



COUNCIL MEETING

20 October 2015



Communities Directorate

9 October 2015

**Council Meeting
20 October 2015**

The Council Chamber, Town Hall,
Chapel Road, Worthing

**6.30pm
Agenda**

Agenda

ALL MEMBERS OF THE COUNCIL are hereby summoned to attend for the following business:

Part A

- 1. Apologies for absence**
- 2. Declarations of Interest**

Members and Officers must declare any discloseable pecuniary interests in relation to any business on the agenda. Declarations should also be made at any stage such an interest becomes apparent during the meeting.

If in doubt contact the Legal or Democratic Services representative for this meeting.

- 3. Questions and Statements from the public**

To receive any questions from Members of the public addressed to any Member of the Executive in accordance with Council Procedure Rule 11. There is up to 5 minutes for each question, one supplementary question may be asked arising from the original question.

Questions must relate to any matter the Council has power or which affects the Borough except no question may be asked on

- a) A specific planning or licensing application
- b) A specific staffing appointment or appeal, or Standards determination

Public question time will last up to 30 minutes; questions will be taken in order of receipt. The deadline for submission of questions is Friday 16 October at 12 noon.

Questions to be submitted to democratic.services@adur-worthing.gov.uk

No prior notice of a Statement to Council is required.

For further information contact Julia Smith, Democratic Services Manager on Julia.smith@adur-worthing.gov.uk

4. Confirmation of Minutes

To confirm the minutes of the Meetings of the Council held on Tuesday 21 July 2015, previously circulated, a copy is available to view at: <http://www.adur-worthing.gov.uk/meetings-and-decisions/committees/worthing/council/>

5. Announcements by the Mayor, Leader of the Council, Executive Members and/or Head of Paid Service

Announcements by the Mayor will include the presentation of the Mayoral Cadets for 2015.

6. Items raised under urgency provisions

To consider any items the Mayor has agreed are urgent.

7. Recommendations from the Executive and Committees to Council

To consider recommendations to the Council, details of which are set out in the attached items as 7A, 7B and 7C. Items under 7D will be circulated before the Council meeting. Full reports are available on the website as listed below:

	Executive/Committee	Date	Item
A	Joint Overview and Scrutiny	16 July 2015	Annual Report http://www.adur-worthing.gov.uk/media/media_134884.en.pdf
B	Joint Senior Staff	17 September	Review of the salary of the Chief Executive and Head of Paid Service http://www.adur-worthing.gov.uk/media/media_135878.en.pdf
C	Joint Governance	29 September	Digital recording of Council Meetings http://www.adur-worthing.gov.uk/media/media_136159.en.pdf Public Speaking at Worthing planning meetings http://www.adur-worthing.gov.uk/media/media_136160.en.pdf

Devolution of Highways powers,
Licensing of A board, tables & chairs
<http://www.adur-worthing.gov.uk/media/media.136347.en.pdf>

8. Annual Pay Statement

To receive a report from the Director for Digital and Resources as item 8.

9. Report of the Leader on Decisions taken by the Executive

To receive a report from the Leader as item 9. The report contains decisions taken by the Executive, Executive Members and/or the Joint Strategic Committee since the last Council meeting.

There is up to 15 minutes for Executive Members to make any statements on the report.

There is up to 15 minutes for Members to ask Executive Members questions on the report; these questions will not be the same as any to be asked under Item 10.

(**Note:** Papers relating to items under 7 and 9 have been previously circulated. If any Member requires further copies please contact Democratic Services or visit the Council's website [www.adur-worthing.gov.uk/.](http://www.adur-worthing.gov.uk/))

10. Members Questions under Council Procedure Rule 12

Members question time will last up to 30 minutes, questions will be taken in order of receipt, in rotation from each political group on the Council. The deadline for submission of questions is Friday 16 October 2015 at 12 noon. Questions to be submitted to democratic.services@adur-worthing.gov.uk

Questions received will be circulated at the meeting.

Questions can be asked of the following:

- a) The Mayor
- b) A Member of the Executive
- c) The Chairman of any Committee
- d) The Council's representative on any outside body

Questions cannot be asked in relation to the following:

- a) A specific planning or licensing application
- b) A specific staffing appointment, appeal or Standards determination

11. Motions on Notice

To receive from the Director for Communities, a Motion on Notice

- (a) Confidentiality Clauses in legal disputes

Proposed by Councillor Wye, Seconded by Councillor Humphreys.

