeting Date:</b>	22 <sup>nd</sup> January 2007
<b>Directorate:</b>	Governance and Resources
<b>Corporate Manager:</b>	Mairi McLean
<b>Agenda Status:</b>	Public Report

<b>Report Title</b>	Local Government Review - Government White Paper
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**Key Decision**

**1. Recommendations**

**That Council agrees to the joint submission by the local authorities in Northamptonshire of the ELGIN proposals (at appendix 1) to Government by 25<sup>th</sup> January 2007.**

**2. Summary**

**To request approval for the submission of the ELGIN report, jointly commissioned by the local authorities across Northamptonshire, to be submitted to government in response to the proposals in the Government White Paper by 25<sup>th</sup> January 2007, asking for an additional 4 weeks to broaden the submission as per NCC cabinet decision 22.01.07 (appendix 3).**

### 3. Report Background

- 3.1 The Local Government White Paper – Strong and Prosperous Communities was published on 26<sup>th</sup> October 2006. Its aim is to give local people and local communities more influence and power to improve their lives.
- 3.2 There is a clear mandate in the White Paper that local authorities must work in different ways to better enable local people to influence the way in which their lives can be improved. It is also necessary for all authorities to make any changes self-funding, and evidence savings that can be invested in new ways of working.
- 3.3 At it's meeting on 4<sup>th</sup> December the Cabinet agreed for Northampton Borough Council to participate, with other local authorities in the county, in the production of a bid to Government by 25<sup>th</sup> January 2007.

### 4. Options and Evaluation of Options

- 4.1 Northamptonshire faces many challenging issues with the delivery of its public services and the recently published White Paper on local government adds new dimensions to these. The White Paper seeks new energy in local governance, directed at strategic leadership, empowered communities and a more streamlined approach by councils to their business. "No change" is not an option.
- 4.2 Officer and Leader working groups from across the county have carried out considerable work in preparing a proposal for submission to government, "ELGIN", which will see the unification of all "back office" services, and a streamlining of all "front office" services across the councils, to give customers a seamless service. There will be shared delivery of a number of District Council services in the first phase, with consideration of going further based on future business cases. There is a focus on addressing "poor" and "weak" performance, lifting all councils into the upper two quartiles by 2010. Comparative cost tables attached at appendix 2.
- 4.3 Structural options for the County have been discussed with the County Leader and the Chief Executive. We feel that their structural approach is only a part of the answer. The County Council's proposal for a "unitary" council appears to lack prudence. It runs a great risk of producing an unmanageable entity at high cost and relatively low return. Significant doubt is thrown upon the published figures by Elgin group of Districts and Boroughs (see appendix 2).
- 4.4 The District Councils instead, propose an evolutionary but phased move towards strengthening strategic impact, devolving activities and scrutiny towards local communities, and a partnership in sharing a substantial part of the delivery of services between the eight councils. "The best for the rest"(see appendix 1).

**5. Resource Implications (including Financial Implications)**

Financial implications are detailed in the large Elgin document which is available to be viewed in the Leader's or Chief Executive's office. Also see appendix 2.

**6. Risk and Opportunity Issues**

The proposal would offer the opportunity for savings through the shared delivery of services.

**7. Consultees (Internal and External)**

Internal	
External	Consultation with relevant parties and stakeholders was included in the development of the ELGIN proposals.

**8. Compliance Issues**

**A: How Proposals Deliver Priority Outcomes**

<b>Recovery Plan</b>
Submission of the proposal to government will have no direct impact on the recovery plan, but will outline increased peer support to Northampton.
<b>Corporate Plan</b>
As above

