

**CITY OF YORK COUNCIL  
SUMMONS**

All Councillors, relevant Council Officers and other interested parties and residents are formally invited to attend a meeting of the **City of York Council** at **The Citadel, Gillygate, York, YO31 7EA** to consider the business contained in this agenda on the following date and time

Thursday, 21 March 2019 at 6.30 pm



# The Citadel

A Hatton,  
Corporate  
Director of  
Children,  
Education &  
Communities

N Ferris,  
Corporate  
Director of  
Economy &  
Place

D Steel,  
Head of  
Civic &  
Democratic  
Services

Monitoring  
Officer

M Weastell  
Chief  
Executive

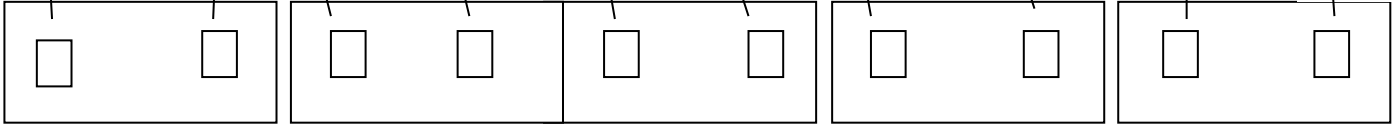
S Houlden,  
Corporate  
Director of  
Health, Housing  
and Adult Social  
Care

S Stoltz,  
Director  
of Public  
Health

Democracy  
Officer

Cllr K Orrell,  
Lord Mayor

I Floyd, Deputy Chief  
Exec/ Director of  
Customer & Corporate  
Services



Cllr P Dew	Cllr J Brooks
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Cllr K Myers	Cllr I Gillies
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Cllr A Waller	Cllr N Ayre
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Cllr C Runciman	Cllr K Aspden
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Cllr T Richardson	Cllr S Rawlings
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Cllr J Galvin	Cllr J Gates
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Cllr H Douglas	Cllr S Lisle
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Cllr P Doughty	Cllr C Steward
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Cllr H Shepherd
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Cllr F Derbyshire
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Cllr A Reid	Cllr S Fenton
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Cllr C Cullwick	Cllr S Hunter
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Cllr I Cuthbertson	Cllr A Mason
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Cllr S Mercer	
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Cllr D Carr	Cllr M Warters
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Cllr S Jackson	Cllr J Hayes
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Palantypists

Cllr N Barnes	Cllr M Wells
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Cllr J Crawshaw	Cllr D Myers
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Cllr J Looker	Cllr S Barnes
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Cllr M Cannon	Cllr D Williams
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Cllr A D'Agorne	Cllr D Craghill
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Cllr J Flinders	Cllr K Taylor
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Cllr B Boyce	Vacant
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Cllr M Pavlovic	Cllr T Funnell
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Cllr L Kramm	Cllr D Taylor
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## **A G E N D A**

### **1. Declarations of Interest**

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

### **2. Minutes (Pages 1 - 50)**

To approve and sign the minutes of the Council meeting held on 13 December 2018 and the meeting of Budget Council held on 28 February 2019.

### **3. Exclusion of Press and Public**

To consider excluding the press and public from the meeting during consideration of Annexes A and B to the report appended to Minute 110 of the Executive meeting held on 14 February 2019 (Chief Officer Redundancy), under Agenda Item 7 (Report of the Executive Leader and Executive Recommendations and Questions), on the grounds that they contain information relating to an individual and the financial or business affairs of a particular person.

This information is classed as exempt under paragraphs 1 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

### **4. Civic Announcements**

To consider any announcements made by the Lord Mayor in respect of Civic business.

### **5. Public Participation**

At this point in the meeting, any member of the public who has registered to address the Council, or to ask a Member of the Council a question, on a matter directly relevant to the business of the Council or the City, may do so. The deadline for registering is **5:00pm on Wednesday 20 March 2019**. To register to speak please contact the Democracy Officer for the meeting, on the details at the foot of the agenda.

## **Filming, Recording or Webcasting Meetings**

Please note this meeting will be filmed and webcast and that includes any registered public speakers, who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>.

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the Democracy Officer (whose contact details are at the foot of this agenda) in advance of the meeting.

The Council's protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at [http://www.york.gov.uk/download/downloads/id/11406/protocol\\_for\\_webcasting\\_filming\\_and\\_recording\\_of\\_council\\_meetings\\_20160809.pdf](http://www.york.gov.uk/download/downloads/id/11406/protocol_for_webcasting_filming_and_recording_of_council_meetings_20160809.pdf)

## **6. Petitions**

To consider any petitions received from Members in accordance with Standing Order No.15. Notice has been received of 11 petitions, to be presented by:

Councillor Crawshaw, calling for a Resident Parking Scheme in Rectory Gardens.

Councillor Pavlovic, on behalf of the University of York Student Union, calling for a public inquiry into York's failing transport system.

Councillor K Taylor, in relation to the Railway Museum's expansion plans over Leeman Road.

Councillor Cullwick, calling to reverse the proposed £10 Park & Ride parking charge at the York Community Stadium.

Councillor D'Agorne, to present three petitions as follows:

- Save our Open Spaces, calling for CYC to protect the 'green' as open space on Fulford Cross;
- Residents Parking request – Kilburn Rd;
- Residents Parking request – Wellington St, Willis St, Gordon St, Wolsley St (Heslington Rd area)

Councillor Doughty, asking that the Council reduce the speed limit from 60mph to 40mph on Towthorpe Rd, Towthorpe.

Councillor Wells, on behalf of York Labour Women's Forum, calling on the City of York Council to pay the living wage to all their services suppliers' workers, as they have committed to do as a Living Wage Employer.

Councillor Waller, requesting that;

The Council reviews safety at the current junction of Tudor Road with Gale Lane and reintroduces the crossing island at this wide junction on a route to school and local shops and services;

The new junction with the Lowfields Playing Fields housing estate does not result in the loss of parking provision in the area; and

The Council ensures that there is no worsening of surface water issues in the surrounding area resulting from the building on playing fields.

Councillor Craghill, on behalf of Extinction Rebellion, asking the City of York Council to Declare a Climate Emergency.

**7. Report of Executive Leader and Executive**

**Recommendations and Questions** (Pages 51 - 80)

To receive and consider a written report from the Leader and, to answer questions on the work of the Executive, and the Executive recommendations for approval, as set out below:

Meeting	Date	Recommendations
Executive	14 February 2019	Minute 110:Chief Officer Redundancy <i>(report appended)</i>
Executive	18 March 2019	Investment in the redevelopment of Lincoln Court Independent Living Scheme [To follow] <a href="https://democracy.york.gov.uk/ieListDocuments.aspx?Clid=733&amp;MId=11469">https://democracy.york.gov.uk/ieListDocuments.aspx?Clid=733&amp;MId=11469</a>
Executive	18 March 2019	A Sustainable Future for York with Hyper Hubs [To follow] <a href="https://democracy.york.gov.uk/ieListDocuments.aspx?Clid=733&amp;MId=11469">https://democracy.york.gov.uk/ieListDocuments.aspx?Clid=733&amp;MId=11469</a>

**8. Report of Deputy Leader and Questions** (Pages 81 - 84)

To receive and consider a written report from the Deputy Leader and, to question the Deputy Leader thereon.

**9. Motions on Notice**

To consider the following Motions on Notice under Standing Order 22:

**Motions submitted for consideration directly by Council, in accordance with Standing Order 22.1**

(i) From Councillor K Taylor

Highways Standards

“Council notes that potholes affect all road users including cyclists, public transport users, those with mobility issues and private car users.

It further notes worrying trends on local road standards, including:

- An increase in secondary roads in need of repair jumping from 7% to 21% in the past three years;
- An increase in unclassified roads in need of repair jumping from 10% to 28% in the past three years;
- An increase in those local roads in the worst states of repair jumping from 16% to 24% in the past four years;
- York’s position as having the highest percentage of poorly maintained minor roads in the entire country.

Under investment in roads is an issue at both a local and national level, with 18% of the local road network estimated to be in need of repair nationally, with an associated cost of £9.31bn.

Council believes:

That greater investment in repairing York’s roads is urgently needed and that long term, more sustainable solutions must also be found including:

- Earlier detection and intervention;
- Better, more sustainable repair materials and technologies;
- Reducing wear through increased walking and cycling; and
- Increased investment in public transport to reduce car-dependency

Council resolves to ask the next Executive to make road repairs more of a local priority by:



- Adopting a progressive and game-changing strategy that seeks to reverse each of the above indicators to fewer than one in five roads being in need of repair;
- Investing at least an extra £1m each year for pothole repairs, targeted at secondary and unclassified roads, above current approved budgets; and
- Giving cyclists a fair deal by increasing the proportion of highways expenditure spent on cycling.”

(ii) From Councillor K Myers

Youth Clubs

“Council:

Believes it is vital for all young people to have the best possible start in life and that socialising with other young people and physical exercise outside of school plays a crucial role in this, as well as providing an antidote to an over-reliance on online activities;

Welcomes the joint administration's funding initiatives such as the £400k investment in upgrading 14 play parks, its £2.75m programme for new sporting facilities, including after school gymnastics coaching, at Burnholme and eight new sports pitches near Askham Bar, in addition to its commitment to fund all York libraries into the future whilst supporting their reinvention as relevant and accessible destinations for today's young people;

Is concerned however that many areas, especially outlying wards, lack access to facilities such as Youth Clubs which, unlike the case in some city centre wards, are not directly funded by the council.

Council therefore requests the Children, Education & Communities Policy & Scrutiny Committee to consider setting up a Task Group to engage with all relevant groups to look into the best way the city can work strategically to get the best use of resources (from everything from the use of council properties to volunteers' time) in order to boost

facilities and opportunities for young people in all parts of the city.”

(iii) From Councillor Reid

Investing in our roads and footpaths

“This Council notes that despite significant investment, a proportion of York’s roads, footpaths and cycle network are in need of further maintenance and reconstruction.

This Council further notes:

- According to the Department of Transport, 8% of the Council’s A roads were judged to be in need of maintenance, 22% of B and C roads are in need of work and 28% of unclassified roads require repair;
- To date, this administration has invested over £20 million into the city’s highways network, with a further £13 million secured in the recent 2019/20 Council Budget;
- That the previous Labour administration only invested £16,266,000 into the city’s highways network;
- That adverse weather conditions, particularly extreme wintry weather, has caused significant deterioration in the city’s road network;
- That due to the Conservative Government’s failure to deliver sufficient investment in the North, funding for our region’s transport system is the lowest at £844 per person during 2017/18, whilst for London, it was £4,155 per person and the next highest was the West Midlands, with £3,029 per person (according to IPPR North).
- That considerably more funding is required from

Central Government to further help maintain and develop York's road, footpath and cycle network.

Council believes that further action and additional funding from the Government is needed to address the extent of highways repairs and to deliver an enhanced cycle network in York.

Therefore, Council resolves:

- To formally request additional funding from the Government to further increase the scope and pace of highways repairs and cycle network enhancements across the city;
- To further review the current policy on unadopted roads, with a view to addressing the number of unadopted roads that are in very poor condition;
- To ask officers to identify a series of opportunities for the Council to improve sustainable transport infrastructure across the city, including options for new segregated cycle lanes.
- To ask officers to bring forward a report to the Executive that considers all options for a proactive city-wide road, footpath and cycle network reconstruction and enhancement programme, to include a ranking of the routes in the poorest condition, in order to minimise future expenditure on reactive repairs.”

(iv) From Councillor D'Agorne

Declare a Climate Emergency

“Council notes:

1. Humans have already caused irreversible climate

change, the impacts of which are being felt around the world. Global temperatures have already increased by 1 degree Celsius from pre-industrial levels.

Atmospheric CO<sub>2</sub> levels are above 400 parts per million (ppm). The latest report from the Intergovernmental Panel on Climate Change (IPCC) in October 2018 gave us 12 years to implement changes to keep global warming to a maximum of 1.5 degrees in order to avoid widespread drought, food scarcity, heat related deaths and loss of biodiversity including insects and vital food crop pollinators.

2. At present the world is on track to overshoot the Paris Agreement's 1.5°C limit before 2050. In order to reduce the chance of runaway global warming and limit the effects of climate breakdown, it is imperative that we as a species reduce our CO<sub>2</sub>eq (carbon equivalent) emissions from their current 6.5 tonnes per person per year to less than 2 tonnes as soon as possible.
3. Individuals cannot be expected to make this reduction on their own. Society needs to change its laws, taxation, and infrastructure to make low carbon living easier and the new norm.
4. Carbon emissions result from both production and consumption.
5. City of York Council has already made some positive progress, but this is not enough. More can and must be done. The Independent Panel on Climate Change in its Oct. 2018 report was very clear that action from all parts of society is necessary and local government has a responsibility to lead the way.
6. City councils around the world are responding by declaring a 'Climate Emergency' and taking action to address this emergency.

Council believes that:

1. All levels of government (national, regional and local) have a duty to limit the negative impacts of climate

breakdown. Local councils that recognise this should not wait for their national governments to change their policies.

2. Cities are uniquely placed to lead the world in reducing carbon emissions, as they are in many ways easier to decarbonise than rural areas.
3. The consequences of global temperature rising above 1.5°C are so severe that preventing this from happening must be humanity's number one priority.
4. Bold local climate action can deliver economic and social benefits in terms of new green jobs, economic savings and market opportunities, as well as much improved well-being for York residents – for example through reducing fuel poverty and energy bills, encouraging healthy, active travel and improving green spaces and access to nature.

Council calls on the Executive to:

1. Declare a 'Climate Emergency'.
2. Commit to a target of making York carbon neutral by 2030, taking into account both production and consumption emissions (scope 1, 2 and 3 of the Greenhouse Gas Protocol).
3. Request a report within six months setting out the immediate actions the Council will take to address this emergency and a plan to measure annual city-wide progress towards meeting the 2030 target.
4. Work with partners across the city and across the region to deliver this new goal through all relevant strategies and plans and drawing on local and global best practice.
5. Actively lobby the Government to provide the additional powers and resources needed to meet the 2030 target.”

**10. Questions to the Leader or Executive Members**  
To question the Leader and/or Executive Members in respect of any matter within their portfolio responsibility, in accordance with Standing Order 20.

**11. Report of Executive Member** (Pages 85 - 92)  
To receive a written report from the Executive Member for Economic Development & Community Engagement, and to question the Executive Member thereon, in accordance with Standing Order 19.

**12. Report of the Chair of the Customer & Corporate Services Scrutiny Management Committee** (Pages 93 - 100)  
To receive a report from Councillor Williams, Chair of the Customer & Corporate Services Scrutiny Management Committee (CSMC) on the work of the Committee.

**13. Recommendations of the Gambling, Licensing & Regulatory Committee** (Pages 101 - 102)

Meeting	Date	Recommendations
Gambling, Licensing & Regulatory Committee	11 February	Minute 28: Statement of Licensing Policy & Cumulative Impact Assessment

<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=606&MId=10531&Ver=4>

**14. Pay Policy 2019/20** (Pages 103 - 140)  
To present the council's Pay Policy Statement for 2019/20 for approval.

**15. Appointments and Changes to Membership of Committees and Outside Bodies for the Remainder of 2018/19.** (Pages 141 - 142)  
To consider the appointments and changes to membership of committees and outside bodies set out on the list attached to this summons.

## 16. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972.

### a) Designation of Interim Monitoring Officer (Pages 143 - 146)

In light of there being no further ordinary meeting of Full Council until July 2019 and in accordance with section 100B (4)(b) of the 1972 Local Government Act, the Lord Mayor, as Chair of Full Council, has agreed that Members consider this report under urgent provisions in view of the statutory requirements for the Council to designate one person to act as Monitoring Officer in the specific absence of the current designee.

### Democracy Officer

Laura Clark

Contact details:

- Tel – (01904) 552207
- Email: [Laura.Clark@york.gov.uk](mailto:Laura.Clark@york.gov.uk)

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

[www.york.gov.uk](http://www.york.gov.uk)

**This information can be provided in your own language.**

**我們也用您們的語言提供這個信息 (Cantonese)**

**এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)**

**Ta informacja może być dostarczona w twoim (Polish)  
własnym języku.**

**Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)**

**یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)**

** (01904) 551550**



**City of York Council**

Resolutions and proceedings of the Meeting of the City of York Council held in The Citidal, Gillygate, York on Thursday, 13th December, 2018, starting at 6.30 pm

**Present:** The Lord Mayor (Cllr Keith Orrell) in the Chair, and the following Councillors:

Acomb Ward

Bishopthorpe Ward

K Myers  
S Barnes

Clifton Ward

Copmanthorpe Ward

D Myers  
Wells

Carr

Dringhouses & Woodthorpe Ward

Fishergate Ward

Fenton  
Mason  
Reid

D'Agorne  
D Taylor

Fulford and Heslington Ward

Guildhall Ward

Aspden

Craghill  
Flinders

Haxby & Wigginton Ward

Heworth Ward

Cuthbertson  
Gates

Boyce  
Funnell  
Williams

Heworth Without Ward

Holgate Ward

Ayre

Cannon  
K Taylor

Hull Road Ward

N Barnes  
Pavlovic  
Shepherd

Huntington and New Earswick  
Ward

Cullwick  
Orrell  
Runciman

Micklegate Ward

Crawshaw  
Hayes  
Kramm

Osbalwick and Derwent Ward

Brooks  
Warters

Rawcliffe and Clifton Without Ward

Dew  
Lisle  
Rawlings

Rural West York Ward

Gillies  
Steward

Strensall Ward

Doughty  
Douglas

Westfield Ward

Hunter  
Jackson  
Waller

Wheldrake Ward

Mercer

Apologies for absence were received from Councillors Galvin, Looker and Derbyshire

#### 40. Declarations of Interest

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, any prejudicial interests or any disclosable pecuniary interests they might have in the business on the agenda.

The following **personal** interests were declared:

<u>Councillor</u>	<u>Agenda Item</u>	<u>Description of Interest</u>
Williams	8. Motion (i) Children & Young People's Emotional Health and Wellbeing	Partner works for Humber, Coast and Vale STP
	8. Motion (iv) Crime and Anti-social Behaviour (ASB)	Serving Magistrate in York
Pavolvic	8. Motion (iv) Crime and Anti-social Behaviour (ASB)	Previously employed as a Director of an offender accommodation project and a former probation officer
Rawlings	8. Motion (iii) Provision for electric charging points for vehicles in new homes and businesses	Owens an electric vehicle
Orrell	8. Motion (iii) Provision for electric charging points for vehicles in new homes and businesses	Owens a hybrid electric vehicle
S Barnes	8. Motion (ii) Parks and Open Spaces	Chair of Friends of Acomb Park

The following **prejudicial or disclosable pecuniary** interests were declared:

<u>Councillor</u>	<u>Agenda Item</u>	<u>Description of Interest</u>
Flinders	6. Report of Executive Leader and Executive Recommendations and Questions	York Central – Employed by Network Rail

**41. Minutes**

Councillor D’Agorne raised his concern that the minutes of the last meeting held on 25 October 2018 were in part incomplete as they did not minute answers to questions posed during that meeting. Officers stated they would clarify the position outside of the meeting.