Once proposed and seconded in accordance with Council Procedure Rule 14.5.2 this Motion will be referred to the Joint Governance Committee without discussion. It will appear on the agenda for the November meeting.

Part B - Not for Publication – Exempt Information Reports

None.



Director for Communities

Notice to Councillors, Press and members of the Public – this meeting will be voice recorded and available on the Council’s website in due course.

For Democratic Services enquiries relating to this meeting please contact:

Julia Smith
Democratic Services Manager
01903 22 1150
Julia.smith@adur-worthing.gov.uk

For Legal Services enquiries relating to this meeting please contact:

Susan Sale
Solicitor to the Council
01903 22 1119
susan.sale@adur-worthing.gov.uk

Extract from the Joint Overview and Scrutiny Committee - 15 July 2015

JOSC/15-16/15 Joint Overview and Scrutiny Annual Report 2014/15

Before the Committee was a report by the Director for Digital and Resources, a copy of which had been circulated to all Members and a copy of which is attached to a signed copy of these minutes as item 8. As part of good practice and a requirement in the Council's Governance Action Plan, the Councils are required to produce a Joint Overview and Scrutiny Committee Annual report for 2014/15.

Members noted the annual report and asked that emphasis be placed on the opportunity for Members of the Public to come forward and ask for the committee to undertake a review.

Resolved:

- i) That the Joint Overview and Scrutiny Committee Annual report for 2014/15 be approved.
- ii) That the Annual report 2014/15 be submitted to Council for approval.

Extract from the Joint Senior Staff Committee - 17 September 2015

JSnSc/013/15-16 Review of the salary of the Chief Executive and Head of Paid Service

The Committee had before it a report from the Director for Digital and Resources, a copy of which had been circulated and is attached to the signed copy of these minutes as item 6.

The report provided the rationale and evidence for a review of the salary of the Chief Executive of Adur and Worthing Councils. A salary review had been promised to the Chief Executive on appointment in April 2013.

The report described how the role had expanded over the last two years to meet the ambitions of the Councils in driving economic growth, activating communities and improving customer experience. The report also highlighted the Chief Executive's successful record of delivery and underlined the importance of retaining key talent in a period of significant challenge and opportunity.

A Councillor suggested that the meeting should be adjourned in order for the report to go before the Joint Overview & Scrutiny Committee to gain greater credibility. The Chairman advised that it was the role of the Joint Senior Staff Committee to undertake a job evaluation for the Head of Paid Service, not the Joint Overview and Scrutiny Committee.

The Committee noted the current level of salary and how it compared with Chief Executive salaries at other Shared Councils. It was acknowledged that the salary was below the lower quartile figure of £117,156.

A Councillor questioned whether the Committee needed to see the Chief Executive's contract to ascertain whether there was any contractual obligation to increase salary. The Chairman advised that if the Committee was to consider the contract, it would need to do so in closed session. For the purpose of transparency, the Chairman was not minded to go into closed session. It was noted that an assurance had been made, during the appointment process, that a revaluation of the role would be undertaken within 2 years of appointment.

Clarification was sought as to whether the salaries outlined in paragraph 2.9 of the report were all paid to Chief Executives from Joint / Shared Councils. Officers confirmed that the focus had been on the most directly comparable roles.

The Leaders of both Councils informed the Committee that a performance review had been undertaken earlier in the year and that the role of the Committee was to consider whether the Chief Executive's salary was fit for purpose in relation to the role being undertaken. It was noted that proposed revisions to the Chief Executive's Job Description had been appended to the report at Appendix A.

A Member stated that the report lacked credibility due to a lack of independence, as it had been written by a Director who reported directly to the Chief Executive. It was suggested that the report lacked balance as it focused primarily on positives and the assertion that the current salary of £104k was not a good salary, was challenged. The Member also requested that the Committee remember that the rest of the staff had been awarded a 1% pay increase and that the proposed rise in this case was 20%.

The Committee was advised that independent advice had been sought and that the decision regarding salary was for Members to take, not Officers. Job revaluations had also been carried out across the rest of the organisation.