**B: Other Implications**

<b>Other Strategies</b>

<b>Finance Comments</b>

<b>Legal Comments</b>



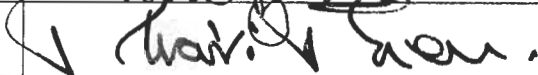
<b>Crime and Disorder Issues</b>

<b>Equality Impact Assessments</b>

**9. Background Papers**

<b>Title</b>	<b>Description</b>	<b>Source</b>
<b>Local Government White paper, "Safer &amp; Stronger communities"</b>	<b>Government White Paper</b>	<b>Department for Communication and Local Government</b>
<b>Invitation to Councils in England</b> <ul style="list-style-type: none"> <li>▪ To make proposals for future unitary structures</li> <li>▪ To pioneer, as pathfinders, new two-tier models</li> </ul>	<b>Government Paper</b>	<b>As above</b>

**[Mairi McLean, Chief Executive, t:7726]**

Name	Signature	Date	Ext.
Author		22/1/07	
Corporate Manager		22/1/07	
Director		22/02/07	
Monitoring Officer or Deputy (Key decision only)			
Section 151 Officer or Deputy (Key decision only)			



# Insert Northants District Logos

## ENHANCING LOCAL GOVERNMENT IN NORTHAMPTONSHIRE (ELGIN)

The delivery of our services to the community is characterised by solid improvement across the board, with some outstanding examples of innovative best practice.

We recognise the specific difficulties of Northampton Borough and will make separate proposals to government to assist with their own improvement needs as part of our response to the White Paper.

Performance as measured by BVPIs is above average across the majority of districts (at least 5 out of 7) in priority areas such as: -

- Recycling
- Street cleansing
- Planning
- Benefits and
- Council tax collection.

In addition, there are numerous multi-council partnerships such as: -

- The county and district waste partnership
- Integrated customer services cutting across the tiers of the public sector
- A joint-licensing unit across the districts
- A raft of back office partnerships

There have also been some innovative pathfinder arrangements between clusters of Parish Councils and District Councils and well developed work with the third sector/CVS.

Beacon status has been attained for waste collection and numerous Charter Marks, and recent shortlists for beacon status and in national awards for "Council of the Year" and "Most Improved Council of the Year" in two of the districts, as well as an earlier "Management Team of the Year" award and a significant amount of other nominations and shortlists.

In addition, there has been sound progress against the Gershon efficiency agenda, with Districts/Boroughs achieving an average of 5.4% (£5.5m in total) against their national target of 2.5%.

However, despite these strengths, there are areas that require improvement. Service standards are inconsistent across the County. For example, in some areas innovative partnerships mean that customers can access integrated services across the tiers of the public sector at one point of delivery, whilst in other areas they cannot.

There are areas where our public service delivery is not at an acceptable level: -

➤ Northamptonshire County Council	→	Ranked 31 <sup>st</sup> out of 34 county councils by the Audit Commission. "Performing at minimum standards"
➤ Northamptonshire Police Authority	→	Ranked joint bottom of police league table
➤ Northamptonshire Fire Services	→	Rated "weak"
➤ Northamptonshire Heartlands PCT (merged with others in October 2006 to form Northamptonshire PCT)	→	Rated by the Healthcare Commission in 2005/06 as "good" for quality of services, but "weak" for use of resources
➤ Northampton Borough Council	→	"Poor" CPA, re-inspection awaited.

# Insert Northants District Logos

## Vision by 2010

Northamptonshire has many challenging problems with its public services, and the White Paper adds a new dimension to that. By 2010 the County will be a national focus of significant regeneration with a rapid increase in new homes, new businesses and new opportunities underway. Building on the White Paper, Northamptonshire will be forging stronger and more prosperous communities.

By 2010, local government will be: -

- (i) More efficient
- (ii) More accountable with stronger local leadership and empowered neighbourhoods and communities
- (iii) Delivering responsive, excellent standards of service across the County, seeking, for instance, to build on exemplary best practice in a number of districts.
- (iv) Providing strategic leadership to deliver the growth agenda across the county
- (v) Working in seamless partnership with all other public service providers.

Moving to this will require some cultural change and possibly parallel structural change, and will need the support of all stakeholders. The District Councils advocate a staged approach over three years

## **“The Best for the Rest”**

The ELGIN proposition is relatively simple: -

If by 2010 every one of us achieves the standard of the current best performing organisations, we will be delivering an outstanding service. Organisations will lead on providing services to others; there are already examples of this in to build on.