Resolved: That the minutes of the last meeting of Council held on 25 October 2018 be approved and then signed by the Chair as a correct record.

**42. Civic Announcements**

The Lord Mayor informed Council that a range of gifts had been received from Chinese delegates and were on display in the meeting room.

He then welcomed Amanda Hatton, who had recently joined City of York Council as the Corporate Director of Children, Education and Communities.

Finally he congratulated Councillor Cannon and her husband who had recently celebrated their 50<sup>th</sup> wedding anniversary.

**43. Public Participation**

Five members of the public had registered to speak at the meeting under the Council’s Public Participation scheme.

Maisie Outheart, Deputy Member of Youth Parliament, spoke on the Labour group motion on Children & Young People’s Emotional Health and Wellbeing. She stated that, in 2017, 70% of young

people with mental health issues did not receive appropriate or timely intervention. She stressed that mental health should be given parity with physical health and that dedicated time should be allocated to this in schools. Finally she highlighted the pressure placed on students by schools, and the current exam system, and the way this contributed to poor mental health.

Liz Court also spoke on the Labour group motion, as the parent of a child suffering with significant mental health issues. She detailed the struggle her child was having accessing appropriate intervention and the unacceptable delays they had faced as a family. She stated that an underfunded system was failing children and young people. Finally she stated that due to these delays her child was no longer able to access mainstream education.

Claire Douglas, a resident and Chair of Tang Hall Community Centre, spoke on the Labour group motion on Crime & Anti-social Behaviour. She highlighted the impact that cuts to the police force had on residents who were dealing with rising levels of anti social behaviour (ASB), particularly the most vulnerable in the community. She stated that the lack of visibility of police on the streets, which also made early intervention impossible, was leading to more drugs, gangs and young people getting dragged in to ASB.

Colin Metcalf spoke, on behalf of the York Hackney Carriage Association, to discuss the recommendations of the Gambling, Licensing & Regulatory Committee. He spoke on his concerns over the recent cancellation of a meeting of Gambling, Licensing & Regulatory Committee. He also updated Members on legal advice the local taxi trade had received in relation to UBER continuing to operate in the City.

Wendy Loveday spoke, on behalf of the York Private Hire Association, to discuss the recommendations of the Gambling, Licensing & Regulatory Committee. She spoke on her belief that UBER were operating in York illegally. She stated that several local authorities had requested copies of the legal advice procured by York taxi drivers. She stated that UBER had not yet commented on this advice. Finally she explained that licensing areas were controlled by Local Authorities and that UBER did not have licensing authority.



**45. Report of Executive Leader and Executive Recommendations and Questions**

**A. Executive Leader's Report**

A written report on the work of the Executive was received from the Executive Leader, Cllr Gillies.

Members were then invited to question the Leader on his report and questions were received from the floor from the following Members in relation to the subjects listed:

- Cllr D Taylor – funding for work on the Outer Ring road and the impact on traffic congestion
- Cllr D Myers – York's Housing Infrastructure Fund Bid
- Cllr Craghill – Ensuring affordable housing on the York Central site remained affordable
- Cllr Hayes – The possible loss of Lendal Post Office

Cllr Gillies responded directly to all the questions put to him, including supplementary questions.

**B. Executive Recommendations**

York Central Enterprise Zone Investment Case

Cllr Gillies moved and Cllr Waller seconded, the following recommendation contained in minute 76 of the Executive meeting held on 29 November 2018.

Recommended: That Council approve a total capital budget of £155m, including an additional contribution from City of York Council of £35m, to deliver the enabling infrastructure and open up York Central for the delivery of the masterplan and for future allocation of this budget to be agreed by the Executive.

Reason: To ensure the delivery of York Central and to provide funding for enabling infrastructure, including a new access route to York Central, within the timescale of available grant funding.

On being put to the vote, the recommendation was declared CARRIED and it was:

Resolved: That the above recommendation in respect of the York Central Enterprise Zone Investment Case be approved.

1

### Capital Programme - Monitor 2 2018/19

Cllr Gillies moved and Cllr Waller seconded, the following recommendation contained in minute 77 of the Executive meeting held on 29 November 2018.

Recommended: That Council approve the adjustments resulting in a decrease of £122.243m in the 2018/19 budget, as detailed in the report and in Annex A.

Reason: To enable the effective management and monitoring of the council's capital programme.

On being put to the vote, the recommendation was declared CARRIED and it was:

Resolved: That the above recommendation in respect of the Capital Programme – Monitor 1 2018-19 be approved.<sup>2</sup>

### Action Required

1 To note the resolution in relation to the York Central Enterprise Zone Investment Case	1 NF
2 To note the resolution in relation to the Capital Programme	2 IF

## **46. Report of Deputy Leader and Questions**

A written report was received from Cllr Waller, the Deputy Leader, on his portfolio area.

Members were then invited to question Cllr Waller on his report and questions were received from the floor from the following Members in relation to the subjects listed:

- Cllr Craghill – Waste and recycling vehicles and on going co-mingling of waste with supplementary questions from Cllr Craghill and Cllr D'Agorne
- Cllr Warters – Waste collection and co-mingling



- Cllr Williams – Westfield Primary School Capital Improvements and what made this a ‘One Planet York’ scheme with supplementary questions from Cllr Williams and Cllr S Barnes

Cllr Waller responded directly to all the questions put to him, including supplementaries.

#### 47. **Motions on Notice**

##### **Motions submitted for consideration directly by Council, in accordance with Standing Order 23.1.**

Councillor Aspden moved, and Councillor Kramm seconded, a motion without notice to suspend Standing Order 23.1, in order to submit an additional motion on Brexit, in view of the ongoing pressing debate around Brexit issues, nationally, regionally and locally.

On being put to the vote this motion fell.

The Lord Mayor then proceeded with the remaining business on motions.

##### (i) Children & Young People’s Emotional Health and Wellbeing

(Proposed by Councillor Crawshaw and seconded by Councillor Warters)

Council notes that:

1 in 8 Children & Young People aged 5-19 in England have a recognisable mental health disorder, rising to 1 in 6 amongst 17-19 year olds with a fifth of girls in this age group having self-harmed or tried to kill themselves;

The top priority for York’s 5351 Young People who took part in the 2018 UK Youth Parliament’s “Make Your Mark” survey was mental health;

A range of factors can negatively impact upon the emotional health and well-being of Children & Young People but as a Council we recognise that:

- Children from low-income households are four times more likely to experience poor mental health than their peers;
- Children with an EHCP (formerly a statement of SEND) are nine times more likely to experience poor mental health than their peers;
- Increasingly narrow school curriculums and a growing emphasis on high stakes testing have a negative impact on the emotional health and well-being of Children and Young People.

Council acknowledges that:

- Support for young people experiencing mild to moderate mental health difficulties is not always available fast enough or at an early enough stage to prevent escalation;
- Accessing CAMHS services in York takes too long and thresholds are too high;
- York's A&E admissions for self harm in children and young people are the highest in the Yorkshire and Humber region;
- York's suicide rate is far too high, placing us in the bottom three in the region;
- Substance misuse amongst Under 18s in York is rising.

The Youth Parliament argues that mental health services should be improved with young people's help and should be available in schools. Public Health England considers developing resilience during childhood a powerful way of preventing or minimising mental health problems in adulthood.

Council believes that:

Signs of poor mental health and distress can be viewed as an understandable and reasonable response to difficult life circumstances meaning that interventions to tackle the root causes of poor mental health as well as those addressing its effects are required;

The School Well-Being Service and Substance Misuse support services should both be given greater priority

when it comes to the setting of the council's annual budget;

Mental Health outcomes for the city's young people should be given parity with educational outcomes when council officers are evaluating city-wide school performance and improvement;

Schools and Colleges cannot reasonably be expected to manage this crisis alone and without appropriate resource.

Council resolves:

- To request the Executive to formally consult York Youth Council, York's Members of the Youth Parliament, I Still Matter, Show Me That I Matter, York's schools' and colleges' pastoral leads, the Youth Offending Team and other such relevant bodies on the sufficiency of existing Child and Adolescent mental health support services in the city;
- That Leaders of all political groups jointly write to the Vale of York CCG calling for more funding to be made available for CAMHS services in the city;
- To ask the Executive Leader to write to the Secretary of State for Education expressing Council's deep concern at the negative impacts of insufficient school funding, high-stakes testing and low household incomes on the emotional health and well-being of York's Children & Young People.

Councillor Doughty proposed, and Councillor Rawlings seconded, an amendment to the above motion as follows:

**Amend** the second bullet point after 'Council resolves' by deleting all after 'Vale of York CCG' and adding the following:

'and ask that the CCG work with CYC and partners to give this area increased focus and funding where possible.

Council is fully supportive of parity of esteem between mental and physical health, however it is also aware of the financial pressures on the Vale of York CCG and remains concerned that if the CCG are to allocate more funding from a fixed pot for CAMHS services, it may cause even more pressures on other important areas of service. Council therefore suggests CYC work with the CCG and ask the CCG to ensure that the increased funding they are likely to receive from the soon to be announced NHS Long Term Plan is transparently allocated to supporting the mental health of children and young people in York rather than just the single NHS delivered CAMHS service.'

A vote was then taken on the amendment which was LOST.

A vote was then taken on the original motion, which was CARRIED, and it was:

Resolved: That the motion, as set out above, be approved.<sup>1</sup>

## (ii) Parks and Open Spaces

(Proposed by Councillor K Myers and seconded by Councillor Brooks)

Council notes that continuing development within York, although welcome and necessary, will, without proper planning, reduce open amenity space both in the city centre and in outlying villages.

There are growing mental health problems relating to stress throughout the UK, to which York is not immune, which the development of small, informal parks ('pocket parks') could help address by creating areas of peace and tranquillity.

Such spaces need not be extensive or expensive to run, for example the Bar Walls have at least six areas already identified which could be used to install a few bench seats and a waste bin.

It might also be possible to encourage some of these 'pocket' parks to become 'pocket' allotments should there be community interest in doing so.

Whilst much work has been done by councillors of all parties, neighbourhood groups and other organisations to create and care for 'pocket' parks and small areas of informal green space, there is a lack of systematic identification and support which prevents the development of as many of these green spaces as possible.

Council therefore requests a report to an early meeting of the Executive in 2019 which will involve officers liaising with ward councillors, community groups and others to identify land (whether council owned or acquirable) throughout all parts of the city that could lend itself to the installation of small, informal open spaces and parks.

Councillor Kramm moved, and Councillor Craghill seconded, an amendment to the above motion, as follows:

**Add** a final paragraph

'Council also requests Executive, in conjunction with the preparation of the report, to identify sufficient budget to begin implementation of these proposals in the coming financial year. The report should fully consider how any new pocket parks and informal green spaces will be maintained in the long term'

On being put to the vote, the amendment was declared CARRIED.

A vote was then taken on the original motion, as altered by Councillor Kramm's amendment, which was CARRIED, and it was:

Resolved: That the original motion, as altered by Councillor Kramm's amendment, be approved as set out below<sup>2</sup>:

'Council notes that continuing development within York, although welcome and necessary, will, without proper

planning, reduce open amenity space both in the city centre and in outlying villages.

There are growing mental health problems relating to stress throughout the UK, to which York is not immune, which the development of small, informal parks ('pocket parks') could help address by creating areas of peace and tranquillity.

Such spaces need not be extensive or expensive to run, for example the Bar Walls have at least six areas already identified which could be used to install a few bench seats and a waste bin.

It might also be possible to encourage some of these 'pocket' parks to become 'pocket' allotments should there be community interest in doing so.

Whilst much work has been done by councillors of all parties, neighbourhood groups and other organisations to create and care for 'pocket' parks and small areas of informal green space, there is a lack of systematic identification and support which prevents the development of as many of these green spaces as possible.

Council therefore requests a report to an early meeting of the Executive in 2019 which will involve officers liaising with ward councillors, community groups and others to identify land (whether Council owned or acquirable) throughout all parts of the city that could lend itself to the installation of small, informal open spaces and parks.

**Council also requests Executive, in conjunction with the preparation of the report, to identify sufficient budget to begin implementation of these proposals in the coming financial year. The report should fully consider how any new pocket parks and informal green spaces will be maintained in the long term.'**

(iii) Provision for electric charging points for vehicles in new homes and businesses

(Proposed by Councillor Fenton and seconded by Councillor Reid)

This Council notes that the Secretary of State for Environment, Food and Rural Affairs, has announced a Government plan to ban the sale of all petrol and diesel cars by 2040. With this being the case, over the next 23 years, the UK and the City of York will have to increase the provision of charging points to provide the infrastructure to fuel electric vehicles.

This Council further notes:

- New electric vehicles can only be supported if there are charging points available;
- The importance of good air quality to public health and wellbeing in York, as research suggests poor air quality contributes to 40,000 premature deaths in the UK every year;
- Installing charging infrastructure is essential for local authorities to support the move to lower emissions and help residents make the switch to electric;
- If the UK exits the EU, that further opportunities to participate in programmes under the umbrella of the European Environment Agency, will be lost.

The council has the opportunity to make a significant contribution to reducing carbon emissions and helping to meet the objectives as set out in the Paris Agreement.

Therefore, this Council resolves:

- That the Executive be requested to commission a report on how the Council's planning policies can be updated to require all new housing and commercial planning applications to City of York Council to be future proofed to ensure the provision of adequate electric vehicle charging points.

- That the Council commits to engaging with neighbouring authorities and other relevant stakeholders (for example, business owners and retail groups) to promote the adoption of electric and low emission vehicles, including through the identification of future electric vehicle charging schemes.
- That council officers' work on proposals to identify future opportunities to install Electric Vehicle Charging points within council owned car parks, secondary shopping areas and out of city centre retail areas.

In moving his motion, Cllr Fenton indicated that he was minded to accept the amendments to be proposed by Councillors Rawlings and Councillor D'Agorne, which were as follows:

Amendment from Councillor Rawlings

- **Amend** the title by adding at the end '**and car parks**'
- **Amend** the first bullet after 'Therefore, Council resolves' to read:

'That the Executive be requested to commission a report on how the Council's planning policies can be updated to require all new housing and commercial planning applications to City of York Council to be future proofed to ensure the provision of adequate electric vehicle charging points. A further report to be produced to review how long electric cars should be allowed to remain in charging bays, in order to free up more charging points and thus encourage the use of electric vehicles, at Council car parks.'

Amendment from Councillor D'Agorne

In the first paragraph, at end of first sentence, **add**:

'The Friends of the Earth plan to achieve 'net zero carbon emissions' by 2045 says this date needs to be brought forward to 2030. Switching rapidly to electric vehicles will deliver the lion's share of emission reductions needed within the transport sector, now the largest source of greenhouse gas emissions in the UK.'



**Delete** the second sentence and replace with:

‘If we are to stand a chance of achieving this urgent action, the UK and City of York will have to install the necessary charging infrastructure and ensure that parking facilities for all new properties have full provision for electric charging.’

After ‘Therefore, Council resolves’ **add** a final bullet point:

‘That, in conjunction with the above, the Executive should set a clear date for the introduction of a city centre clean air zone and bring forward proposals to progressively reduce the number of diesel and petrol engined vehicles idling or travelling within designated Air Quality Management Areas of the city.’

Upon being formally asked, Council then agreed to accept the motion as altered above for debate so that it now read:

Provision for electric charging points for vehicles in new homes and businesses **and car parks**

‘Council notes that the Secretary of State for Environment, Food and Rural Affairs, has announced a Government plan to ban the sale of all petrol and diesel cars by 2040. **The Friends of the Earth plan to achieve ‘net zero carbon emissions’ by 2045 says this date needs to be brought forward to 2030. Switching rapidly to electric vehicles will deliver the lion’s share of emission reductions needed within the transport sector, now the largest source of greenhouse gas emissions in the UK. If we are to stand a chance of achieving this urgent action, the UK and City of York will have to install the necessary charging infrastructure and ensure that parking facilities for all new properties have full provision for electric charging.**

Council further notes:

- New electric vehicles can only be supported if there are charging points available;

- The importance of good air quality to public health and wellbeing in York, as research suggests poor air quality contributes to 40,000 premature deaths in the UK every year;
- Installing charging infrastructure is essential for local authorities to support the move to lower emissions and help residents make the switch to electric;
- If the UK exits the EU, that further opportunities to participate in programmes under the umbrella of the European Environment Agency, will be lost.

The Council has the opportunity to make a significant contribution to reducing carbon emissions and helping to meet the objectives as set out in the Paris Agreement.

Therefore, Council resolves:

- **That the Executive be requested to commission a report on how the Council's planning policies can be updated to require all new housing and commercial planning applications to City of York Council to be future proofed to ensure the provision of adequate electric vehicle charging points. A further report to be produced to review how long electric cars should be allowed to remain in charging bays, in order to free up more charging points and thus encourage the use of electric vehicles, at Council car parks.**
- That the Council commits to engaging with neighbouring authorities and other relevant stakeholders (for example, business owners and retail groups) to promote the adoption of electric and low emission vehicles, including through the identification of future electric vehicle charging schemes.
- That Council officers' work on proposals to identify future opportunities to install Electric Vehicle Charging points within Council owned car parks, secondary shopping areas and out of city centre retail areas.'
- **That, in conjunction with the above, the Executive should set a clear date for the introduction of a city centre clean air zone and bring forward proposals to progressively reduce**

**the number of diesel and petrol engined vehicles idling or travelling within designated Air Quality Management Areas of the city.'**

A vote was then taken on the original motion, as altered by Councillor Rawlings and Councillor D'Agorne's amendments, which was CARRIED and it was:

Resolved: That the original motion, as altered by Councillor Rawlings and Councillor D'Agorne's amendments, as set out above, be approved.<sup>3</sup>

(iv) Crime and Anti-social Behaviour (ASB)

(Proposed by Councillor Williams and seconded by Councillor Flinders)

In moving his motion, Councillor Williams indicated that he was minded to accept the amendment to be proposed by Councillor Craghill, which was as follows:

After 'Council therefore resolves' **add** a final bullet point:

'To request Executive to instigate special meetings (or city centre summits) to bring together all relevant city centre partners such as the BID, Make it York, The Retail Forum, Indie York, the city centre police team, Safer York Partnership, relevant Council teams such as Street Cleaning, Neighbourhood Enforcement and Homelessness Support, city centre residents and voluntary and community sector organisations to work together and take a constructive, problem-solving approach to tackling crime and antisocial behaviour in the city centre.'