A Member stated that the current Council Leadership Team had put the Council in a much better position to help and support people in very difficult circumstances and that there had been a very noticeable change in approach and direction to the organisation.

Resolved,

The Joint Senior Staff Committee

- 1) recommended to both Adur District Council and Worthing Borough Council an increase to the salary of the Chief Executive to £115,000 effective from 1st April 2015;
- 2) recommended to both Adur District Council and Worthing Borough Council that the revised job description for the role of Chief Executive, provided in Appendix A, be adopted.

Extract from the Joint Governance Committee - September 2015

JGC/15-16/019 Recording of Council Meetings

Before the Committee was a report by the Director for Communities and the Solicitor to the Council, copies of which had been circulated to all Members and copies are attached to the signed copy of these Minutes as Item 9.

The report reviewed the effectiveness of the digital voice recording trial of Worthing Borough Council's Full Council meetings and considered the future digital voice recording of all Adur and Worthing Councils' Full Council and Committee meetings.

The Openness of Local Government Bodies Regulations 2014 and the impact on the public right to film, record and blog from Council and Committee meetings was also reviewed.

A Member requested that the recordings of meetings be indexed in such a way that the listener could skip to any part of the meeting they were interested in. Officers agreed to investigate how this could be achieved.

Members debated the merits of audio and visual recordings and discussed the cost and practicality of live streaming. Officers anticipated that Digital Apprentices, from Northbrook College, could support the filming of meetings.

Concerns were raised about the recording of meetings in closed session. A Member sought assurances that these would be managed sensitively and securely. Officers advised that future recordings would need to be separated into open and closed session and reassured Members that all recordings of meetings in closed session would be managed accordingly.

It was proposed and seconded, that from January 2016, all Adur and Worthing Council & Committee meetings be recorded.

Resolved,

That the Joint Governance Committee:-

- 1) noted the outcome of the trial of digital voice recording of the Full Council meetings of Worthing Borough Council and recommend to**

Worthing Borough Council the approval of digital voice recording of Full Council meetings, and uploading of such recordings onto the website, on a permanent basis;

- 2) recommended to Adur District Council the approval of digital voice recording of Full Council meetings, and uploading of such recordings onto the website, from January 2016;
- 3) **recommended that all Adur and Worthing Council Committee meetings, including Part B Exempt Information Reports, be recorded.**

Extract from the Joint Strategic Committee - 8 October 2015

JGC/15-16/020 Public Speaking Time at Worthing Planning Committee

Before the Committee was a report by the Director for the Economy, copies of which had been circulated to all Members and copies are attached to the signed copy of these Minutes as Item 10.

The Committee noted that Worthing Planning Committee had received a report (at a meeting on the 26 August 2015) setting out proposals to amend the public speaking times at the Planning Committee from 2 minutes to 3 minutes, and to amend the Constitution to allow additional speaking time at the Chair's discretion on contentious major applications and to allow the public to speak on enforcement reports.

A minute extract from the meeting had been circulated providing a summary of the main points of discussion and the resolutions from the Planning Committee.

Members expressed their support for the proposals, acknowledging the importance of facilitating the public having their say at Planning Meetings, albeit only on planning related matters.

Resolved,

That the Joint Governance Committee recommended that the proposals, as amended by the Worthing Planning Committee, be recommended to Worthing Council for adoption.

Extract from the Joint Strategic Committee - 8 October 2015

(to be circulated before the meeting)

PAY POLICY STATEMENT 2015/16

REPORT BY DIRECTOR FOR DIGITAL AND RESOURCES

1.0 SUMMARY

- 1.1 This report seeks approval of the Pay Policy Statement 2015/16 which is a statutory requirement under Section 38 (1) of the Localism Act 2011. The statement will be updated on an annual basis.
- 1.2 The pay policy statement is set out in Appendix 1.

2.0 BACKGROUND

- 2.1 The Council along with all other Local Authorities in England are required to prepare a Pay Policy Statement each year, 2012 was the first year these Statements had to be published.
- 2.2 The Localism Act includes an expression of the Government's aim that there is improved transparency about how public money is spent, including that of pay.
- 2.3 The Pay Policy Statement must articulate a Council's policies towards a range of issues relating to the pay of its workforce, particularly its senior staff ("chief officers") and its lowest paid staff.
- 2.4 The Councils are individual employers (albeit in a partnership arrangement with each other) and as such have the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for the local taxpayer.