The following are our broad time-lines. It has, at its core, a staged but challenging approach to change from 2007 to 2010. The proposals lead to enhanced governance, improved service and lower costs. Milestones for project completion are given below: -

### Year 1

- > Streamlined back office provision
- > Converging IT system and delivery
- > Wider roll out of existing successful community engagement projects
- > Pilot new community engagement projects with town and parish councils, the ‘third sector’ and business groups
- > Improved governance – enhanced member capacity and support for developing roles as community champions
- > Early successes producing savings
- > Pilot of public information on quality assured performance available on all key services monthly, on line.

### Year 2

- > Seamless front office, drawing on best practice already in place within the County
- > Enhanced local governance at ward / neighbourhood level fully in place

# Insert Northants District Logos

Year 3

- Shared services (between Districts and with NCC and other public and voluntary sector partners) based on business cases, on an opt in basis
- Options assessed to merge management structures at a later date, by pairing up Districts, or more radically sharing senior management on North / West Northamptonshire lines, depending on developing and emerging member views.

The strengths of this proposal are:-

- 1 It retains and enhances local governance. It is intent on wider community engagement building on success and with pathfinder trials for Parish and Town Councils, neighbourhoods, and urban models based on say, Corby, Kettering, Wellingborough, Northampton and Rushden, voluntary sector and other local organisations e.g. Market Town Partnerships.
- 2 It improves customer services through developing one seamless front-end, with all district council services moving towards proven models of excellence already developed locally in councils.
- 3 It offers an opportunity to pilot County Council/District Council management and delivery of services, (e.g. trading standards with environmental health, highways agency working, homelessness and adult care) with each case reviewed on its merits.
- 4 It significantly reduces risk and the cost of change by working progressively and interactively with stakeholders between 2007 and 2010.
- 5 It meets the White Paper efficiency and value-for-money tests in securing savings from back office arrangements, and joint service delivery, but not at the expense of diminishing local democratic arrangements. It would more than pay for itself.
- 6 It is consistent with moves towards area-based assessments set out in the White Paper.

It will require challenging milestones and outturn promises, and commitment from all partners, if we are to see genuine progress. We are all committed to that.

We have made a fresh start, with a notably open and collaborative approach.

Change is essential, but any change has to be entered into with a good chance of success. Large projects consistently over-run on cost and under-deliver on outcomes. The ELGIN model, with its focus on "Best for the rest", will drive rapid improvement.

## INSERT NORTHANTS DISTRICT LOGOs

The Rt Hon Ruth Kelly MP  
Secretary of State for Communities & Local  
Government  
Eland House  
Bressenden Place  
London. SW1E 5DU

22<sup>nd</sup> January 2007

Dear Minister,

### Northamptonshire Districts' Response to the White Paper

This letter does four things: -

1. Sets out some ideas for a peer support package to assist in driving up the performance of the poorer performing parts of public services in Northamptonshire, namely: -

(i) Northampton Borough – *currently in engagement with the Government*

(ii) Northamptonshire County Council – *currently 31<sup>st</sup> out of 34 counties, "performing at minimum standards"*

(iii) Northamptonshire Police Authority – *currently joint bottom worst performing police force in England and Wales (alongside Humberside), out of 43 police authorities.*

Insert photo of Corby  
regeneration –  
Corby, have you got one??

2. Provides some thoughts to accelerate delivery of the Sustainable Communities Plan, which is a particular feature of the public service challenge here in Northamptonshire

3. Identifies the positive approach districts will take to the White Paper - *Strong and Prosperous Communities.*

4. Presents some thoughts on unitary local government.

# Draft 220107

We will, if we may, take each of these issues in turn: -

## 1. Driving up performance

There has been much attention recently on Northampton Borough Council (NBC). We respect the need for some reflection on the next steps needed to deal with the difficulties at NBC. We have attached at appendix (i) some suggestions we specifically offer in respect of the Borough. These are of course in addition to those contained in our general proposals for driving up improvement set out in Section 3 – *Positively responding to the White Paper*.