Upon being formally asked, Council then agreed to accept the motion as altered above for debate so that it now read.

'Council notes:

- That figures for 2017-18 show crime is rising in York and North Yorkshire, including notably:
- Domestic burglary (inc. attempts) up 65%, and at the highest rate for six years,

- Number of incidents of violent crime within the city centre highest for at least a decade;
- Violence against the person highest for at least a decade;
- Most indicators for domestic violence highest for at least a decade.

This has come at a time when, due to austerity, and despite the Police and Fire Commissioner's commitment to increase numbers, police officers have been cut by 136 since austerity started in 2010.

Furthermore, probation services are in crisis following the botched 2014 privatisation, which the Government was forced to alter in July of this year.

In addition to the impact of Universal Credit, Council also notes the link between significant service cuts by this Council in areas including early intervention and prevention services and youth services, and the rising incidence of crime and anti-social behaviour in the city. Pending cuts to substance misuse services will further add to this problem.

In the past 12 months alcohol misuse was a factor in 4,500 cases of crime and ASB in York, and almost a quarter of all arrestees declared a drug or alcohol dependency.

Council recognises that in communities across our city, York residents feel that anti-social behaviour is increasing and at a low level is ignored by local agencies, whilst the visible presence of Police on our streets is declining. Many residents avoid the city centre in the evenings and weekends due to drunken behaviour in the heart of our City.

Council therefore resolves:

- To request Executive commissions a report examining the reasons for rising crime and ASB in the city in order to inform responses to it;
- To lobby the Police and Fire Commissioner through the Council Leader and Chief Executive to increase the numbers of frontline police officers for York;
- To work with partners to improve joined-up working in areas such as probation and community payback, antisocial behaviour, substance misuse and health issues;

- **To request Executive to instigate special meetings (or city centre summits) to bring together all relevant city centre partners such as the BID, Make it York, The Retail Forum, Indie York, the city centre police team, Safer York Partnership, relevant Council teams such as Street Cleaning, Neighbourhood Enforcement and Homelessness Support, city centre residents and voluntary and community sector organisations to work together and take a constructive, problem solving approach to tackling crime and anti-social behaviour in the city centre.'**

A vote was then taken on the original motion, as altered by Councillor Craghill's amendment, which was CARRIED, and it was:

Resolved: That the original motion as altered by Councillor Craghill's amendment, as set out above, be approved. <sup>4</sup>

Action Required

1 Corporate Director of Children, Education and Communities to take forward actions requested in motion (i) Children & Young People's Emotional Health and Wellbeing	1 AH 2 NF, AH 3 NF 4 MM
2 Corporate Director of Economy & Place and Corporate Director of Children, Education and Communities to take forward actions requested in motion (ii) Parks and Open Spaces	
3 Corporate Director of Economy and Place to take forward actions requested in motion (iii) Provision for electric charging points for vehicles in new homes and businesses and car parks	
4 Interim Corporate Director of Health, Housing and Adult Social Care to take forward actions requested in motion (iv) Crime and Anti-social Behaviour (ASB)	

**48. Questions to the Leader or Executive Members**

In accordance with Standing Order 21, Members were invited to question the Leader and/or the other Executive Members in respect of any matters within their portfolio responsibility.

Questions were received from the floor from the following Members in relation to the subjects listed:

(i) To Cllr Gillies, Leader

- From Cllr D Myers – Lendal Post Office and submission of a consultation response with a supplementary question

(ii) To Cllr Waller – Deputy Leader

- From Cllr Kramm – Data Breach on the One Planet York App with supplementary questions from Cllr Kramm and Cllr Williams
- From Cllr S Barnes – Decrease in wages in York and the coalition record on wage growth with a supplementary question from Cllr S Barnes

At this point in the meeting, the guillotine fell and remaining matters were deemed moved and seconded as required under the constitution.

The Leader stated he would provide further detail to Councillor D Myers on his question. The Deputy Leader responded directly to all the questions, including supplementary questions put to them.

#### **49. Report of Executive Member**

Council received a written report from Councillor Brooks, Executive Member for Housing & Safer Neighbourhoods.

As the guillotine had already fallen, no questions were put to the Executive Member on their report, in accordance with Standing Order 20, and it was:

Resolved: That the report of the Executive Member for Housing & Safer Neighbourhoods be received and noted.

**50. Report of the Chair of the Customer and Corporate Services Scrutiny Management Committee**

Council received the report of the Chair of the Customer and Corporate Services Scrutiny Management Committee on the work of the Committee.

As the guillotine had already fallen, this was deemed moved and seconded as required under the Constitution and it was:

Resolved: That the report of the Customer and Corporate Services Scrutiny Management Committee be noted.

Reason: To update Members on the work of the committee.

**51. Recommendations of the Gambling, Licensing & Regulatory Committee**

Council received the following recommendation from the Gambling, Licensing and Regulatory Committee meeting held on 6 November 2018.

Gambling Act 2005 - Statement of Licensing Policy

Recommended: That the Statement of Licensing Policy be adopted.

Reason: To meet the legislative requirements of the Gambling Act 2005.

As the guillotine had already fallen, this was deemed moved and seconded as required under the Constitution. On being put to the vote, the recommendation was declared CARRIED and it was:

Resolved: That the above recommendation of the Gambling, Licensing and Regulatory Committee meeting held on 6 November 2018 in relation to the Statement of Licensing Policy be approved.<sup>1</sup>

Action Required

1 To note the resolution in relation to Gambling Act 2005 - Statement of Licensing Policy 1 NF, LC

**52. Recommendations of the Planning Committee**

Council received the following recommendation from the Planning meeting held on 15 November 2018.

Amendments to Committee Terms of Reference and Delegation to Officers Report

Recommended: That Council approve the amendments to the Council's Constitution to:

- i. enable Officers to determine requests for nonmaterial amendments to planning applications under Section 96A of the Town and Country Planning Act 1990 (as amended);
- ii. enable Officers to refuse planning permission for any non residential or domestic application for which there is a policy presumption against development in the Green Belt; and
- iii. enable the Corporate Director of Economy and Place or Assistant Director Planning & Public Protection to approve variations of a minor nature to planning agreements relating to planning applications reserved to the Planning Committee or Area Sub Committee.

Reason: To provide more clarity in the interpretation of the delegation, and to update it specifically in relation to S96A non material amendments and S73 extension of time applications. In addition, an amendment is proposed so that the Main Planning Committee only reserves applications in the Green Belt where they are recommended for approval. This would assist in more timely decision making in respect of certain consents and applications, and therefore it is requested that Planning Committee consider recommending these changes to Full Council.

As the guillotine had already fallen, this was deemed moved and seconded as required under the Constitution. On being put to the vote this was CARRIED and it was:



Resolved: That the above recommendation of the Planning Committee meeting held on 15 November 2018 in relation to the Council's Constitution with regard to Committee Terms of Reference and Delegation to Officers be approved. <sup>1</sup>

Action Required

1 To update the Constitution as approved by Council

1 LC

**53. Appointments and Changes to Membership**

Resolved: That the appointments set out at page 65-66 of the agenda be approved.

Cllr Keith Orrell

Lord Mayor of York

*[The meeting started at 6.30 pm and concluded at 10.00 pm]*

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**City of York Council**

Resolutions and proceedings of the Budget Meeting of the City of York Council held in The Citidal, Gillygate, York on Thursday, 28th February, 2019, starting at 6.30 pm

**Present:** The Lord Mayor (Cllr Keith Orrell) in the Chair, and the following Councillors:

Acomb Ward	Bishopthorpe Ward
K Myers S Barnes	Galvin
Clifton Ward	Copmanthorpe Ward
D Myers Wells	Carr
Dringhouses & Woodthorpe Ward	Fishergate Ward
Fenton Mason Reid	D'Agorne D Taylor
Fulford and Heslington Ward	Guildhall Ward
Aspden	Craghill Flinders Looker
Haxby & Wigginton Ward	Heworth Ward
Cuthbertson Gates Richardson	Boyce Funnell Williams
Heworth Without Ward	Holgate Ward
Ayre	Cannon Derbyshire

K Taylor

Hull Road Ward

Huntington and New Earswick  
Ward

N Barnes  
Pavlovic  
Shepherd

Cullwick  
Orrell  
Runciman

Micklegate Ward

Osbaldwick and Derwent Ward

Hayes

Brooks  
Warters

Rawcliffe and Clifton Without Ward

Rural West York Ward

Dew  
Lisle  
Rawlings

Gillies  
Steward

Strensall Ward

Westfield Ward

Doughty  
Douglas

Hunter  
Waller

Wheldrake Ward

Mercer

Apologies for absence were received from Councillors Crawshaw,  
Kramm and Jackson

#### 54. Declarations of Interest

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, any prejudicial interests or any disclosable pecuniary interests they might have in the business on the agenda.

It was noted that the Deputy Monitoring Officer had confirmed that Government guidance stated that Members did not have a disclosable pecuniary interest in the overall business of setting the council tax and that the Council's Code of Conduct also confirmed that Members did not have a prejudicial interest in that business on the agenda. However, in view of legal advice received, Councillor Flinders declared a disclosable pecuniary interest specifically in relation to York Central and any funding allocated to the project in view of his employment. In light of this declaration and in accordance with the appropriate constitutional requirements, Councillor Flinders was granted dispensation to vote on the overall setting of the budget.

The following **personal** interests were declared:

<u>Councillor</u>	<u>Agenda Item</u>	<u>Description of Interest</u>
Councillor Reid	5. Recommendations of Executive on the Council's Capital Financing and Investment Strategy, Capital Budget 2019/20 to 2023/4, the Financial Strategy 2019/20 to 2023/24 and the Treasury Management Strategy Statement and Prudential Indicators for 2019/20 to 2023/24	Son is a Council tenant

The following **prejudicial or disclosable pecuniary** interests were declared:

<u>Councillor</u>	<u>Agenda Item</u>	<u>Description of Interest</u>
Councillor Flinders	5. Recommendations of Executive on the Council's Capital Financing and Investment Strategy, Capital Budget 2019/20 to 2023/4, the Financial Strategy 2019/20 to 2023/24 and the Treasury Management Strategy Statement and Prudential Indicators for 2019/20 to 2023/24	Mention of the York Central Site as he is Employed by Network Rail

## 55. Civic Announcements

The Lord Mayor invited Cllr Gillies to nominate the Lord Mayor Elect for the 2019/20 Municipal Year. Councillor Gillies nominated Cllr Keith Myers as the Lord Mayor Elect and this nomination was unanimously agreed.

Cllr Keith Myers confirmed that he would be honoured to accept this office with the assistance of his Lady Mayoress, Mrs Suzanne Myers. He also announced that Mrs Noelle Treanor and her husband Squadron Leader (Retd.) Barry Treanor would be Sheriff and Sheriff's Consort for the 2019/20 Municipal Year.

## 56. Public Participation

The Lord Mayor advised Members that under Public Participation procedures, at Budget Council each registered speaker had a maximum of 3 minutes to address Council or ask a question on

any matter directly relevant to the setting of the budget, as laid down in Standing Orders governing Council meetings.

Three members of the public had registered to speak at the meeting under public participation.

Gwen Swinburn, a resident, addressed the council in relation to budget proposals. She spoke on the budget consultation process, which she stated was unfit for purpose and published on the last possible legal day. She expressed concern that neither the draft budget, nor amendments addressed the cuts in a satisfactory manner. She also spoke on the lack of Equalities Impact Assessments for the proposed cuts.

Jenny Dunning, a resident, spoke with regard to the budget proposals in relation to residents' parking charges. She stated that the income that the Council made from ResPark charges far outweighed the administration and enforcement costs of the scheme. She suggested that the cost of parking permits should be reduced, and brought more in line with surrounding areas, such as Leeds, Kirklees and Hull.

Peter Richardson, a resident, addressed the council on the budget proposals in relation to council tax. He stated that he felt the Council were double charging the public in relation to the Adult Social Care precept. He suggested that the Council needed to refund around £100 pre Council Tax payer.

**57. Recommendations of Executive in respect of Consultation on Disposal of Open Space at Rowntree Park Lodge & Update of Financial Business Case and Capital Programme - Monitor 3 2018/19**

Councillor Gillies moved, and Councillor Waller seconded, the following recommendations made by the Executive at their meeting on 14 February 2019 following consideration of a report on the Disposal of Open Space at Rowntree Park Lodge and Update of Financial Business Case (Minute 111) as follows:

- “ (i) That Council allocate a further £110,000 capital budget, funded from prudential borrowing, to facilitate the regeneration of Rowntree Park Lodge in accordance with the revised business case, this allocation to be funded from the

revenue receipts from the holiday lets together with funds from existing budgets to deal with property maintenance.

- (ii) That the decision to commence delivery of the scheme be delegated to a future Decision Session of the Executive Leader (Incorporating Finance & Performance) following further consultation and engagement with the Friends of Rowntree Park and local residents to establish how funding priorities will be identified using the net income from Rowntree Lodge.”

On being put to the vote, the recommendation was declared CARRIED and it was:

Resolved: That the recommendation contained in minute 111 of the Executive Meeting held on 14 February 2019 in relation to the Disposal of Open Space at Rowntree Park Lodge be approved.

Councillor Gillies then moved, and Councillor Waller seconded, the following recommendation made by the Executive at their meeting on 14 February 2019 following consideration of a report on the Capital Programme – Monitor 3 2018-19 (Minute 112) as follows:

“That Council approve the adjustments resulting in a decrease of £15.952m in the 2018/19 budget, as detailed in the report and in Annex A”.

On being put to the vote, the recommendation was declared CARRIED and it was:

Resolved: That the recommendation contained in minute 112 of the Executive Meeting held on 14 February 2019 in relation to adjustments to the Capital Programme for 2018-19 be approved.

**58. Recommendations of Executive on the Council's Capital Financing and Investment Strategy, Capital Budget 2019/20 to 2023/24, the Financial Strategy 2019/20 to 2023/24 and the Treasury Management Strategy Statement and Prudential Indicators for 2019/20 to 2023/24**

Councillor Gillies moved and Councillor Waller seconded as follows below, the Executive’s recommendations from its meeting



on 14 February 2019 relating to the setting of the Council's budget from 2019/20 to 2034/24 and incorporating the:

- i) Financial Strategy 2019/20 to 2023/24
- ii) Capital Financing and Investment Strategy
- iii) Capital Budget 2019/20 to 2023/24
- iv) Treasury Management Strategy Statement and Prudential Indicators 2019/20 to 2023/24

### **Capital Financing and Investment Strategy**

Executive recommends that Council:

Approve the capital and investment strategy at Annex A

Reason: To meet the statutory obligation to comply with the Prudential Code 2017

### **Capital Budget 2019/20 to 2023/24 (formerly Capital Programme 2019/20 and 2023/24)**

Executive recommends that Council:

- i. Agree to the revised capital programme of **£579.762m** that reflects a net overall increase of **£185.898m** (as set out in paragraph 89 table 13 and in Annex A). Key elements of this include:
  - a) New Schemes funded by Prudential borrowing totalling £28.960m as set out in tables 3 and summarised in table 13
  - b) New Schemes funded by a combination of both Prudential borrowing and external funds of £28.7m as set out in table 4 and summarised in table 13;
  - c) Extension to existing schemes of £7.372m funded by Prudential borrowing as set out in table 5 and summarised in table 13;
  - d) Extension of prudential borrowing funded Rolling Programme schemes totalling £6.903m as set out in table 5 and summarised in table 13;
  - e) Extension of externally funded Rolling Programme schemes totalling £7.941m as set out in table 6 and summarised in table 13;

- f) An increase in HRA funded schemes totalling £106.022m funded from a combination HRA balances/Right to Buy receipts as set out in table 7 and summarised in table 13
- ii. Note the total increase in Council borrowing as a result of new schemes being recommended for approval is £46.385m the details of which are considered within this report and the financial strategy report
- iii. Approve the full re-stated programme, as set out in table 13 and summarised in Annex B, totalling **£579.762m** and covering the financial years 2019/20 to 2023/24.

Reason: In accordance with the statutory requirement to set a capital budget for the forthcoming financial year.

### **Revenue Budget (Financial Strategy 2019/20 to 2023/24)**

Executive recommends that Council:

- (i) approve the budget proposals outlined in the Financial Strategy report and in particular;
  - a. The net revenue expenditure requirement of 123.372m
  - b. A council tax requirement of £90.066m
  - c. The revenue growth proposals as outlined in the body of the report
  - d. The 2019/20 revenue savings proposals as outlined in annex 2
  - e. The fees and charges proposals as outlined in annex 3
  - f. The Housing Revenue Account (HRA) budget set out in annex 4, the HRA savings proposals set out in annex 5 and the 30 year HRA Business Plan set out in annex 6
  - g. The dedicated schools grant proposals outlined from paragraph 173
  - h. The use of £100k of funds previously set aside in a Public Health Grant Reserve, to fund one off investment and £51k New Homes Bonus to fund recurring expenditure, as outlined in paragraph 83;

- i. The use of the remaining £522k New Homes Bonus funding and £300k funding from the business rates pool to create a Service Risk Reserve for future use, as outlined in paragraph 84
  - j. The use of £1.5m funding from the LCR and NWY business rates pools to allocate into the venture fund, to deal with future cashflow or revenue implications regarding major planned developments including Castle Gateway, and Castle Museum, as referred to in the Capital Strategy report, and to be subject to future reports to the Executive
- (ii) note that the effect of approving the income and expenditure proposals included in the recommendations would result in a 3.25% increase in the City of York Council element of the council tax, 1.5% of which would relate to the social care precept.

Reason: To ensure a legally balanced budget is set

### **Treasury Management Strategy Statement and Prudential Indicators**

Executive recommends that Council approve;

- i. The proposed treasury management strategy for 2019/20 including the annual investment strategy and the minimum revenue provision policy statement;
- ii. The prudential indicators for 2019/20 to 2023/24 in the main body of the report;
- iii. The specified and non-specified investments schedule (Annex B)
- iv. The scheme of delegation and the role of the section 151 officer (Annex D)

Reason: To enable the continued effective operation of the treasury management function and ensure that all Council borrowing is prudent, affordable and sustainable.

## **Labour Amendment**

Councillor Neil Barnes moved, and Councillor Looker seconded, an amendment as follows to those recommendations, on behalf of the Labour Group :

### Capital Budget 2019/20 to 2023/24

**In paragraph 42 (i), first line** delete '£579.762m' and replace with '£586.262m'

**In paragraph 42 (i), second line** delete '£185.898m' and replace with '£192.398m'

### **Under paragraph 42 (i), insert new sub paragraphs:**

- (g) Include a new scheme to invest £1m per annum in highways renewal with specific target to address pothole repairs and reconstruction of residential street (b&c) road surfaces (4 year investment), funded by prudential borrowing.
- (h) Include a new scheme to invest £0.5m per annum in a programme to support new or existing capital schemes with initiatives that enable energy efficiency and a low carbon city (5 year investment increasing scale of proposed One Planet Council programme), funded by prudential borrowing.