3.0 COMMENTARY

- 3.1 In producing the Pay Policy Statement (attached as Appendices 1) account has been taken of the fact that the partnership arrangement is between Adur District Council and Worthing Borough Council. However separate Pay Policy Statements have been produced for the two Councils.

3.0 COMMENTARY

- 3.2 In undertaking the analysis of pay, (in particular the pay ratio between the median average salary of staff who are not chief officers and the Chief Executive) officers who form part of the shared service structure are treated as the Council's employees for the purpose of this exercise.
- 3.3. In paragraph 2.4, reference is made to the Council developing an approach to pay that seeks to achieve value for money. Since the introduction of Partnership working there has been a significant reduction in the size of the Councils' Management Team.

	Chief Executive	Directors	EHoS
Pre Partnership	2	4	17
1 st April 2008	1	3	10
June 2009	1	2	10
March 2010	1	2	9
May 2011	1	2	8
August 2011 (current structure)	1	2	7
April 2014	1	4	0
April 2015	1	4	0

- 3.4 A cost allocation mechanism is in place for the Councils Management Team as follows:

Post	Adur	Worthing
Chief Executive	50%	50%
Strategic Directors	50%	50%

4.0 LEGAL

- 4.1 The Pay Policy Statement is a statutory requirement under Section 38 (1) of the Localism Act 2011.
- 4.2 DCLG guidance on the Pay Policy Statement advises that the Secretary of State does not consider that the statement engages the Data Protection Act as they contain general principles underpinning decisions on pay and not personal data.

5.0 FINANCIAL IMPLICATIONS

5.1 There are no financial implications to publishing the Pay Policy Statement.

6.0 RECOMMENDATION

6.1 Council is recommended to approve the Pay Policy Statement 2015/16 set out in Appendix 1.

Local Government Act 1972

Background Papers:

Openness and accountability in local pay: Guidance under section 40 of the Localism Act. DCLG February 2012.

Localism Act: Pay Policy Statements. Guidance for Local Authority Chief Executives Supplementary Note 2. LGA / ALACE 1st March 2012.

Minutes of the respective Council meetings in February 2012 – Worthing Borough Council 21 February and Adur 23 February.

Contact Officer:

Paul Brewer
Director for Digital and Resources
Worthing Town Hall
Direct Dialling No: 221302
Email: paul.brewer@adur-worthing.gov.uk

SCHEDULE OF OTHER MATTERS

1.0 COUNCIL PRIORITY

1.1 Ensuring Value for Money and low Council Tax

2.0 SPECIFIC ACTION PLANS

2.1 The Pay Policy Statement compliments the Councils Workforce Development Strategy and its Equalities & Diversity Action Plan.

3.0 SUSTAINABILITY ISSUES

3.1 Matter considered and no issues identified.

4.0 EQUALITY ISSUES

4.1 The Councils have implemented a Job Evaluation scheme designed to ensure equality in pay and remuneration.

5.0 COMMUNITY SAFETY ISSUES (SECTION 17)

5.1 Matter considered and no issues identified

6.0 HUMAN RIGHTS ISSUES

6.1 The report recommends adoption of a Policy that is consistent with legislation relating to Data Protection and the handling of personal information.

7.0 REPUTATION

7.1 Failure to publish a Pay Policy Statement could result in negative reputational damage to the Councils.

8.0 CONSULTATIONS

8.1 Matter considered and no issues identified

9.0 RISK ASSESSMENT

9.1 Matter considered and no issues identified

10.0 HEALTH & SAFETY ISSUES

10.1 Matter considered and no issues identified.

11.0 PROCUREMENT STRATEGY

11.1 Matter considered and no issues identified

12.0 PARTNERSHIP WORKING

12.1 The Councils approach to pay is undertaken in a Partnership Agreement between Adur District Council and Worthing Borough Council.

WORTHING BOROUGH COUNCIL PAY POLICY STATEMENT – FINANCIAL YEAR 2015-16

1.0 PURPOSE

1.1 This Pay Policy Statement is provided in accordance with Section 38(1) of the Localism Act 2011 and this will be updated annually from April each year.