## 2. The Sustainable Communities Plan

The delivery of the Sustainable Communities Plan is a key plank of the macro-economic policy. It is of nationwide significance. Our progress in delivering that plan here in Northamptonshire has been via two delivery vehicles: -

- > North Northants (Corby; East Northants; Kettering & Wellingborough) and
- > West Northants (Daventry, Northampton & South Northants).

Insert photo of general growth/buildings

The Audit Commission have identified as best practice the joint planning arrangements in place, in the following terms: -

Link to audit commission doc (or quote from) to be inserted here

Furthermore, these two areas are considered to be delivering well on the Sustainable Communities Plan (SCP). One was the subject of the recent Treasury field study on the progress of the SCP. To that end, you might wish to contact Paul Doyle, Senior Policy Analyst at the Treasury's Review into Supporting Housing Growth (Public Services Directorate), at: -

[paul.doyle@hm-treasury.x.gsi.gov.uk](mailto:paul.doyle@hm-treasury.x.gsi.gov.uk)

Of course, **Baroness Andrews** will be able to give her perspective too.

# Draft 220107

## 3. Positively Responding to the White Paper

Minister, we believe your message about structural change was clear: -

- (i) Don't get distracted
- (ii) Don't degenerate into turf wars
- (iii) Broad consensus are expected before change is appropriate

If we are right about that, you have our whole-hearted support.

We are disappointed at the amount of resource which has gone into structural issues. The White Paper is about the people who receive services, not the organisations who deliver them. It is our belief that structure was a secondary issue in the White Paper.

Appendix (iii) sets out our response to the White Paper in more detail; Enhancing Local Government in Northamptonshire (ELGIN). You will see it deals specifically with: -

- (i) Driving up improvement
- (ii) Empowering communities
- (iii) Providing community leadership

Insert photo of smiley customer services person

## 4. Thoughts on unitary local government

Given the: -

- (i) Current public service offer in the locality
- (ii) The imperative to deliver the Sustainable Communities Plan

We firmly believe now is not the time to be diverted by structural change, as Section 3 and appendix (iii) point out, there is at this time in this locality an option which is: -

- > Cheaper - We will have less transition cost and turbulence.
- > Faster - We don't have to invent and test new models.
- > Proven - Reduces risk.
- > Drives Improvement - We all move up to our current best practice.

# **Draft 220107**

Until this has had the opportunity to improve the baseline, it is our view that structural amalgamation will amplify the difficulties. In short, the tipping point for good performance has not been reached. Structural change will only serve as a distraction at this point.

Yours sincerely,

**INSERT ALL NORTHANTS DISTRICT SIGNATURES**

# Draft 220107

## APPENDIX (i)

The following is a list of ideas and suggestions. If any have merit or prompt a line of thinking which has merit, then they have served their purpose. These are tabulated below: -

<b>Idea</b>	<b>Explanation</b>	<b>Comment</b>
Peer scoping of solutions	There is no shortage of analysis of the problems. What may be helpful is a preview of the solutions undertaken by colleagues from within the area. Supported by IDeA and LGA.	(i) NBC will be open to neighbours' input. (ii) Practitioner led (iii) Has LGA support (iv) IDeA support is being sought – a reply is awaited.
Peer shadowing – Professional	The best resources from the current neighbouring authorities would shadow & supplement existing resources to strengthen corporate capacity and enhance leadership.	Amongst the rest of the districts, excellence exists in all of the particular areas of difficulty.
Peer shadowing - Political	As above. Clear political leadership exists in neighbouring authorities. Political relationships are strong and trusting. Hence the greatest positive influence on political leadership will be felt quickest.	A team drawn from the locality, supplemented by the LGA/IDeA, would be cohesive.