**In paragraph 42 (ii), second line** delete '£46.385m' and replace with '£52.885m'

**In paragraph 42 (iii), second line** delete '£579.762m' and replace with '£586.262m'

### Revenue Budget

**In sub paragraph (a)** delete '£123.372m' and replace with '£124.452m'

**In sub paragraph (b)** delete '£90.066m' and replace with '£91.146m'

**In sub paragraph (c)** add at the end of the sentence 'subject to the following amendments;

- An additional £40k to reduce fly-tipping response time to next day (from current 6 day response time)
- An additional £80k to increase street-cleaning (2FTE and vehicles) in areas outside of city centre
- An additional £150k to reverse previous bus subsidy cuts, targeting routes that service outlying suburbs and villages
- An additional £50k to appoint a Homelessness support worker
- An additional £200k for establishment of Inclusive Growth Fund to support York's local economy and build community wealth
- An additional £20k to increase trees budget and sign up to Northern Forest scheme
- An additional £100k to expand youth provision services, and support for targeted projects on eliminating holiday hunger and reducing antisocial behaviour
- An additional £20k to end period poverty in York schools
- An additional £40k to exempt care leavers from council tax until aged 25
- An additional £150k for establishment of centralised grants scheme for voluntary and charitable organisations
- An additional £75k to appoint an Inclusion Lead (1FTE) to tackle attainment gap in education, make effective use of pupil premium and increase access to arts
- An additional £50k investment in Citizens Advice York services, targeting fuel poverty and pressures on residents as a result of Universal Credit introduction
- An additional £105k to support the 2019/20 revenue cost of additional prudential borrowing (£1,500k capital amendment in 2019/20 and £6,500k overall with a total revenue cost of £455k, funded by prudential borrowing)

**In paragraph 43 (ii)** third line, delete '3.25%' and replace with '4.49%'.

Following debate and in accordance with the required legal regulation, a named vote was then taken in relation to the Labour Group amendment relating to the setting of the budget, with the following result:

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Cllr Neil Barnes	Cllr Aspden	Cllr Craghill
Cllr Stuart Barnes	Cllr Ayre	Cllr D'Agorne
Cllr Boyce	Cllr Brooks	Cllr Derbyshire
Cllr Cannon	Cllr Carr	Cllr Hayes
Cllr Flinders	Cllr Cullwick	
Cllr Funnell	Cllr Cuthbertson	
Cllr Looker	Cllr Dew	
Cllr Danny Myers	Cllr Doughty	
Cllr Pavlovic	Cllr Douglas	
Cllr Dave Taylor	Cllr Fenton	
Cllr Kallum Taylor	Cllr Galvin	
Cllr Wells	Cllr Gates	
Cllr Williams	Cllr Gillies	
	Cllr Hunter	
	Cllr Lisle	
	Cllr Mason	
	Cllr Mercer	
	Cllr Keith Myers	
	Cllr Rawlings	
	Cllr Reid	
	Cllr Richardson	
	Cllr Runciman	
	Cllr Shepherd	
	Cllr Steward	
	Cllr Waller	

	Cllr Warters	
	Cllr Orrell	
<b>13</b>	<b>27</b>	<b>4</b>

The labour amendment was declared lost.

### Green Party Amendment

Councillor D'Agorne then moved, and Councillor Taylor seconded, an amendment to the above recommendations as follows, on behalf of the Green Group:

#### **Capital Budget 2019/20 to 2023/24**

**In paragraph 42 (i), first line** delete '£579.762m' and replace with '£556.362m'

**In paragraph 42 (i), second line** delete '£185.898m' and replace with '£162.498m'

#### **Under paragraph 42 (i), insert new sub paragraphs:**

- g) Removal of the £28m scheme for the York Outer Ring Road, partly funded by £2.8m of CYC prudential borrowing
- h) Include a new scheme to invest £500k in a City Centre and Local Centres Disabled Access Investment Fund to improve capital facilities for people with disabilities, funded by prudential borrowing
- i) Include a new scheme to invest £500k in a Pedestrian Priority Programme for residential areas including new pedestrian crossings, improved junctions, drop kerbs and pavement re-surfacing, funded by prudential borrowing
- j) Include a new scheme to invest £500k in a Cycling Investment Fund to develop a dedicated, primarily offroad Dutch-style cycle network, starting with filling in the gaps and to make best use of other matching transport funds, funded by prudential borrowing
- k) Include a new scheme to invest a further £450k in Gully and Drainage Maintenance, funded by prudential borrowing

- l) Include a new scheme to invest £500k in setting up an ongoing Better Bus Fund to improve the physical infrastructure that supports more reliable, affordable, comprehensive and attractive bus services, funded by prudential borrowing
- m) Include a new scheme to invest £100k in developing the capacity to introduce secure overnight parking at Park & Ride sites, funded by prudential borrowing
- n) Include a new scheme to invest £50k (£150k over 3 years) in a Clean Air Project Officer to support capital schemes relating to the Council's Clean Air Strategy including the new Clean Air Zone, anti-idling measures, electric vehicle charging infrastructure and exclusion of heavy delivery vehicles from the city centre, funded by prudential borrowing
- o) Include a new scheme to invest £500k in setting up an Affordable Energy Fund to invest in energy efficiency and renewables, future proofing Council owned buildings and helping to tackle fuel poverty through improving private sector properties, including grants to private sector landlords in return for proof of high standards of property maintenance, funded by prudential borrowing
- p) Include a new scheme to invest £50k in a Green Spaces Development Worker to work across Council departments, with other agencies and with residents to coordinate capital improvements to green infrastructure assets across the city, funded by prudential borrowing
- q) Include a new scheme to invest £500k in play infrastructure to fill in gaps in play and recreation provision for young children, older children and teenagers, funded by prudential borrowing
- r) Include a new scheme to invest £50k (£100k over 2 years) in a Sustainable Schools Pilot Programme to support York schools to improve capital investment in energy efficiency and sustainability of their buildings and grounds to save money and improve the learning experience, funded by prudential borrowing



- s) Include a new scheme to invest £100k in a Local Shopping Parades Fund for measures to improve the street environment infrastructure works and encourage use of local shopping parades, funded by prudential borrowing
- t) Include a new scheme to invest £150k in a Waste Reduction Pilot Programme to work with partners to invest in improved recycling infrastructure in the city centre and measures such as improved signage and storage facilities for properties with communal/shared bins, funded by prudential borrowing
- u) Include a new scheme to invest £500k in a pilot project to invest in the necessary accommodation and support infrastructure to expand the Housing First approach to a wider group of homeless people, funded by prudential borrowing

**In paragraph 42 (ii), second line** delete '£46.385m' and replace with '£47.535m'

**In paragraph 42 (iii), second line** delete '£579.762m' and replace with '£556.362m'

### **Revenue Budget**

**In sub paragraph (a)** delete '£123.372m' and replace with '£124.452m'

**In sub paragraph (b)** delete '£90.066m' and replace with '£91.146m'

**In sub paragraph (c)** add at the end of the sentence 'subject to the following amendments;

- An additional £116k to support the 2019/20 revenue cost of additional prudential borrowing (£1.65m capital amendment in 2019/20 and £2.3m overall with a total revenue cost of £161k, funded by prudential borrowing)
- An additional £200k investment into public health services – to be allocated via a report to Executive by the Director of Public Health

- An additional £40k investment into a Welfare Outreach Worker to ensure that emergency funding, Council Tax Support and Discretionary Housing Payments are fully taken up by those in most need including those suffering the effects of Universal Credit
- An additional investment of £40k to appoint a 0.8 FTE Mental Health Champion to listen to service users and coordinate the improvement of mental health services in York
- An additional investment of £100k to increase bus subsidy to target evening/weekend services and service gaps
- An additional investment of £150k to fund extension of green waste collections (with option of free compost bin)
- An additional investment of £40k to restore park gardeners to work in conjunction with open spaces officers and volunteers to protect and improve our city parks
- An additional investment of £59k to lock all parks at night (if residents agree)
- An additional £40k investment to create a 0.8 FTE Play Officer post to manage play funds and the installation of new play areas, maximising income from match funding and speeding up implementation
- An additional investment of £40k for an Outdoor Maintenance Fund for new play equipment, outdoor fitness equipment and any other items communities identify where ongoing maintenance is needed.
- An additional £80k investment to fund 2 FTE Youth Workers to work across the city supporting the development of youth clubs and spaces and activities for young people
- An additional £40k investment to fund a 0.8 FTE Climate Change and Sustainability Officer to coordinate partner organisations, businesses and individuals in the city to agree and act on meeting climate emission reduction targets for York
- An additional £40k investment to fund a Waste Reduction and Recycling Officer to support waste reduction initiatives,

work with partners to improve city centre recycling and improve domestic waste recycling provision for people with communal bins.

- An additional £40k investment to fund a Housing First Project Officer to identify funding and develop and expand the Housing First approach to a wider group of homeless people
- An additional £40k investment to fund a Corporate Equalities Officer to support equalities work across departments
- An additional £50k one off investment to fund an initial report on the options for providing sufficient sustainable public transport such as light rail/trams to support the proposed level of Local Plan development.
- An additional £50k one off investment to fund an immediate options study on implementing a city wide kerbside Food Waste Collection and extending the range of plastics collected from the kerbside
- An additional £40k one off investment to fund an options study into setting up Re-Use Shops at or close to CYC Household Waste Recycling Centres
- An additional £40k one off investment to fund an feasibility study into innovative options, such as Local Housing Bonds, to provide additional genuinely affordable housing over and above other planned thresholds.
- An additional one off investment to invest £200k in a 6 month pilot of a free city centre shuttle bus to join up key locations in the city including the railway station/York Central, the city centre, the hospital, funded by prudential borrowing

**In sub paragraph (d)** add at the end of the sentence 'subject to the following amendments;

- Reversal of HHASC7 Small Day Services – £50k
- 50% Reversal of HHASC13 Asset Based Review Learning Disabilities and Physical Disabilities - £50k

**In sub paragraph (e)** add at the end of the sentence 'subject to the following amendments;

- Reinststate 50% discount for low emission vehicles (tax band A-C for vehicles registered 2001- 2017, and those producing less than 110gm/km for those registered since Mar 2017), costing £60k
  - Reduce standard respark charge to £60pa for new schemes brought into force after March 2018 with all existing permit charges cut by 10% in 2019 and a further 10% each subsequent year until they are equalised, costing £43k.
  - Increasing visitor evening parking charges to £3. Remains free for Minster badge holders, raising £150k
  - A 10p/hour increase on all car parks to raise £60k
- In order to increase fees and charges by £107k

**At the end of paragraph 43 (i),** add an additional sub paragraphs;

- k. The use of £50k from the Venture Fund to fund a feasibility study for an energy provision company to provide reliable, lower cost and sustainable energy for York residents
- l. The use of the £358k from the general fund reserve to fund one off investments

**In paragraph 43 (ii)** third line, delete ‘3.25%’ and replace with ‘4.49%’.

Following debate and in accordance with the required legal regulations, a named vote was then taken in relation to the Green Group amendment, with the following result.

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Cllr Craghill	Cllr Aspden	
Cllr D’Agorne	Cllr Ayre	
Cllr Hayes	Cllr Neil Barnes	
Cllr Dave Taylor	Cllr Stuart Barnes	
	Cllr Boyce	
	Cllr Brooks	
	Cllr Cannon	
	Cllr Carr	
	Cllr Cullwick	

	Cllr Cuthbertson	
	Cllr Derbyshire	
	Cllr Dew	
	Cllr Doughty	
	Cllr Douglas	
	Cllr Fenton	
	Cllr Flinders	
	Cllr Funnel	
	Cllr Galvin	
	Cllr Gates	
	Cllr Gilies	
	Cllr Hunter	
	Cllr Lisle	
	Cllr Looker	
	Cllr Mason	
	Cllr Mercer	
	Cllr Danny Myers	
	Cllr Keith Myers	
	Cllr Pavlovic	
	Cllr Rawlings	
	Cllr Reid	
	Cllr Richardson	
	Cllr Runciman	
	Cllr Shepherd	
	Cllr Steward	
	Cllr Kallum Taylor	
	Cllr Waller	
	Cllr Warters	
	Cllr Wells	
	Cllr Williams	
	Cllr Orrell	
<b>4</b>	<b>40</b>	<b>0</b>

The Green amendment was declared LOST.

The required named vote, in accordance with legal regulations, was then taken on the original motion as unamended, with the following result:

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Cllr Aspden	Cllr Neil Barnes	
Cllr Ayre	Cllr Stuart Barnes	
Cllr Brooks	Cllr Boyce	
Cllr Carr	Cllr Cannon	
Cllr Cullwick	Cllr Craghill	
Cllr Cuthbertson	Cllr D'Agorne	
Cllr Derbyshire	Cllr Flinders	
Cllr Dew	Cllr Funnell	
Cllr Doughty	Cllr Hayes	
Cllr Douglas	Cllr Looker	
Cllr Fenton	Cllr Danny Myers	
Cllr Galvin	Cllr Pavlovic	
Cllr Gates	Cllr Dave Taylor	
Cllr Gillies	Cllr Kallum Taylor	
Cllr Hunter	Cllr Warters	
Cllr Lisle	Cllr Wells	
Cllr Mason	Cllr Williams	
Cllr Mercer		
Cllr Keith Myers		
Cllr Rawlings		
Cllr Reid		
Cllr Richardson		
Cllr Runciman		
Cllr Shepherd		
Cllr Steward		
Cllr Waller		

Cllr Orrell		
<b>27</b>	<b>17</b>	<b>0</b>

The original motion was then declared CARRIED and it was:

Resolved: That the Executive recommendations in respect of the Capital Strategy, Financial Strategy and Treasury Management Strategy Statement and Prudential Indicators for 2019/20 to 2023/24 be approved. 1

#### 59. Council Tax Resolution 2019-20

Finally, and in light of the setting of the budget for 2019/20 under minute no. 58 above, Councillor Gillies moved and Councillor Waller seconded the Council Tax resolution for 2019/20.

The required named vote, in accordance with legal regulations, was then taken on the Council Tax recommendation with the following results:

<b>For</b>	<b>Against</b>	<b>Abstain</b>
Cllr Aspden	Cllr Neil Barnes	
Cllr Ayre	Cllr Stuart Barnes	
Cllr Brooks	Cllr Boyce	
Cllr Carr	Cllr Cannon	
Cllr Cullwick	Cllr Craghill	
Cllr Cuthbertson	Cllr D'Agorne	
Cllr Derbyshire	Cllr Flinders	
Cllr Dew	Cllr Funnell	
Cllr Doughty	Cllr Hayes	
Cllr Douglas	Cllr Looker	
Cllr Fenton	Cllr Danny Myers	
Cllr Galvin	Cllr Pavlovic	
Cllr Gates	Cllr Dave Taylor	
Cllr Gillies	Cllr Kallum Taylor	
Cllr Hunter	Cllr Warters	

Cllr Lisle	Cllr Wells	
Cllr Mason	Cllr Williams	
Cllr Mercer		
Cllr Keith Myers		
Cllr Rawlings		
Cllr Reid		
Cllr Richardson		
Cllr Runciman		
Cllr Shepherd		
Cllr Steward		
Cllr Waller		
Cllr Orrell		
<b>27</b>	<b>17</b>	<b>0</b>

The motion was declared CARRIED and it was:

Resolved:

- (i) That it be noted that on 26 November 2018 the Deputy Chief Executive/Director of Customer and Corporate Services, under his delegated authority, calculated the council tax base for the year 2019/20:
  - (a) for the **whole Council area** as 67,706.1 [Item T in the formula in Section 31B of the Local Government Finance Act 1992, as amended (the "Act")]; and
  - (b) for those dwellings in those parts of its area to which a **Parish** precept relates as in column 1 in the attached Schedule A.
- (ii) Calculate that the Council Tax requirement for the Council's own purposes for 2019/20 (excluding Parish precepts) is £90,066,040
- (iii) That the following amounts be calculated for the year 2019/20 in accordance with Sections 31 to 36 of the Act:



- (a) £400,468,192 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.
  - (b) £309,650,190 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3) of the Act.
  - (c) £90,818,002 being the amount by which the aggregate at 14(a) above exceeds the aggregate at 14(b) above, calculated by the Council in accordance with Section 31A(4) of the Act as its Council Tax requirement for the year. [Item R in the formula in Section 31B of the Act].
  - (d) £1,341.36 being the amount at 14(c) above [Item R], all divided by Item T (12(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
  - (e) £751,962 being the aggregate amount of all special items (Parish precepts) referred to in Section 34(1) of the Act (as per the attached Schedule A).
  - (f) £1,330.25 being the amount at 14(d) above less the result given by dividing the amount at 14(e) above by Item T (12(a) above), calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
- (iv) To note that North Yorkshire Police and Crime Commissioner and the North Yorkshire Fire and Rescue Authority have issued precepts to the Council in accordance with Section 40 of the Act for each category of dwellings in the Council's area as indicated in the tables below.
- (v) That the Council, in accordance with sections 30 and 36 of the Act, hereby sets the aggregate amounts shown in the tables below, and at Schedule B for Parished areas, as the amounts of council tax for 2019/20 for each part of its area and for each of the categories of dwellings.

## City of York Council

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
886.84	1,034.64	1,182.45	1,330.25	1,625.86	1,921.47	2,217.09	2,660.50

## North Yorkshire Police and Crime Commissioner

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
170.51	198.93	227.35	255.77	312.61	369.45	426.28	511.54

## North Yorkshire Fire and Rescue Authority

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
47.51	55.43	63.35	71.27	87.11	102.95	118.78	142.54

## Aggregate of Council Tax Requirements (excluding Parished Areas)

A	B	C	D	E	F	G	H
£	£	£	£	£	£	£	£
1,104.86	1,289.00	1,473.15	1,657.29	2,025.58	2,393.87	2,762.15	3,314.58

- (vi) Determine that the Council's basic amount of council tax for 2019/20 is not excessive in accordance with the principles approved under section 52ZB of the Act. As the billing authority, the Council has not been notified by a major precepting authority that its relevant basic amount of council tax for 2019/20 is excessive and that the billing authority is not required to hold a referendum in accordance with Section 52ZK Local Government Finance Act 1992.