This Pay Policy Statement sets out Worthing Borough Council's policies relating to the pay of its workforce for the financial year 2015-16, in particular:

- (a) The remuneration of its Chief Officers;
- (b) The remuneration of its 'lowest paid employees';
- (c) The relationship between:
 - (i) The remuneration of its Chief Officers and;
 - (ii) The remuneration of its employees who are not Chief Officers.

2.0 DEFINITION

2.1 For the purpose of this Pay Policy, the following definitions will apply:

- (a) 'Pay' in addition to salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements, and termination payments;
- (b) To enable meaningful comparison of posts, the Council uses full-time equivalent salaries as set out in its pay structure;
- (c) 'Chief Officer' refers to the following roles within Adur District Council:
 - (i) Chief Executive, as Head of Paid Service;
 - (ii) Directors x 4; and These officers are members of the Council's Leadership Team.

2.2 'Lowest paid employees' refers to those staff employed on the national minimum wage for their age which is the lowest point on the Council's pay framework.

The above definition for the 'lowest paid employees' has been adopted because the NMW is the lowest grade on the Council's pay framework. The bottom point on the pay scale is (£13,500) per annum.

- 2.3 'Employee who is not a Chief Officer' refers to all staff who are not covered under the Chief Officer group above (2.1). This includes the 'lowest paid employees'.

3.0 PAY FRAMEWORK REMUNERATION LEVELS

- 3.1 Remuneration at all levels needs to be adequate to secure and retain high-quality employees dedicated to fulfilling the Council's business objectives and delivering services to the public. This has to be balanced by ensuring remuneration is not, nor is seen to be, unnecessarily excessive. Each Council has responsibility for balancing these factors and each Council faces its own unique challenges on opportunities in doing so and retain flexibility to cope with various circumstances that may arise that might necessitate the use of market supplements or other such mechanisms for individual categories of posts where appropriate.

3.2 Pay Framework

It is essential for good governance that decisions on pay and reward packages for Chief Executives and Chief Officers are made in an open and accountable way and that there is a verifiable and accountable process for recommending the levels of top salaries.

Worthing Borough Council's current pay framework for staff other than Chief Officers who are working jointly for Worthing Borough Council and Adur District Council was approved on 3rd February 2009 by the Joint Staff Committee and is based on the National Joint Council for Local Government Services: National Agreement on Pay and Conditions of Service.

Further details of the Joint Staff Committee can be found at: <http://www.adur-worthing.gov.uk/committee/>

Alternatively, Worthing Borough Council's current pay framework for staff employed by Worthing, but not working jointly with Adur District Council who have not been transferred on to the single pay structure arrangements are paid in accordance with a scheme that has been in effect for many years.

3.3 Job Evaluation

Where staff are working in a joint service between Worthing Borough Council and Adur District Council, grades are determined in line with National Guidance, with the grade for each role being determined by a consistent job evaluation process. This followed a national requirement for all local authorities and other public sector employers to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer.

Worthing Borough Council has adopted the Greater London Provincial Council (GLPC) Job Evaluation Scheme. A programme of job evaluation is on-going linked to the creation of a shared services structure with Adur District Council and this is being

extended across staff employed only to undertake services for Worthing Borough Council.

As part of the job evaluation process, each employee who is not a Chief Officer will be placed on one of the 13 grades based on the job evaluation of their role. The employees can progress to the salary range maximum of their grade subject to assessment of their performance as part of on-going supervision and performance management practices.

Pay awards are considered annually for staff as part of the National Local Government pay bargaining process.

4.0 REMUNERATION - LEVEL AND ELEMENT

4.1 Salaries

The group of Chief Officers (2.1), is paid outside of the Council's pay framework, which applies to all other employees. The Joint Senior Staff Committee determines the terms and conditions of Chief Officers, subject to the approval, by Council of salaries in excess of £100,000.