What is important to emphasise is that there is willingness and capacity here in the locality, to support improvement at Northampton Borough.



**ELGIN ( Enhanced Local Government in Northamptonshire) – Costs/Benefits**

	2007/8	2008/9	2009/10	2010/11
Staff Savings	0	-1,127,000	-2,415,000	-4,025,000
Procurement Savings	0	-816,000	-2,108,000	-3,441,000
Severance Costs	0	1,500,000	1,500,000	0
Project Change Team Costs	350,000	500,000	500,000	0
Net Cost/Saving (-)	350,000	57,000	-2,523,000	-7,466,00

**N.B.** District figures only!

- Assumes staff savings of 10% for back office and 5% for front line staffing over 3 years
- Includes overall 4% saving through normal staff turnover
- Senior Management savings
- Harmonisation costs of £0.25m ongoing
- Overall 4% saving on procurement

**County Council RETT (Radical Enhanced Two Tier) - Costs/Benefits (pwc Model)**

	2007/8	2008/9	2009/10	2011/12
Transition costs	9,585,188	5,107,938	0	0
Efficiency savings	0	0	-6,143,242	-9,412,285
New costs/savings	0	1,000,000	1,000,000	1,000,000
Net Cost/Saving (-)	9,585,188	6,107,938	-5,143,242	-8,412,285

- Transition costs of £14.6m, largely for redundancies, process re-engineering and integration of systems.
- £5.6m of staff savings through reduction in senior posts – from 168 to 48
- £1m of extra cost year on year to enhance the role of Councillors.

**Unitary Council – Projected Costs/Benefits (PWC Model)**

	2008/9	2009/10	2010/11	2011/12
Transition costs	11,410,188	6,932,938	0	0
Efficiency Savings	0	-16,019,145	-21,008,239	-21,364,815
New Costs/savings	0	1,000,000	1,000,000	1,000,000
Net Cost/saving (-)	11,410,188	-8,086,208	-20,008,239	20,364,815

- Transition costs funded from Borough/District Reserves
- £6.6m saved through removing District CEO's/Corporate Directors and majority of HOS.
- £2.4m through removing 7 sets of District Councillors
- £840k reduction in Audit fees
- £2.6m recycled grant to cover 'costs of being in business'
- £9.6m IT, business procedures, property, procurement, reduced borrowing.... staff savings? Unspecified.

NCC

# CABINET DECISION STATEMENT

25 January 2007

Appendix 3

\* statements in bold indicate additional resolutions made in the meeting

Item	Topic	Resolutions	Action to be taken by
A1	Submission to the government in response to the invitation on restructuring contained in the White Paper: "Stronger and more prosperous communities"	<p><b>RESOLVED that:</b></p> <ol style="list-style-type: none"> <li>1. the Cabinet agreed to pursue with the District and Borough Councils a two/three tier proposal for Northamptonshire (as opposed to a single unitary authority), with an initial application being made to DCLG by the 25<sup>th</sup> January 2007;</li> <li>2. the agreement of the District and Borough Councils would continue to be sought over the next four weeks (by 22<sup>nd</sup> February 2007) for an enhanced two/three tier proposal for the future of local government in Northamptonshire;</li> <li>3. the Chief Executive would continue to work with his counterparts in the District and Borough Councils to ensure the proposal would be capable of meeting all councils financial imperatives and creating a clearly defined timetable for the project;</li> <li>4. In order to proceed, a different approach be enacted with regard to the negotiations by bringing in an independent professional arbitrator;</li> <li>5. The Cabinet believes that agreement with the District and Borough Councils was imperative in order to protect local service provision. The Cabinet also believes agreement was necessary in order to secure the necessary financial efficiencies and the long term future of all councils in the County; and</li> <li>6. Finally, the Cabinet called upon all involved in the project</li> </ol>	Peter Gould

	throughout the county, both now and in the future, to pledge themselves to create and pursue a spirit of co-operation, harmony, endeavour and creativity.	
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Published: 9 January 2007