Cllr Keith Orrell,

Lord Mayor of York

[The meeting started at 6.30 pm and concluded at 9.30 pm]

## **Leaders Report March 2019**

This will be my final report and indeed the final Leader's report of this Administration. Looking back over the four years I believe we have delivered in many areas and although whilst we would always wish to do more, financial and other constraints do not always allow.

### **Brexit**

There remains a large degree of uncertainty around the UK's withdrawal from the European Union. However, the Council is working with city partners to prepare for any eventual change in relationship. We also continue to work with national and regional partners to ensure that any challenges and opportunities are flagged and information is highlighted to the city's residents and businesses. Given the fluidity of the situation, the key will be to ensure that the Council and the wider city is agile in dealing with the UK's changing relationship with Europe.

### **LEP Review**

Work continues to develop the proposed arrangements for a single new merged LEP to replace Leeds City Region and York, North Yorkshire and East Riding LEPs. This is a real opportunity for a new organisation which represents a diverse geography and showcases our joint strengths. It is not easy – both existing LEPs have strong but different ways of working and finding a way through which meets all needs is a challenge. What is important is that we remain focussed on making sure the new LEP operates as a single organisation representing the diversity of our cities, rural, coastal areas and all communities in combination. That is the strength of the broader geography. As a member of the transition sub-group supporting this work, I'm confident we can find the right arrangements with some vision and compromise.

### **One Yorkshire**

The council remains committed to seeking devolution for Yorkshire on the widest possible footprint. Two weeks ago we heard from the Secretary of State that One Yorkshire was not something which the Government would consider. There have been further conversations

around this – the Government’s preference is to consider smaller units for devolution rather than a full One Yorkshire footprint. The case and ambitions for One Yorkshire are strong – Yorkshire is a global brand which, if used effectively, can bolster the regional economy significantly. The reality for Yorkshire at this time, however, is that we are missing out on the levels of funding being seen in other devolved areas as a result of not having a deal. This cannot go on for much longer. We need a route forward, which might be interim arrangements to secure investment in the short-term, whilst we look at how we can capitalise on the strengths highlighted within the One Yorkshire proposals in the longer term. Any such arrangements need to work for everybody across Yorkshire and we’re committed to working together as Yorkshire Leaders to get to where we need to be.

### **YORK CENTRAL**

The delivery of York Central is essential to the growth of York, through the provision of high quality office space it will support 6500 jobs and increase the regional economy by £1b. It will help to meet housing need in the city with the creation of up to 2500 homes of which 20% will be affordable. It will provide a high quality urban space, with a new park and extensive new cycle and pedestrian provision, together with unparalleled public transport connectivity right next to the railway station. Though the site has been earmarked for regeneration for many years, previous attempts to deliver the scheme have failed and we are now poised to seize this once in a lifetime opportunity to make this development a reality and to ensure that the development also meets the broader social, economic and environmental needs of the city.

The council has been instrumental in breaking the deadlock of decades bringing forward a public sector partnership of landowners, securing £144m of external grants and council investment to open up the site, ensuring that the scheme will deliver benefits to the people of York and will continue to be shaped by extensive public engagement.

Huge progress has been made over the last year and during March this will come to fruition when we will find out if we have secured nearly £100m of external funding, the outline scheme will go before planning committee and we will sign a partnership agreement. Subject to those

decisions we will then proceed into delivery with the council taking forward the delivery of the road and bridge infrastructure to finally open up this site which is a third of the size of the city centre. In June we will submit a reserved matters planning application for the enabling infrastructure and procure a construction contractor in order to commence construction work by the end of the year.

This is the biggest single development the city has ever seen and it will bring huge benefits but it will inevitably bring change and it will have an impact. We have an opportunity to seize the day and to make this a success for generations to come but this is all time critical. The HIF and WYCA funding are both time dependent and the EZ borrowing that will the scheme to be built relies upon commencement this year. Any delay will reduce the amount of funding available and could even threaten the availability of that funding. The Local Plan assumes that York Central will deliver up to 2500 much needed homes and up to 87,693 sq m of employment land. Without York Central the local plan is at risk and if this were to happen then once again this city would not be able to secure its own destiny and plan for its own future.

### **LOCAL PLAN**

The Local Plan was submitted for examination on 25<sup>th</sup> May 2018. The Council has been appointed two Inspectors, Simon Berkeley and Andrew McCormack to undertake the examination. The Inspectors wrote to the Council on 24<sup>th</sup> July 2018 setting out their initial observations in relation to the Plan. Key issues raised were in relation to housing need, green belt and infrastructure delivery. The Council responded to the Inspectors in detail on 13<sup>th</sup> November 2018 following the release of revised household projections by Office for National Statistics (ONS) in September 2018 and advised that since the new national evidence on population growth showed a marked downward trend in the forecast growth for York that the Council intended to commission an update to the OAN to look at any potential implications of the new evidence with the suggestion to Inspectors that they should consider allowing early hearings on this matter specifically. The letter also confirmed the Council's approach to greenbelt and the delineation of greenbelt boundaries and confirmed that we would produce an

addendum providing the additional clarification that the Inspectors have requested.

The Inspectors wrote back to the Council on 14<sup>th</sup> December confirming that the York Local Plan would be examined under transitional arrangements applying the 2012 NPPF, acknowledging the provision of additional evidence and agreeing to a phased approach to hearing sessions, with the first phase dealing with Duty to Co-operate, legal matters, OAN and Greenbelt principle.

The Council has now received the housing needs update from consultants GL Hearn which was issued to PINS on 29<sup>th</sup> January 2019 and published on the York Local Plan examination webpage ([www.york.gov.uk/localplanexamination](http://www.york.gov.uk/localplanexamination)). This was reported to Local Plan Working Group and Executive on 27<sup>th</sup> February and 7<sup>th</sup> March respectively. As our Local Plan was submitted to the Planning inspectorate before 24<sup>th</sup> January 2019 it will be examined under transitional arrangements applying NPPF 2012 ( submitted in May 2018). This means that the calculation of the Objectively Assessed Housing Need (OAN) must be based on the methodology for calculating housing need as set out in NPPF 2012 and the associated National Planning Practice Guidance (NPPG). This requires City of York Council to use the most up to date household projections.

The submitted Local Plan's housing supply includes sufficient allocations to provide 867 dwellings per annum over the period 2017 to 2038. The current and most up to date OAN is 790 dwellings per annum; therefore it is considered that the submitted plans housing supply can be robustly demonstrated to meet the revised OAN. The proposed housing supply in the submitted Plan will provide the required flexibility in order to be able to demonstrate to the Inspector that the Plan can respond to unforeseen circumstances over the duration of the Plan period. In addition the submitted Plan proposes to create a green belt boundary for York which will endure beyond the end of the Plan period, a requirement of the NPPF 2012 against which the plan will be examined.

The recent report to LPWG and Executive also provided updates on the Habitat Regulations Assessment process and the implications for the submitted Plan following the completion of a visitor survey for protected sites as requested by Natural England. There is a legal requirement for all Local Plans to be subject to a Habitat Regulations Assessment. The Habitats Directive applies the precautionary principle to protected areas and plans or projects can only be permitted having ascertained that there will be no adverse effect on the integrity of the site in question. Following consideration of the visitor survey as part of an updated HRA and a meeting with Natural England Officers are recommending to Members in this report that the Strensall Barracks sites ST35 and H59 are removed from the Plan so that it remains 'sound' and legally compliant. The proposed modifications to the Plan have now been agreed by Executive. The modifications schedule and updated HRA will now be provided to the Planning Inspectorate who will then decide on next steps for the examination. It is possible that the proposed modifications may require further consultation if this is formally requested by the Inspectorate. We have not had a formal request from the Inspectors to date although they have indicated that this may be necessary to ensure that all interested parties can make their views known. If a modifications consultation is requested by the Inspectors it will follow the procedural guidance as set out by PINS.

### **Castle Piccadilly**

The Castle Gateway project is moving forward and planning applications for a new multi storey car park on St Georges field and residential scheme on Castle Mills will be made in May which will enable the Castle car park to close. This will then create a new riverside walk way, a bridge over the Foss, a great new open space for the people of York and provide a fitting setting for Clifford's Tower and the Castle Museum. In the summer there will be further public engagement to involve people in creating a design brief for the second phase of work to bring this neglected part of the city back to life.

Finally I would like to thank all Officers who I have worked with for their dedication and hard work. It has been an honour to serve the City as a Councillor, Lord Mayor and Leader, and I wish those standing in the next election all the luck they deserve.





City of York Council

Committee Minutes

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Meeting	Executive
Date	14 February 2019
Present	Councillors Gillies (Chair), Aspden, Ayre, Runciman and Waller
Apologies	Councillors Brooks, Dew and K Myers

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## **Part B - Matters Referred to Council**

### **117. Chief Officer Redundancy**

*[See also under Part A]*

The Chief Executive presented a report which notified Executive of the proposed redundancy of a Chief Officer, as required by the council's Constitution, and sought approval to use an existing reserve fund to meet the pension strain costs that would result from the redundancy.

Under Section 4D(6) of the Constitution, Executive Members could object to the proposed redundancy no later than 5 working days after the meeting. Alternatively they could confirm at this stage that they had no objections, approve a virement to cover the cost and refer the proposal to Council for formal approval.

Recommended: That Council approve the proposed redundancy.

Reason: In accordance with legal and constitutional procedures.

Cllr I Gillies, Chair

[The meeting started at 5.30 pm and finished at 7.20 pm].

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**Executive**

14 February 2019

Report of Chief Executive

Portfolio of the Executive Leader (incorporating Finance and Performance)

**Redundancy of a Chief Officer**

**Summary**

1. On the 4 February 2019, Staffing Matters and Urgency Committee agreed a redundancy on the grounds of dismissal. Further to that approval, this report notifies Members of the Executive about that proposed redundancy of a Chief Officer, as required by the Council's Constitution. It also seeks approval to the use of an existing reserve fund to meet the pension strain costs to the authority as a result of the proposed redundancy.

**Background**

2. Attached at Annex A to this report is the exempt business case considered by Staffing Matters and Urgency Committee at its meeting on 20 December 2018. This sets out the rationale for the proposed redundancy and, after consideration, Staffing Matters and Urgency Committee approved, under its staffing responsibilities, the proposed Customer and Corporate Services restructure, which incorporated proposals to delete the Chief Officer post now proposed for redundancy.
3. Attached at Annex B to this report is the exempt business case considered and agreed by Staffing Matters and Urgency Committee on 4 February 2019 in relation to the proposed redundancy.

**Consultation**

4. The proposed Chief Officer redundancy is subject to consultation in accordance with the Council's statutory obligations in line with the Council's own constitutional arrangements to consult Executive Members under Section 4D(6)(Appointment and Dismissal of Staff)

## **Options**

5. In light of the decision of Staffing Matters and Urgency Committee to approve the proposal for redundancy, this report notifies Executive Members of the detailed proposal for that redundancy as set out in full in Annex A.
  - Executive Members can, under Section 4D(6) of the Constitution, object to the proposal no later than 5 working days from the date of this meeting (by 5pm 21<sup>st</sup> February). The Council Leader is required to inform the Proper Officer (Chief Executive) of any such objections by the deadline, in order to enable the next stages to progress or not.
  - The Executive itself can approve, or not, a virement to cover the cost associated with the pension strain from the pay related matters reserve.

## **Analysis**

6. The analysis of this proposal can be found in the business case set out in Annex B. The proposal supports the Chief Executive's plans, endorsed by Staffing Matters and Urgency Committee in December 2018, to restructure the Customer and Corporate Services Directorate. If the proposal or funding for it is not allocated, the Chief Executive may need to reconsider elements of the planned Directorate restructure.

## **Council Plan**

7. The proposal aims to ensure the Council's corporate services are efficient and effective and continue to support delivery of front line services and the Council's commitments under its Council Plan.

## **Implications**

8. Any implications associated with the recommendations relating to this redundancy proposal, including financial and human resources implications, are addressed in the respective business case set out at Annexes A and B to this report.
9. External legal advice has been sought in relation to Regulation 5 of the Local Authorities (Standing Orders)(England) Regulations 2001 as amended by Local Authorities (Standing Orders) (England) (Amendment ) Regulations 2015 and which applies in this case. This advice was sought and has been received in order to clarify the

decision making route in relation to all the appropriate elements of this proposal.

10. As a result of this advice and having regard to Section 4D(5) of the Council's Constitution, it has been confirmed that Full Council itself will need to approve the specific proposal for redundancy in this case, should there be no Executive objections to it and should the Executive approve the proposed virement to cover the costs associated with the pension strain

### **Risk Management**

11. The specific risks associated with the proposal to remove the post and in relation to the proposed redundancy are set out in Annexes A and B. Any potential legal or constitutional proposals are being mitigated by obtaining the reported legal advice in relation to the decision making processes supporting the proposal.
12. The proposed Customer and Corporate Services restructure aims to ensure greater resilience in the delivery of frontline services and governance. The Chief Executive will need to review those proposals if the proposed redundancy is not supported.

### **Recommendations**

13. Executive Members are asked to:
  - (i) confirm to the Executive Leader, in accordance with the arrangements set out in paragraph 7 above, that they have no objections to the proposed redundancy;

The Executive is asked to:

- (i) approve a virement to cover the cost associated with the pension strain from the pay related matters reserve, to enable the proposed redundancy to progress, subject to the Chief Executive being satisfied that there are 'no material' or 'well found' objections to the proposal from Executive Members, under Standing Order 4D(6) ;
- (ii) refer the formal approval of the proposal to Full Council for consideration, in accordance with legal and constitutional requirements.

Reason:

- (i) To ensure that the corporate services of Council are resilient and supported by the Council in delivering quality support frontline services, dealing with ongoing significant change and responsive to addressing future financial, governance and customer priorities with a view to delivering improved outcomes for residents and communities;
- (ii) To ensure that any decision making on the proposal is made in accordance with statutory and constitutional provisions

**Contact Details**

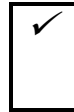
Author:

**Chief Officer Responsible for the report:**

Trudy Forster  
Head of HR  
Human Resources  
Tel: 01904 553985

Mary Weastell  
Chief Executive

**Report  
Approved**



**Date** 06/02/2019

**Specialist Implications Officer(s):**

Financial Implications:  
Debbie Mitchell  
Finance Manager  
Tel No. 01904 554161

**Wards Affected:**

**All**



For further information please contact the author of the report

**Background Papers:**

None

**Annexes**

Annex A - Exempt Business Case – Staffing Matters and Urgency Committee - 20 December 2018

Annex B - Exempt Business Case – Staffing Matters and Urgency Committee - 4 February 2019

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

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

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## **Report to Full Council from the Deputy Leader of the Council**

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### **York Central:**

Proposals for York Central are due to go before the Council's Planning Committee before the end of March.

The proposals for York Central would bring in an estimated £1.16 billion in GVA to York's local economy, deliver 2,500 new homes, provide 112,000 square metres of new commercial space and create up to 6,500 new jobs.

If planning approval were to be granted for the scheme, work could commence on delivering the necessary infrastructure on site as early as the summer.

### **Castle Gateway:**

The first phase of the Castle Gateway masterplan, including planning applications, is due to be submitted in late spring of this year. The proposed developments are the crucial first stages to deliver a new public space around Clifford's Tower and the Eye of York.

As part of the plans, a new public bridge spanning the River Foss would connect Piccadilly and the rear of the Castle Museum, opening up a planned cycle and pedestrian route along the river into town.

A number of drop-in events will be held featuring an exhibition of the proposals and the opportunity to talk to Council Officers about the plans. There is also the chance to take guided walks of the area to explore the developments on location.

### **Local Plan:**

According to newly published evidence from the Council's advisors, GL Hearn, the housing numbers provided in the City's recently submitted

Local Plan robustly meet the City's needs, after having taken into account new data on projected population growth and predicted demographic changes in York.

In the updated report, now submitted to the Government's Planning Inspectors, GL Hearn has calculated an updated 'Objectively Assessed Housing Need' figure of 790 dwellings per annum. This confirms to the Council that the 867 houses per annum proposed in the submitted Local Plan can be shown to robustly meet requirements.

It has also been recommended by the Council's Executive to remove housing site allocations at Queen Elizabeth Barracks, Strensall and Land at Howard Road, Strensall. This follows recent objections made by Natural England, which highlighted that there would be significant effects on the integrity of Strensall Common, a protected site, if proposed housing sites adjacent to the Common remain in the Local Plan.

With the removal of the Queen Elizabeth Barracks site from the Plan, the Council continues to await further instructions from the Planning Inspectors regarding the next step of the Local Plan Hearing Process, which the Executive hopes will take place as soon as possible.

### **Libraries:**

The future of York's libraries has been secured for the next 15 years, as a new £32 million contract for the library and archive service was awarded to Explore Libraries and Archives back in February.

An additional £300,000 will be invested by the Council to ensure all 14 libraries in the city remain open over the next 15 years. In addition, a further £4.3 million of capital investment has been secured in the recent Council Budget to improve and upgrade library buildings across the city.

### **Brexit preparations:**

The Council continues to work with a wide range of partners to ensure that York is as prepared as it can be on the impact of Brexit. Whilst the implications of Brexit continue to remain unclear and uncertain, the Council will continue to ensure that residents and businesses are as supported as possible, including signposting individuals and businesses to information where appropriate.

### **Bootham Park:**

The Government have indicated that they will be proceeding with the sale of Bootham Park to the highest bidder, despite the alternative proposals worked on by the Council. Since the Bootham Park site was vacated, representatives from the Council have been in discussion with stakeholders to explore potential options for Bootham Park. These discussions focussed on retaining Bootham Park for the benefit of the city, whilst also protecting its significant heritage.

In response to the Government's very disappointing decision, the Council will now work to determine how best to approach the Government's preferred bidder, in order to ensure the best value for residents.

### **Housing Delivery Programme:**

Plans have been approved for the Council to embark on its biggest house-building programme since the 1970s.

Following Executive approval, the Council will begin work to deliver more than 600 new homes across the city, including 250 affordable homes.

The homes will be built across eight sites, rather than the originally planned seven, thanks to the removal of the HRA borrowing cap.

The programme will also include a mix of council houses at the lowest available rents and a range of new, low-cost home ownership houses,

where eligible residents can buy between 25% and 75% of their home, while paying rent on the remaining proportion.

New homes delivered under the programme will also be used to support the Older Persons Accommodation Programme, which will help elderly residents to live independently for longer.

### **Clean Air Zone**

The Council will invest £1.6 million in York's new Clean Air Zone, the first voluntary Clean Air Zone in the country.

The Clean Air Zone in York is aimed at improving exhaust emissions from local bus services and is a key proposal in the Council's efforts to tackle traffic pollution in York's city centre, which can have a harmful impact on people's health. Unlike other parts of the country where a Clean Air Zone is a mandatory requirement, a new voluntary Clean Air Zone will be introduced in York by 2020, based on evidence collected by the Council on air pollution in the city.

## **Report to Full Council from the Executive Member for Economic Development and Community Engagement**

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### **Economic Development**

#### **Successes:**

Over the past year, York has been named as the Sunday Times' Best City to Live In, has won the Conde Nast Travellers Award for the Best UK City for Architecture and was recently recognised in a YouGov Poll as the UK's favourite city. It is pleasing that the city is receiving recognition, but what is important is turning that recognition into tangible gains for the residents of York.

#### **Jobs and pay:**

Government employment statistics, published in September 2018, showed that York has increased its jobs total by 5,000 over the past year – there are more people working in our city than ever before. Many of these jobs are well paid roles in our high-value sectors. Many too are roles in our retail and tourism industry, meaning that average pay in York slightly decreased last year. Our challenge as a city is to help shops, restaurants, hotels and tourist venues become better-paying employers for the 1/3 of the local workforce who work in their businesses. We must also work to create more higher-paid jobs in the city and we are looking to address this through major initiatives at York Central and the Guildhall redevelopment.

#### **City centre and the retail economy:**

The plight of the high street has been a constant theme across the year, fuelled by national media coverage of high profile retail closures. We have focussed our efforts on working closely with local partners – York BID, Make it York, York Retail Forum in particular – to get a clearer picture of York's challenges and put measures in place to help our high street. Centre for Cities recently published figures showing that York is

second only to Cambridge in terms of keeping our city centre premises full. The overall vacancy rate in the city centre is less than half the national average. We are now working with those same partners and other stakeholders to put a compelling bid to Government for the £625m Future High Street Fund.

Recent decisions including funding a wayfinding project with the BID, and instigating a My City Centre consultation with the people of York will help us keep that city centre strong and put our local communities at the heart of our strategy.

Outside the city centre, we have worked closely with secondary shopping centres, including Acomb businesses, to help improve footfall to Front Street. We have supported local festivals and brought new Christmas lights to Acomb – on Wetherby Road and also on Boroughbridge Road. In Haxby, we are supporting the emerging HW1 traders association, which is focusing on independent retail.

### **Make It York:**

We have worked hard to provide a clearer strategic direction for Make It York. We welcome the new Managing Director – Sean Bullick – and the Council will be working with him and his team to develop a new business plan and SLA, as part of our work on a new version of York's Economic Strategy.

### **Funding:**

Over the past year, we have helped secure significant new funding for York. There is £1.4m from the LCR Business Rates Pool for housing, regeneration and economic growth projects, European funding for the HyperHubs electric vehicle charging project and for the Routeways employment and apprenticeships project. Money has also been secured from YNYER LEP which is being spent on Scarborough Bridge, York Central and the ring road.



Much progress has been made on our major projects. Work will finally begin at the Guildhall, bringing this key building back into productive use. York Central is finally within our grasp, and will bring space for 6,500 new jobs in the city centre. Castle Gateway will bring the eye of York to life. Over coming years, these projects will be key drivers as we continue to grow the economy. We need to make this growth work for everyone in the city and we have just launched a survey of business accommodation needs among existing York businesses. We want to make sure that it is not just the businesses that move to York Central who will be able to expand and develop – all our businesses must benefit from being in York.

### **Civic & Democratic Services**

#### **Restructure:**

A restructure has recently been completed, in which the Civic Team has been transferred to join the Democratic Services Team and the Mansion House Team has moved to be managed with Customer Services. This work was undertaken to streamline and provide capacity to both teams, in recognition of the importance of supporting our civic heritage in York, as well as the commercial enterprise of the Mansion House.

#### **Elected Member Development:**

The Democratic Services Team is currently putting together arrangements for Induction Days for all newly elected and returning Members on 7<sup>th</sup> and 8<sup>th</sup> May 2019, in order to cover topic areas. A core programme covering both statutory and further key areas of development will be put together over the coming weeks, with the involvement of Political Groups.

I am also pleased to inform Members that the team have secured the Regional Local Government Association Event for New Councillors, which will be held in York at West Offices on 20 June 2019. It will provide a great platform and opportunity for newly elected Members and

interested returning Members to network with new Councillors from other regional local authorities.

## **Electoral Services**

### **City of York Council and Parish Council Elections:**

Arrangements for Council elections on Thursday 2<sup>nd</sup> May are well advanced. All polling venues are booked and staffing for roles on polling day has been finalised. Poll cards will be sent from Monday 25<sup>th</sup> March. 21 wards will be contested, with a total of 128 polling stations and 300 polling staff working on the day. Nominations will begin on 27<sup>th</sup> March and end on the 3<sup>rd</sup> April.

Postal votes will be sent out Monday 15<sup>th</sup> April and currently around 15,000 electors have arranged to vote by post.

Counting of votes will be held on Friday 3<sup>rd</sup> May at Energise, Cornlands Road and substantial changes have been made to the arrangements from those used in the combined Parliamentary and City of York Council Elections held in May 2015.

The Tour of Yorkshire is due to pass through Wheldrake Ward on polling day and a rolling road closure will cause access to both Elvington and Wheldrake polling stations to be reduced. Additional arrangements are in place to notify electors that there will be no access via vehicles, but access on foot will be possible.

## **Communications**

During the current financial year (2018/19), the Communications team reached on average 72 million people per month, including the city's local media who regularly use the Council's photos, videos and stories. Notable national and regional stories include the Sunday Times Best Place to Live, housing (numbers and homelessness in the Daily

Mirror), STEP and several human interest stories related to how the council delivers its services.

The Communications Team has also trialled a new way of engaging residents in to shape master plans for York Central, My Castle Gateway and York Station Frontage, with a mix of walking tours, social media conversations, local media briefings and events.

### **Community Engagement**

A total of 400 community organisations received funding this financial year, with grants ranging from £10 to £14,000 and, for the first time, a social value engine has been used to evaluate projects and their benefits to the community.

#### **Ward Committees:**

The year has seen a lot of well attended Ward committees, particularly issue-led events, engaging residents in the future development of the city. Next year, free interactive presentation software called Mentimeter will be piloted at Ward Committees, which allows for interaction and participation by those attending.

#### **Parish Councils:**

A large number of projects have been delivered in partnership with the Parish Councils, including working with Naburn Parish Council to ensure a bus service continues and local environment improvement projects such as graffiti removal and cleaning of the war memorial with Fulford Parish Council.

#### **Local Area Inclusion:**

The 4CYG project is now moving to a point of supporting the sustainability of the community hubs, founded as part of the project. Popular hubs are now open at Chapelfields Sanderson

House, Foxwood Community Centre, Bell Farm Social Hall and Red Tower Navigation Road.

Other provision at Tang Hall Community Centre, St Luke's Church Clifton and Lidgett Grove will continue to receive support and investment.

Partner organisations offering services from the hubs include: Citizens Advice York, CYC Benefits and Adult Social Care Advice, York Learning, Community First Credit Union, Age UK, Older Citizens Advocacy York, Peasholme Charity and York Carers.

### **Community Covenant:**

The Community Covenant project, delivered in partnership with other North Yorkshire councils, is progressing well. Various activities have been delivered to understand the extent of the Armed Forces community in the region and their particular needs. This research has now been completed and is being complemented by a Community Survey, currently being carried out in York.

Training is also taking place for front line staff within the council and partner organisations to ensure they understand the background and specific needs of the community. Additionally, a number of specific projects are underway, including a York network for voluntary organisations working with veterans and work to make York GPs surgeries veteran friendly.

### **Local Area Teams - Youth Support Services**

#### **Youth Support and Community Partnership Officers:**

Local Area Team Community and Partnership Officers continue to work across localities to support local groups and develop provision in response to local need. A range of contracts are in place covering: support for young carers, social activities for disabled young people,

support for parents with children under the age of 6, mentoring for young people, support to parents and carers of SEND children and young people, domestic abuse, parenting programmes, emotional resilience and support for refugee families.

### **York Youth Sector Partnership:**

York St John University and Local Area Teams have worked together to form a new city-wide York Youth Sector Partnership. The first partnership event was held to coincide with national Youth Work Week in November 2018.

### **Area based solutions – Holiday food poverty:**

Over recent months, work has been ongoing to develop a response to holiday food poverty in Clifton. The Community and Facilities Officer brought together partners including St Luke's Church, Clifton Residents Association, Women's Institute Volunteers, Yorcafe, Real Junk food project/Share house project, local volunteers, Co-op, Clifton Green Primary School and Marks and Spencer. This has established community run access to positive activities alongside food in the Clifton area.

### **Area based solutions – Youth provision:**

Concerns were raised about lack of youth provision and increasing anti-social behaviour in the East of the city. The Community and Partnership Officer brought together partners including Tang Hall Big Local (THBL), Hull Road Ward Team, Derwenthorpe Residents Association, Osbaldwick Ward & Parish Council, Local PCSO, Community Involvement Officer and Joseph Rowntree Housing (JRH). Pooled funding was agreed between Hull Road Ward budget, Tang Hall Big Local and Joseph Rowntree Foundation, in order to tackle the issue.

**Area based solutions – Anti-social behaviour problem solving:**

As a result of some low level anti-social behaviour (ASB), the North Local Area Team have held Anti-Social Behaviour Problem Solving meetings monthly since April 2018. Professionals from the Local Area Team, North Safer Neighbourhood Police Team, Housing, Youth Offending Team and Education come together to problem solve around specific ASB cases, which are beginning to come onto the radar of services. The group does not case hold, but with consent, the group examine nominated cases in detail, share information and take a solution-based and sometimes innovative approach to addressing the issues being presented on an individual, family or group basis.

## **Report of the Chair of Customer & Corporate Services Scrutiny Management Committee**

**21 March 2019**

1. This report is submitted by the Chair of Customer & Corporate Services Scrutiny Management Committee (CSMC), in accordance with the constitutional requirements set out in Standing Order 8.3 (m) to update Council on scrutiny work and to set out any recommendations such as may be made to Council in relation to that work.

### **Finance and Performance**

2. Since the last report to Council on 13 December 2019, CSMC, the Health, Housing and Adult Social Care Policy and Scrutiny Committee, the Children, Education and Communities Policy and Scrutiny Committee and the Economy and Place Scrutiny Committee have all received their 2<sup>nd</sup> and 3<sup>rd</sup> Quarter Finance and Performance Reports. Finance and Performance Reports are not within the remit of the Economy & Place Policy Development Committee.

### **Attendance of Executive Members**

3. No Executive Members have attended any scrutiny committee meetings since the last report to Council in December.

### **Pre-Decision Call-Ins**

4. None of the four standing scrutiny committees have considered any pre-decision call-ins since the last report to Council.

### **Post-Decision Call-Ins**

5. The Customer and Corporate Services Scrutiny Management Committee has considered one Called-In item since the last report to Council. In December Members considered the Called-In item: Changes to Permit Emission Charges. The Committee decided that there were no grounds to make specific recommendations to the Executive and the original decision was confirmed.

## **Customer & Corporate Services Scrutiny Management Committee**

### Petitions

6. At each of its meetings, this Committee continues to receive its standing report on Council petitions providing details of new petitions received by the Council and the appropriate course of action.

### Scrutiny Work

7. The Customer and Corporate Services Scrutiny Management Committee has met twice since the last report to Council. In January Members received an Internal Audit Report into City of York Council Overtime 2017-18 and considered update reports on the Council's Attendance and Wellbeing Project (sickness absence) and the review into Scrutiny Operations and Function.
8. In March the Committee considered three scrutiny review draft final reports. These were two CSMC Task Group reports into Financial Inclusion and Scrutiny Operations and Function while the third into Single Use Plastics was carried out by an Ad-Hoc Sub-Committee involving Members from CSMC and the Economy and Place Policy Development Committee.
9. The findings and recommendations of the Task Group reviewing our scrutiny operations are in part referred to Full Council in view of the proposals to:
  - revert back to one united Economy & Place Policy & Scrutiny Committee;
  - create two Committees covering the Health, Housing & Adult Social Care remit; and
  - remove the pre-decision call in process;

The relevant Part B minute referring the above recommendations to Council is annexed at Appendix A to this report.

The other recommendations from this review were referred to the Executive as they primarily related to improving Officer and Member engagement with scrutiny and providing enhanced support to Members, to enable scrutiny to contribute to the development and delivery of Council priorities, as well as effective services.



### **Health, Housing & Adult Social Care Policy & Scrutiny Committee**

10. This Committee has met four times since the last report to Council. In December, the Committee received a bi-annual update report from the Chair of the Health and Wellbeing Board. Members considered an update report on the progress to develop an asset based approach to adult social care and an overview report from the Chair of the Vale of York Clinical Commissioning Group on the impact of the Elective Surgery Criteria.
11. In January, the Committee received an update report from Unity Health in relation to Care Quality Commission regulatory compliance and addressing patient access issues, in particular. Members also received an overview report on Student Health, together with their bi-annual monitoring report on Residential, Nursing and Homecare Services.
12. In February the Committee received a report on homelessness and measures being taken by the Council in this area and a report from Humber, Coast and Vale Mental Health Partnership updating Members on the ongoing efforts to improve collaboration and mental health and wellbeing outcomes. Members also considered an update report from Tees, Esk and Wear Valleys NHS Foundation Trust (TEWV) on progress of the development of the new mental health hospital for York and Selby following concerns raised by the Committee relating to bed numbers. They agreed to be represented at a Joint Health Scrutiny meeting with North Yorkshire County Council and Leeds City Council to consider the impact of new proposals on mental health provision by TEWV and Harrogate Rural and District CCG on residents in all three local authority areas. Members also endorsed the recommendations of the draft final report of the Task Group they appointed to review substance misuse.
13. In March the Committee received the bi-annual report from Safer York Partnership, an overview report on Integration of Health and Adult and Social Care and an update report on the outcome of the Joint Scrutiny Meeting in Harrogate, referred to above.

### **Children, Education & Communities Policy & Scrutiny Committee**

14. This Committee has met twice since the last report to Council. In January the Committee welcomed Explore York Libraries & Archives Mutual Ltd who gave an update on their performance, achievements and cultural activities. The Committee also received the bi-annual report from the York Museums Trust and a bi-annual update on York Centre

for Voluntary Services. Members also considered a report regarding Safeguarding Looked After Children.

15. In March the Committee received an annual update from the Chair of York@Large, the city's cultural partnership which is likely to be disbanded in June due to the positive progress of the Cultural Leaders initiative and the ongoing development of the Cultural Strategy. Members received the Annual Report of the Chair of York's Standing Advisory Council on Religious Education (SACRE) and the bi-annual report on Adult Learning Services. Members also considered an overview report on Local Area Teams. Finally, following a request by the Committee at the previous meeting, the Committee received an overview report on resident involvement.

### **Economy and Place Scrutiny Committee**

16. This Committee has met twice since the last report to Council. In January Members focussed on the full Committee review into the Economic Health of York City Centre and agreeing recommendations around supporting a thriving city centre.
17. In March the Members received their bi-annual update report on City of York Council's Flood Defences Action Plan and an Overview Report on the Discretionary Business rates Discount Policy. The Committee also considered an update on the implementation of recommendations from the previously completed scrutiny review into the Impact of the Arts and Culture Sectors on the Economy of York.

### **Economy and Place Policy Development Committee**

18. This Committee has also met twice since the last report to Council. In January Members received a report from the Economy and Place Scrutiny Committee on the Economic Health of York City Centre to identify whether there were opportunities for any additional policy development work associated with the city centre economy. They also considered an update on the scrutiny review into the Residents' Priority Parking Scheme.
19. Finally, in March the Committee considered the draft final report from the Residents' Priority Parking Scheme Scrutiny Review ahead of the report being submitted to the Executive.

**Recommendations**

That (i) the report be noted; and

That (ii) the recommendations set out in the Part B minute attached (referred to Council) of the meeting of the Customer and Corporate Services Scrutiny Management Committee held on 11 March 2019, be approved.

**Councillor Dafydd Williams**

**Chair, Customer and Corporate Services Scrutiny Management Committee**

Appendix A – 11 March 2019 Customer and Corporate Services Scrutiny Management Committee - Part B Minute

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City Of York Council

Extract from Committee Minutes

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Meeting	Customer and Corporate Services Scrutiny Management Committee
Date	11 March 2019
Present	Councillors Williams (Chair), Galvin (Vice-Chair), N Barnes, D'Agorne, Douglas, Fenton, Gates, Looker and Reid

### **Part B - Matters Referred To Council**

#### **53. Scrutiny Operations and Functions Review - Draft Final Report**

*[See also under Part A]*

Members considered a Draft Final Report which presented them with information gathered by the Task Group set up to undertake a review of scrutiny operations and functions, together with its conclusions and recommendations.

During discussion of the report, and the review more widely, Members stressed that the proposed recommendations were not controversial, but a key conclusion was that a cultural change within CYC was needed if Scrutiny is to function more effectively moving forward.

One Member felt that removing pre-decision call-in was a mistake, as no replacement for this function had been proposed in the report. Other Members felt strongly that, whilst well intentioned, pre-decision call-in had proved a frustrating process. They stated that 'Calling-in' an item was considered adversarial and that, if Members were involved at an early stage, and scrutiny was working effectively, this function was not necessary.

The Committee acknowledged that whilst scrutiny was 'owned' by Members, the review had been concerned with achieving greater engagement with the whole process by all. Finally, they commented that the move to monthly meetings would allow Members the time to engage with topics earlier and in greater depth.

The Committee thanked those Members involved in the Task Group and the Officers who had supported them.

Recommendation: That Council approve the following changes, in line with constitutional requirements:

- i. That the Health, Housing and Adult Social Care Policy and Scrutiny Committee be split into:
  - Health and Adult Social Care policy and Scrutiny Committee; and
  - Housing and Safer Neighbourhoods Policy and Scrutiny Committee.

Reason: The Committee's extended remit is too large to allow effective scrutiny.

- ii. That the Economy and Place Policy Development and Scrutiny Committees are rejoined.

Reason: To end the uncertainty around the roles of each committee and to provide Economy and Place with a comprehensive scrutiny function.

- iii. That the Pre-Decision Call-In process be removed from the Constitution.

Reason: To encourage a more timely and pro-active approach to pre-decision scrutiny.

Councillor Dafydd Williams, Chair  
[The meeting started at 5.35 pm and finished at 6.50 pm].

City of York Council

Extract of Committee Minutes

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Meeting	Gambling, Licensing & Regulatory Committee
Date	11 February 2019
Present	Councillors Lisle (Chair), Funnell (Vice-Chair), Boyce, Hayes, Hunter, Mason, Pavlovic, Reid, Richardson, D Taylor, Wells and Derbyshire
Apologies	Councillors Cullwick, Douglas and Mercer

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## Part B - Matters Referred to Council

### 28. **Statement of Licensing Policy & Cumulative Impact Assessment**

In accordance with the requirements of Section 5 of the Licensing Act 2003 (the 2003 Act), Members considered a report which sought their support of the formal review of the council's Statement of Licensing Policy. The report advised Members of the consultation undertaken and of the amendments made as a result of changes to legislation and revised guidance.

The report also sought Members support for the implementation of a Cumulative Impact Assessment in relation to part of the city centre (In accordance with the requirements of Section 5A of the 2003 Act) and the report advised them of the consultation undertaken.

The report sought a recommendation to Full Council that the draft Statement of Licensing Policy and Cumulative Impact Assessment be adopted.

The Licensing Manager presented the report and explained that the North Yorkshire Police Force Licensing Officer was in attendance to answer any questions Members may have on Cumulative Impact Assessment report.

In response to Member questions they stated:

- The report from the Police had been considered very closely. Patterns of behaviour did shift and the areas covered were under constant review;
- Reporting methods had changed and there was also a national increase in crime, but this remained one of the safest counties;
- The Cumulative Impact Assessment was evidence based and if the evidence was not there an area could not be included within the Controlled Area;
- The 'Top Tier' streets in the report were based on calls for service to the Police. This did not directly correlate with the red area on the map as that was created by plotting calls for service that were relevant to the Licensing Act;
- Due to policing numbers it was important to identify 'hot spots' and this was constantly under review. In relation to the train station the police worked closely with British Transport Police. There was also a Public Space Protection Order covering the city centre which includes the station;
- In relation to changes proposed to Micklegate and the suggestion to turn half the road into 'pavement cafes', all applications for outdoor seating would be reviewed on their own merits, against the Licensing Objectives; and
- All new and variation applications within CIA, especially the 'red zone', would have to demonstrate why the licence should be granted, as there would be a rebuttal presumption to refuse.

Members requested that the map be amended to consider the boundaries of properties within the zone. Officers stated that this would be discussed with the Police Force Licensing Officer.

It was agreed that this Committee recommend to Council

Recommended: That the draft Statement of Licensing Policy and Cumulative Impact Assessment be adopted.

Reason: To reflect the result of the consultation and meet legislative requirements.

Cllr S Lisle, Chair

[The meeting started at 4.00 pm and finished at 5.55 pm].





**Council**

21 March 2019

Report of the Deputy Chief Executive / Director of Customer and Corporate Services  
Portfolio of the Executive Leader (incorporating Finance & Performance)

### **Pay Policy 2019/20**

#### **Summary**

1. The purpose of the report is to present the council's Pay Policy Statement for 2019/20 and changes to the Chief Officer Pay Policy for approval.
2. As part of the above to provide a Community Impact Assessment for the Chief Officer Pay Policy for approval.
3. To note that the Statement reflects the Chief Officer structure in existence at 26 February 2019.

#### **Background**

4. Section 38 – 43 of the Localism Act 2011 introduced a requirement for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.
5. The Pay Policy Statement has been produced following the requirements of the Act and guidance issued by the Secretary of State for Communities.

#### **Consultation**

6. Approval of the Policy Statement is by full council, consultation with other management bodies is not required. However, where changes to policy are proposed that affect terms and

conditions of employment appropriate consultation with the relevant parties will be carried out.

7. Changes to policy are proposed this year as a result of the review of Chief Officer pay and grading arrangements that took place at the end of 2018 and beginning of 2019. A new grade structure has been developed and pay scales revised. These are incorporated into a new Pay Policy document which also brings together all other pay terms for ease of reference and transparency. Consultation has taken place with Chief Officers, the GMB and Unison; the recognised trade unions for this group and the Staffing Matters and Urgency Committee. These changes only apply to the Chief Officer group and exclude the Chief Executive.

### **Options**

8. Option one - To endorse the Pay Policy Statement including changes to the Chief Officer Pay Policy and Community Impact Assessment.
9. Option two - To reject / amend the Pay Policy Statement.

### **Analysis**

10. The Localism Act 2011 sets out specific details of what should be included in the Policy Statement. Local Government Yorkshire and Humber have provided guidance and templates which comply with these requirements. The council has adopted these templates as have many others in the region.
11. The salaries quoted in the documents are based on full time equivalent salaries and the median average has been used for calculating the pay multiple. It should also be noted that apprentices have been excluded from the statement as they are employed on training contracts, and paid outside of the council's grading structure. School staff are also excluded from this statement.
12. The Council is a Living Wage employer and pays as it's minimum level the rate set by the Living Wage Foundation for

'Outside London'. For 2019/20 this rate is £9.00 per hour, equivalent to an annual salary of £17,364. For the majority of staff in the Council (those in the Local Government Service Employees group) following changes made to pay arrangement from April 2019 their basic pay will be at the Living Wage rate, for a very small number who are employed on different National terms and conditions the Council's Living Wage supplement remains in place to bridge any gap between basic pay and the Living Wage rate.

13. The Council is required to publish its pay multiple (the ratio between the highest paid base salary in the council and the median salary) as part of the Pay Policy Statement. The ratio remains close to last year but shows a 0.15 point increase taking it to 5.39:1. The median salary at the date of this report is £25,826; positioned at Grade 7 Level 4 in the pay structure. The median remains at the same level as last year. The increase in the pay multiple is due to the effect of the national annual percentage pay award on the Chief Executive salary compared to the median salary, which although the same for both at 2% has widened the monetary gap between the two salaries.
14. Salary information is already published for certain senior staff under the requirements of The Accounts and Audit (England) Regulations (2011) and the Local Authorities Transparency Code. Information can also be found in the council's website at: <http://www.york.gov.uk/council/information/opendata/salaries/>. The Pay Policy Statement and its Annexes will also be published in this section of the website.
15. The changes to the Chief Officer Pay Policy introduce a new Director grade between Assistant Director and the current Corporate Director grade creating a three grade Chief Officer structure. It allocates job evaluation points to grade boundaries and both harmonises and smoothes the increments across the grades. The new pay scales remain within the previous pay range for Chief Officers.
16. The new banding of Director is for posts that are part of the Corporate Management Team and it is therefore unlikely that

any current Assistant Director post will fall into that level. The Policy does not change the approval process for Chief Officer posts.

17. The change to the Chief Officer Pay Policy requires a Community Impact Assessment to be carried out. A completed assessment is provided with the Pay Policy Statement papers and requires approval of Full Council as the decision making body.

### **Council Plan**

18. The production of this Policy Statement contributes to the Council's key priorities of being a prosperous city for all, by meeting its legal obligations in a timely and effective way.

### **Implications**

#### **(a) Financial**

There are no financial implications for the report.

#### **(b) Human Resources (HR)**

The new Pay Policy for Chief Officers is a change to their existing terms and conditions. This change has been secured through an appropriate contractual change process and will be brought into effect by a collective agreement with the recognised trade unions for the Chief Officer staff group. The effective date of the change will be 1<sup>st</sup> April 2019 subject to Council approval of the Pay Policy. Full negotiation and consultation has been carried out with individuals and recognised trade unions as detailed in paragraph 7.

#### **(c) Equalities (Contact – Equalities Officer)**

There are no equalities implications for the report. Equality implications of the Pay Policy change have been assessed in the Community Impact Assessment.(Annex B)

#### **(d) Legal**

The Pay Policy Statement meets the requirements of the Localism Act and also meets the requirements of guidance issued by the Secretary of State for Communities and Local

Government to which the authority is required to have regard under Section 40 of the Act.

(e) **Crime and Disorder**

There are no implications for crime and disorder.

(f) **Information Technology (IT)**

There are no implications for IT.

(g) **Property**

There are no implications for property.

(h) **Other**

Other implications are covered in the body of the report.

**Risk Management**

15. There are no significant risks associated with production of the Policy.

**Recommendations**

16. That in order to fulfil the requirements of Sections 38 - 43 of the Localism Act 2011:
- (i) Council approves the Pay Policy Statement for 2019/20 relating to the pay of the Council's senior staff.
  - (ii) Council notes and approves the changes to the Chief Officer Pay Policy detailed in Appendix A of the Pay Policy Statement.

Reason: In order to fulfil the requirements of Section 38 – 43 of the Localism Act 2011 for the council to produce and publish an annual policy statement that covers a number of matters concerning the pay of the council's senior staff, principally Chief Officers and relationships with the pay of the rest of the workforce.

**Contact Details**

<b>Authors:</b>	<b>Chief Officer Responsible for the report:</b>		
Judith Bennett Resourcing Manager Tel No. 01904 551716	Ian Floyd Deputy Chief Executive & Director of Customer and Corporate Services		
	<b>Report Approved</b>	✓	<b>Date</b> 11/3/2019
Ian Floyd Deputy Chief Executive & Director of Customer and Corporate Services 01904 552909			
<b>Specialist Implications Officer(s)</b>			
<b>Wards Affected:</b> None			<b>All</b>
<b>For further information please contact the author of the report</b>			

**Background Papers:**

None

**Annexes:**

Pay Policy Statement

Annex A - Chief Officer Pay Policy

Annex B - Community Impact Assessment

Annex C - Chief Officer Remuneration Details

Annex D - Chief Officer Remuneration Policies

Annex E - Public Health Remuneration Details and Policies

Annex F - Publication Requirements



**City of York Council – Pay Policy Statement for the period  
1 April 2019 to 31 March 2020.**

**Introduction**

Under Sections 38 – 43 of the Localism Act 2011 the council is required to produce a Policy Statement that covers a number of matters concerning the pay of the council’s senior staff.

This Policy Statement meets the requirements of the Localism Act in this regard and also meets the requirements of guidance issued by the Secretary of State for Communities & Local Government to which the council is required to have regard under Section 40 of the Act.

This Policy Statement also relates to the data on pay and rewards for staff which the council publishes under the Local Authorities (Data Transparency) Code 2015 and the data which is published under The Accounts and Audit (England) Regulations (2011).

It should be noted that the requirements to publish data under the Secretary of State Guidance, the Code of Practice and the Regulations do differ and the respective requirements are summarised in Annex F to this Policy Statement.

This Policy Statement does not cover or include school staff and is not required to do so.

**Publication of this Policy Statement**

This Policy Statement was considered and approved by full Council at its meeting on 21<sup>st</sup> March 2019. The council has taken the following action to ensure that this Policy Statement is easily accessible to the public:

- it is publicised on the council website in a readily accessible place  
- Senior Salary information, under Governance and Transparency.
- it can also easily be found under global web searches.

## **Definition of officers covered by the Policy Statement**

This Policy Statement covers the following posts:

1. Head of the Paid Service, which in this council is the post of Chief Executive.
2. Monitoring Officer, which in this council is the post of Assistant Director of Legal and Governance.
3. Statutory Chief Officers, which in this council are the posts of:
  - Corporate Director Children, Education and Communities.
  - Deputy Chief Executive and Director of Customer and Corporate Services.
  - Corporate Director Health, Housing and Adult Social Care
  - Director of Public Health
4. Non-statutory Chief Officers which in this council are the posts of:
  - Corporate Director Economy and Place
  - Assistant Director Adults and Social Care
  - Assistant Director Joint Commissioning
  - Assistant Director Housing and Community Safety
  - Assistant Director (Consultant) in Public Health
  - Assistant Director Children's Specialist Services
  - Assistant Director Education and Skills
  - Assistant Director Communities and Equalities
  - Assistant Director Customer Services and Digital
  - Assistant Director Transport, Highways and Environment
  - Assistant Director Planning and Public Protection
  - Assistant Director Regeneration and Asset Management

## **Policy on remunerating Chief Officers**

The policy for remunerating Chief Officers was reviewed during 2018/19, this does not include the Chief Executive. The full policy can



be seen in Annex A and the Community Impact Assessment for the revised Policy at Annex B. The arrangements for remuneration of Chief Officers were arrived at through collective bargaining with the relevant trade unions for this group of employees.

The remuneration of the Chief Executive is set by the council and is that which is sufficient to attract and retain staff of the appropriate skills, knowledge, experience, abilities and qualities that is consistent with the council's requirements of the post in question at the relevant time.

Further details on the council's remuneration of Chief Officers are set out in the schedule that is attached to this policy statement at Annex C & D.

### **Policy on remunerating the lowest paid in the workforce**

The council applies terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of council decisions, these are then incorporated into contracts of employment.

The council is a Living Wage accredited employer which means its lowest pay point complies with the outside London Living Wage rate. From 1<sup>st</sup> April 2019 this rate of pay will be £9.00 per hour (£17,364 per annum). The Living Wage rate is either within basic salary or a consolidation of basic salary and a Living Wage supplement if required.

Increases to the council's salary scales are in line with annual salary awards negotiated nationally by the respective National Joint Councils.

### **Apprenticeship Pay**

The council's pay rates for apprentices are:

- Year 1 (the first 12 months of their training) – the equivalent of the National Minimum Wage for 18 to 20 year olds.
- Year 2 and beyond (from 12 months in training) – the equivalent of the National Minimum Wage for 21 year olds.
- Apprentices over the age of 25 in their second year (or subsequent) of their apprenticeship are paid the National Living Wage for 25+.

Rates increase annually in April following any changes made to the National Minimum Wage rates.

### **Policy on the relationship between Chief Officer remuneration and that of other staff**

The highest paid base salary in this council is £139,168 which is paid to the Chief Executive. The median salary in this council is £25,826. The ratio between the two salaries, the 'pay multiple' is 5.39:1. This council does not have a policy on maintaining or reaching a specific 'pay multiple', however the council is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the council as expressed in this Policy Statement.

The council's approach to the payment of other staff is based on locally or nationally negotiated terms and conditions of employment and to ensure that it meets any contractual requirements for staff including the application of these agreements, or council decisions regarding pay.

In addition to the separate arrangements for the Chief Executive and Chief Officers, the council has staff employed under terms and conditions set for the following groups:

- Local Government Services Employees
- Soulbury Employees
- Educational Psychologists
- Workshop for the Blind

The council also employs staff who have separate terms and conditions subject to the Transfer of Undertaking and Protection of Employment (TUPE) Regulations.

### **Amendments to the policy**

If a change is considered to be appropriate during the year then a revised policy will be presented to full Council for consideration.

## **Public Health**

Responsibilities for Public Health functions transferred to the council, together with staff on 1<sup>st</sup> April 2013. The staff transferred under TUPE principles and their Terms and Conditions of Employment are set out in the NHS Terms and Conditions – Consultants (England 2003)'.

The Public Health posts in this council are:

NHS Clinical Advisor

Details of Public Health remuneration details and policies can be found in Annex E.

## **Policy for future years**

This Policy Statement will be reviewed each year and presented to full Council for consideration.

## **Annexes:**

Annex A - Chief Officer Pay Policy

Annex B - Community Impact Assessment

Annex C - Chief Officer Remuneration Details

Annex D - Chief Officer Remuneration Policies

Annex E – Public Health Remuneration Details and Policies

Annex F - Publication Requirements

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## **City of York Council Chief Officer Pay Policy**

### **Scope**

This policy applies to employees covered by the Joint Negotiating Committee for Local Authority Chief Officers. In City of York Council this is Assistant Directors, Directors and Corporate Directors. Separate arrangements exist for the Chief Executive.

### **Role of the Unions in Chief Officer Terms and Conditions / Pay and Grading**

At national level Unison and GMB are recognised for negotiation purposes on Chief Officer terms and conditions. Terms and conditions are set out in the Joint Negotiating Committee for Local Authority Chief Officers Conditions of Service Handbook.

Collective bargaining arrangements for the Chief Officer group at City of York Council are set out in the Trade Union Engagement Framework, (Recognition at City of York Council). The Framework can be viewed here:

<http://colin.york.gov.uk/besupported/hr/trade-union-engagement/>

### **Policy on remunerating Chief Officers (from Pay Policy)**

It is the policy of this council to establish a remuneration package for each Chief Officer post based on evaluation of the role to determine its size and consequently its position in the Chief Officer grading structure. The salaries attached to the structure originate from the historic national framework for Chief Officers.

Increases to the salary scales are based on nationally negotiated settlements by the Joint Negotiating Committee for Chief Officers of Local Government,

Annex A

and progression through a salary scale is incremental and based on performance.

### **Salary on Appointment of Chief Officers**

The appointments sub committee; subject to the Chief Officer Pay Policy and job evaluated range for the post determines the salary level and package offered to the successful candidate.

Chief Officer pay packages over £100k in value are subject to approval by the Council's Staffing Matters & Urgency Committee.

### **Termination payments of Chief Officers including redundancy and pension discretion**

The council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The council also applies the appropriate Pensions regulations when they apply. The council has agreed policies in place on how it will apply any [discretionary powers](#) it has under Pensions regulations. Any costs that are incurred by the council regarding senior officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2015.

Chief Officer severance packages over £100k in value are subject to approval by the Council's staffing Matters & Urgency Committee.

### **Job Evaluation**

Chief Officer's roles are evaluated using Hay Job Evaluation methodology. Trained Hay analysts are employed within HR and there will always be at least 3 analysts trained at any one time.

## Annex A

Where a Chief Officer post is being amended or new posts created two Hay analysts will analyse the job description and provide a Hay score. The analysts will inform the trade unions of the outcome to ensure consistency and transparency. The Hay score will be used to establish the grade for the role within the pay structure.

Where an initial job evaluation exercise is carried out on more than five Chief Officer roles then the unions will observe the evaluations.

If it is not possible for the analysts to determine a score then this will be referred to the Head of HR (who will be Hay trained) to make the final decision, observed by trade unions.

### **Pay Structure**

There are 3 levels of Chief Officer Grades within CYC. These are shown below with the corresponding Hay score.

Corporate Director	1401 - 2000
Director	1001- 1400
Assistant Director	800 - 1000

Directors and above are part of the Corporate Management team responsible for delivering the Council's Objectives.

## Annex A

Below shows the structure, incremental points for each of the chief officer pay grades.

<b>CorpDir</b>	Corporate Directors	4	106,929.00
		3	<b>103,500.00</b>
		2	<b>100,200.00</b>
		1	<b>97,000.00</b>
<b>Dir</b>	Directors	4	<b>95,244.41</b>
		3	<b>92,023.58</b>
		2	<b>88,911.68</b>
		1	<b>85,905.00</b>
<b>AsstDir</b>	Assistant Directors	4	77,901.00
		3	75,090.00
		2	72,608.00
		1	70,119.00

### Pay Awards

Any nationally negotiated annual pay settlement by the Joint Negotiating Committee for Chief Officers of Local Government will be applied to the salary scales. The National pay settlements are effective from 1<sup>st</sup> April of that year.



Annex A

**Incremental Progression**

Incremental progression is not automatic and is based upon annual performance and achievement of objectives.

Incremental progression is agreed by the line manager i.e. the Chief Executive, Corporate Director or Director.

Only one increment level can be made at a time.

Progression through the levels will be either 1<sup>st</sup> April or 1<sup>st</sup> October each year, whichever comes first following the completion of 12 months' continuous service. This applies to both new starters or existing employees promoted to a higher Chief Officer grade

**Pension**

Chief Officers have access to the LGPS.

**Market Supplements**

A [Market Supplement](#) Policy is in place for Chief Officers which allows, where there is objective justification and evidence for, a supplement to be paid to reflect a market premium for a specific role.

**Stand By**

A contractual standby requirement is in place for Chief Officers to participate in a Stand By rota to provide emergency cover out of hours. Payment for hours on Standby is at the agreed rate in force under the Council's standard Stand By Policy for Local Government Service Employees. The stand by rate can be

Annex A

viewed here: <http://colin.york.gov.uk/besupported/hr/pay-pensions-reward/allowances/>

### **Call out**

Time worked when called out from stand by can either be claimed at normal hourly rate or taken as time off in lieu. Work is deemed to have commenced from the time of the call.

### **Expenses**

Travel and other expenses are reimbursed through normal council [procedures](#).

### **Other allowances:**

There is no provision in the Chief Officer pay policy for:

- Bonus
- Earn Back
- Ex gratia payments
- Honoraria
- Or any other payments not specifically referenced.

### **Pay Protection**

The council's standard Pay Protection Policy applies to Chief Officers. The policy can be viewed here:

<http://colin.york.gov.uk/besupported/hr/supporting-transformation-managing-change/redeployment/>

**SECTION 1: CIA SUMMARY**
**Community Impact Assessment: Summary**
**1. Name of service, policy, function or criteria being assessed:**

Chief Officer Pay Policy

**2. What are the main objectives or aims of the service/policy/function/criteria?**

To introduce a new director grade into the Chief Officer grade structure.

To harmonise the number of pay levels within grades.

To bring together in one document details of all the pay arrangements for Chief Officers.

**3. Name and Job Title of person completing assessment:**

Judith Bennett, Pay, Reward and Policy Manager

**4. Have any impacts been Identified? (Yes/No)**

Yes

**Community of Identity affected:**

Employees covered by the Joint Negotiating Committee for Local Authority Chief Officers. Currently at time of writing this is 16 employees.

**Summary of impact:**

The policy sets out the framework for establishing grades and pay levels for Chief Officers. It ensures consistency and reduces the potential for discrimination.

**5. Date CIA completed:** 26<sup>th</sup> February 2019

**6. Signed off by:**

**7. I am satisfied that this service/policy/function has been successfully impact assessed.**

<b>Name:</b> Ian Floyd		
<b>Position:</b> Deputy Chief Executive & Director of Customer and Corporate Services		
<b>Date:</b>		
<b>8. Decision-making body:</b> Full Council	<b>Date:</b> 21 <sup>st</sup> March 2019	<b>Decision Details:</b>
<b>Send the completed signed off document to <a href="mailto:ciasubmission@york.gov.uk">ciasubmission@york.gov.uk</a> It will be published on the intranet, as well as on the council website.</b>		
<b>Actions arising from the Assessments will be logged on Verto and progress updates will be required</b>		

## Community Impact Assessment (CIA)

**Community Impact Assessment Title:**
**Chief Officer Pay Policy**

What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? **For example: improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

**Community of Identity: Age**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	<p>Reduces potential for discrimination in pay on the basis of age.</p>	<p>None</p>	<p>P</p>

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

**Community of Identity: Carers of Older or Disabled People**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential of discrimination in pay due to caring responsibilities.	None	P

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

### Community of Identity: Disability

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>		Reduces potential of discrimination in pay due to disability.	None	P
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

### Community of Identity: Gender

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of</p>		Reduces potential for discrimination in pay on the basis of gender.	None	P

<p>jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

**Community of Identity: Gender Reassignment**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	<p>Reduces potential for discrimination in pay on the basis of gender reassignment.</p>	<p>None</p>	<p>P</p>



<b>Details of Impact</b>	<i>Can negative impacts be justified?</i>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>

**Community of Identity: Marriage & Civil Partnership**

<b>Evidence</b>	<b>Quality of Life Indicators</b>	<b>Customer Impact (N/P/None)</b>	<b>Staff Impact (N/P/None)</b>	
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of marriage & civil partnerships.	None	P	
<b>Details of Impact</b>	<i>Can negative impacts be justified?</i>	<b>Reason/Action</b>	<b>Lead Officer</b>	<b>Completion Date</b>

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**Community of Identity: Pregnancy / Maternity**

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The policy does not cover pregnancy or maternity related policy or procedures.			None	None
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

**Community of Identity: Race**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme. Pay rates and rules are clearly set out in the policy along	Reduces potential for discrimination in pay on the basis of race.	None	P

with other elements of pay applicable to Chief Officers. Pay decisions can only be made within the policy and with appropriate authorisation.				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

**Community of Identity: Religion / Spirituality / Belief**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of religion/spirituality/belief.	None	P

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

**Community of Identity: Sexual Orientation**

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
<p>The policy sets a clear grading and pay structure for Chief Officer roles. Grading is based on objective assessment of jobs using a tried and tested job evaluation scheme.</p> <p>Pay rates and rules are clearly set out in the policy along with other elements of pay applicable to Chief Officers.</p> <p>Pay decisions can only be made within the policy and with appropriate authorisation.</p>	Reduces potential for discrimination in pay on the basis of sexual orientation.	None	P	
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date

Senior Employees Remuneration Details 2019

Annex C

Post (Job Title)	Base Salary	Employers pension Contributions (mandatory)	Market Supplement	Stand by Payment	Expenses	Bonus	PRP	Earn Back	Honoraria	Ex gratia Payment	Election Fees	Joint Authority Duties	Severance Arrangements
Chief Executive	£139,168	£29,504		N/A	Travel and other expenses are reimbursed through normal authority procedures	The terms of the contract of employment do not provide for the payment of bonuses	The terms of the contract of employment provide for a performance element to the salary scale .	The terms of the contract of employment do not provide for an element of base salary to be held back related to performance	Honoraria payments for any increased duties and responsibilities do not apply	There are no plans for the post holder to receive any ex-gratia payments	The Chief Executive is the Returning Officer and receives a fee for local elections based on those payable for national elections.	There are no payments related to joint authority duties	The authority's normal policies regarding redundancy and early retirement apply to the post holder.
Corporate Director of Children, Education and Communities.	£106,929	£22,712		£203.04	The details above also apply to this and all jobs below.	The details above also apply to this and all jobs below.	There is no separate PRP scheme but incremental progression is subject to performance	The details above also apply to this and all jobs below.	The details above also apply to this and all jobs below.	The details above also apply to this and all jobs below.	Fees will be payable if appointed to perform local election duties	The details above also apply to this and all jobs below.	The details above also apply to this and all jobs below.
Deputy Chief Executive & Director Customer & Corporate Services	£106,929	£22,712		£203.04			The details above also apply to this and all jobs below.				The details above also apply to this and all jobs below.		
Corporate Director Health Housing & Adult Social Care	£106,929	£22,712		£203.04									

Senior Employees Remuneration Details 2019

Post (job Title)	Base Salary	Employers pension Contributions (mandatory)	Market Supplement	Stand by Payment	Expenses	Bonus	PRP	Earn Back	Honoraria	Ex gratia Payment	Election Fees	Joint Authority Duties	Severance Arrangements
Corporate Director of Economy & Place	£105,941	£22,503		£203.04									
Assistant Director Legal & Governance	£77,901	£16,558		£203.04									
Assistant Director Customer Services & Digital	£77,901	£16,558		£203.04									
Assistant Director, Transport, Highways & Environment	£77,901	£16,558		£203.04									
Assistant Director Planning & Public Protection	£77,901	£16,558		£203.04									
Assistant Director Regeneration & Asset management	£77,901	£16,558		£203.04									
Director of Public Health	£102,823	£21,842		£203.04									
Assistant Director (Consultant) in Public Health (0.8 FTE)	£63,163	£13,434											

Senior Employees Remuneration Details 2019

Post (job Title)	Base Salary	Employers pension Contributions (mandatory)	Market Supplement	Stand by Payment	Expenses	Bonus	PRP	Earn Back	Honoraria	Ex gratia Payment	Election Fees	Joint Authority Duties	Severance Arrangements
Assistant Director – Adults & Social Care	£77,901	£16,558		£203.04									
Assistant Director - Joint Commissioning	£75,090	£15,962		£203.04									
Assistant Director Housing & Community Safety	£75,090	£15,962		£203.04									
Assistant Director Children's Specialist Services	£77,901	£16,558		£203.04									
Assistant Director Education & Skills	£77,901	£16,558		£203.04									
Assistant Director Communities & Equalities (0.8 FTE)	£62,321	£13,255		£203.04									

Notes:  
the information provided is taken from data as at 26<sup>th</sup> February 2019  
excludes staff on public health terms and conditions  
employer pension contribution is at 21.2% of Base salary

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Aspect of Chief Officer Remuneration	Council Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question level unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the authority's policy and any variation will be approved through the appropriate authority decision making process.
Pay Increases	The council will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The council will also apply any pay increases that are as a result of council decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts.
Additions To Pay	The council would not make additional payments beyond those specified in the contract of employment.
Market Supplement	A Market Supplement Policy is in place for Chief Officers which allows where there is objective justification and evidence, a supplement to pay to reflect a market premium for a specific role.
Stand by Policy	A contractual standby requirement is in place for Chief Officers to participate in a Stand By rota to provide emergency cover out of hours. Payment for hours on Standby is at the agreed rate in force under the Council's standard Stand By Policy.
Performance Related Pay	Chief Officer and Chief Executive pay link incremental progression to the achievement of objectives as set in the annual performance development review (PDR) process. This allows for where agreed targets and standards have been achieved an individual may progress by one increment annually until they reach the top of the grade. The council does not currently operate a performance related pay system for other posts.
Earn-Back (Withholding an element of base pay related to performance)	The council does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.

Bonuses	The council does not pay bonus payments to senior officers.
Termination Payments	The council applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The council also applies the appropriate Pensions regulations when they apply. The council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the council regarding senior officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2015 Chief Officer severance packages over £100k in value are subject to approval by the Council's Staffing Matters & Urgency Committee.
Returning Officer Fees	The statutory appointed position of Returning Officer for the relevant election is paid a fee, either dependant on the Regulations in force for that election or in the situation of elections for the local authority area, in respect to the fee schedule set by North Yorkshire Councils for the conduct of elections. The fee is variable depending on the election, based on electorate or the relevant Regulations.
Transparency	The council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Re-employment of staff in receipt of an LGPS Pension or a redundancy/severance payment	The council is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The council will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post. The council will therefore consider all applications for candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the council. Clearly where a former employee left the authority on redundancy terms then the old post has been deleted and the individual cannot return to the post as it will not exist. The council will apply the provisions of the Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.

<b>Post</b>	<b>Base Salary</b>	<b>Clinical Excellence Award Supplement</b>	<b>Supplement based on band of post and population of the post</b>	<b>Additional Programmed Activity</b>	<b>Expenses</b>	<b>Performance Related Pay (PRP)</b>	<b>Severance Arrangements</b>
Clinical Advisor  0.3 Full time equivalent	£84,667.00  Pro rata £25,400.10	There are no payments made related to supplements	Not Applicable	Not Applicable	Travel and other expenses are reimbursed through normal authority procedures	Annual Progression through pay threshold on anniversary of appointment subject to meeting pay threshold criteria.	The NHS terms and conditions for consultants regarding redundancy and early retirement apply to the post holder.

<b>Aspect of Public Health Remuneration</b>	<b>NHS Terms and Conditions – for Consultants</b>
Clinical Excellence Award	Clinical Excellence Awards recognise and regard NHS consultants and academic GPs who perform 'over and above' the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.
Additional Programmed Activity	Additional payment for undertaking remunerated clinical work that falls under the definition of Private Professional Services that does not fall within their Job Plan.
Post and Population Supplement	Only payable to Director of Public Health – depending upon the band within which their posts fall and the weight of the post as assessed by their employing organisation.

Pay thresholds – Performance Related Pay PRP	The employee will progress to the next pay threshold provided they have met the pay threshold criteria, based upon length of service and performance.
Expenses	Expenses are paid in line with NHS nationally agreed rates.
Severance Arrangements	Redundancy, early retirement and retirement are managed in accordance with NHS terms and conditions of employment for consultants.

Note: the information provided is taken from data as at 26<sup>th</sup> February 2019

## Publication Requirements - Pay Policy Statement – Annex F

In addition to the requirement Under Sections 38 – 43 of the Localism Act 2011 the council has further obligations to publish information.

The Local Government Transparency Code 2015 (current code) indicates that local authorities should publish the following data concerning staff:

- The number of employees whose remuneration in that year was at least £50,000 in bands of £5,000
- Details of remuneration and job title of certain senior employees whose salary is at least £50,000. Employees whose salaries are £150,000 or more must also be identified by name.
- A list of responsibilities and details of bonuses and 'benefits in kind', for all senior employees whose salary exceeds £50,000.
- The 'pay multiple' – the ratio between the highest paid salary and the median average salary of the whole authority workforce
- Publish an organisation chart covering staff in the top three levels of the organisation. The following information must be included for each member of staff included in the chart: grade, job title, local authority department and team whether permanent or temporary staff, contact details, salary in £5,000 bands, salary ceiling (the maximum salary for the grade).

The Accounts and Audit (England) Regulations 2015 require that the following data is included in the authority's accounts:

- Numbers of employees with a salary above £50k per annum (pro-rata for part-time staff) in multiples of £5k
- Job title, remuneration and employer pension contributions for senior officers. Senior officers are defined as Head of Paid Service, Statutory Chief Officers and Non-Statutory Chief Officers by reference to Section 2 of the 1989 Local Government & Housing Act.
- Names of employees paid over £150k per annum

For the above remuneration is to include:

- Salary, fees or allowances for the current and previous year
- Bonuses paid or receivable for the current and previous year
- Expenses paid in the previous year
- Compensation for loss of employment paid to or receivable, or payments made in connection with loss of employment
- Total estimated value of non-cash benefits that are emoluments of the person

For the above pension contributions to include:

- The amount driven by the authority's set employer contribution rate
- Employer costs incurred relating to any increased membership or award of additional pension

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### **Appointments and Changes to Membership**

#### **Planning Committee**

Councillor Brooks to replace Cllr Richardson on this committee

#### **f40**

(i) Council is asked to add this body to its designated outside bodies, given its remit below:

The f40 group represents 42 English local authorities with historically low funding for education. The Group has been campaigning for a fairer system for the allocation of funding for schools for over two decades.

(ii) To appoint Councillor K Myers as the council's representative on this group, as Executive Member for Education, Children & Young People

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**Council**

21 March 2019

Report of the Deputy Chief Executive/Director of Customer & Corporate Services

### **Designation of Interim Monitoring Officer**

#### **Summary**

1. This report sets out the appropriate statutory powers and seeks Full Council approval to:
  - i. Remove the designation of the role of Monitoring Officer from the current post of Assistant Director (Legal & Governance); and
  - ii. Re-designate the role to the new Interim Assistant Director (Legal & Governance) upon their appointment by the Appointments Sub-Committee set up by Staffing Matters and Urgency Committee.
2. The Lord Mayor, as Chair of Full Council, has agreed to accept this report onto the agenda under statutory urgent business provisions, in view of the statutory requirements for the Council to designate one Monitoring Officer and the absence of current designee. There being also no further ordinary meeting of Full Council until July 2019.

#### **Background**

3. Section 5 of the Local Government and Housing Act 1989 requires the Council to designate one of its Officers as the Monitoring Officer. The Monitoring Officer may not also be the Council's Chief Finance Officer or the Chief Executive/Head of Paid Service.
4. The Assistant Director (Legal & Governance) at CYC is designated as the Council's Monitoring Officer for the purpose of the statutory duty as required by law.
5. The current post holder is absent from work, however there are two members of staff who are currently appointed as Deputy Monitoring Officers at CYC, covering the statutory duties of the role.

6. Staffing Matters and Urgency have agreed to the recruit an Interim Assistant Director Assistant Director (Legal & Governance) to cover the absence.

### **Analysis**

7. Council has to approve any changes to the designation of the Monitoring Officer. The Council is not able to designate two posts as Monitoring Officer, and hence the request for the removal of the designation from the current post holder and the designation to the Interim Assistant Director (Legal & Governance) upon appointment.

### **Consultation**

8. Appointment for the Interim Assistant Director (Legal & Governance) is a Member appointment and the Sub-Committee will decide on the successful candidate.
9. Executive Members will be advised of the successful candidate through the normal process.

### **Options**

10. Council must designate a post as the Monitoring Officer. Due to the absence of the currently designated officer, Members need to re-designate the Monitoring Officer role. Whilst the MO role does not need to be performed by a lawyer, and therefore other options are available, in reality it is important that the designated post holder has the necessary experience to perform the role.

### **Council Plan**

11. Whilst the Council Plan sets out this Council's priorities for services for the period covering 2015-2019, how we deliver those services underpins those priorities. It is important, therefore, that the Council manages delivery of its services.

### **Implications**

12. There are no implications to this report in relation to any of the following:
  - Finance
  - Equalities
  - Crime and Disorder
  - Information Technology (IT)
  - Property

13. There are implications for HR, the recruitment of the Interim Assistant Director of Legal & Governance is following the process as set out in the constitution and as agreed by Staffing Matters and Urgency Committee.
14. The legal implications associated with the recommendations in this report are governed by Section 5 of the Local Government and Housing Act 1989 which requires the Council to designate one of its Officers as the Monitoring Officer.

### **Risk Management**

15. The Council is required by law to have a monitoring officer; with the current long term absence of the post holder it is appropriate to remove designation of monitoring officer from them and to reassign upon appointment to the Interim Assistant Director (Legal & Governance).

### **Recommendations**

16. Council is asked to agree to remove the designation of Monitoring Officer from the current Assistant Director of Legal & Governance and re-designate the role of Monitoring Officer to the Interim Assistant Director Legal & Governance at the point at which their employment commences.

Reason: To ensure that the Council is operating appropriately in accordance with statutory requirements and with the necessary advice and guidance required through a monitoring officer.

**Contact Details**

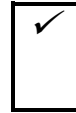
**Author:**

Trudy Forster, Head of  
Human Resources

**Chief Officer Responsible for the  
report:**

Ian Floyd, Deputy Chief Executive and  
Director of Customer and Corporate  
Services

**Report  
Approved**



**Date** 18/03/2019

**Specialist Implications Officer(s):**

**Wards Affected:**

**All**



**For further information please contact the author of the report**

**Background Papers:**

None

**Annexes**

None

**Abbreviations**

CYC – City of York Council