Further details of the Joint Senior Staff Committee can be found at

<http://www.adur-worthing.gov.uk/meetings-and-decisions/committees/joint/seniorstaff/>

The pay awarded to Chief Officers is based on a spot salary with no grade range or incremental progression. Salary is subject to the same percentage pay award agreed as part of the National Local Government pay bargaining process. The spot salary for Chief Officers was based on market testing undertaken by an Independent Consultant and was implemented on 1st April 2008.. The salary of the Chief Executive is £104,283 with additional payments for the role of Returning Officer at elections.

Details of the remuneration of Chief Officers is published in the Council's statement of accounts which can be accessed at the following web address:
<http://www.adur-worthing.gov.uk/about-the-councils/finance/statement-of-accounts/>

4.2 'Lowest paid employees'

Each lowest paid employee is paid within the salary range for Grade 1, Spinal Column Point 5 (£13,500) - Spinal Column Point 11 (£15,207).

Note: for employees paid on The National Minimum Wage for their age the rates are as follows:

Apprentice: £2.73 per hour
Under 18 £3.79 per hour

18 – 20 £5.13 per hour
21 and over £6.50 per hour

4.3 **Bonuses**

Honoraria payments can be made to staff, not including Chief Officers, as one-off payments in recognition of duties and/or acting-up duties undertaken that is additional to that expected from the normal day-to-day work. The size of the award paid to employee(s) is commensurate with the work being rewarded. Honoraria payments are approved by the Directors/Head of Service.

4.4 Other pay elements Chief Officers are subject to the same performance management process as the lowest paid employees and employees who are not Chief Officers: including annual performance and development review (appraisal) and routine supervision. Chief Officers do not receive any incremental progression.

4.5 Charges, fees or allowances Any allowance or other payments will only be made to staff in connection with their role or the patterns of hours they work and must be in accordance with the Council's policy.

The following allowances and benefits are available to staff and Chief Officers:

- (a) Health insurance (closed to new entrants);
- (b) Life assurance (closed to new entrants);
- (c) Long service increments (closed to new entrants);
- (d) Salary sacrifice scheme;
- (e) Benefits such as arranging group or staff discount schemes;
- (f) Child care provision or allowances;
- (g) Discounted sports facilities/benefits;
- (h) Membership of professional organisations where such membership is necessary for the carrying out of their employment.

Election duty payments are made to the Returning Officer (Chief Executive) and the Deputy Returning Officers (Directors). The pay for these roles is set out nationally for National Elections and for Local Elections, the scale is set jointly by West Sussex Local Authorities.

4.6 **Pension**

All employees, as a result of their employment, are eligible to join the Local Government Pension Scheme.

4.7 Severance Payments

The following types of severance payments can be made to staff:

- (a) Compulsory redundancy;
- (b) Voluntary redundancy;
- (c) Efficiency of the service;
- (d) Added pension benefit on leaving employment due to redundancy or efficiency of the service;
- (e) Conversion of lump sum compensation payment into additional Local Government Pension Scheme membership;
- (f) Voluntary early retirement;
- (g) Flexible retirement;
- (h) Exceptional compassionate grounds.

If there is less than a four week period between someone being made redundant from another Council and joining Worthing Borough Council, they will be required to repay their redundancy to their previous employer. If the break is greater than 4 weeks, their continuous service is broken.

4.8 New starters joining the Council

Employees new to the Council will normally be appointed to the first Spinal Column Point of the salary range for their grade. Where the candidates' current employment package would make the first point of the salary range unattractive (and this can be demonstrated by the applicant in relation to current earnings) or where the employee already operates at a level commensurate with a higher salary, a higher salary may be considered by the recruiting manager. This will be within the salary range for the grade. The grade will be determined by the Job Evaluation Scheme.

In professions where there is a particular skill shortage, as a temporary arrangement, it may be necessary to consider a market pay premium to attract high quality applicants. The Council's market pay provisions are subject to annual review.

5.0 RELATIONSHIP BETWEEN REMUNERATION OF CHIEF OFFICERS AND EMPLOYEES WHO ARE NOT CHIEF OFFICERS

- 5.1 The median average salary of employees who are not Chief Officers is £16,998. The pay ratio between the median average and the salary of the Chief Executive is 1:6.

6.0 PAY POLICY REVIEW STATEMENT REVIEW AND PUBLICATION

6.1 Any changes to the Pay Policy must be subject to agreement by the Council. A Pay Policy Statement will be published each year.

Grade	Spinal Column Point	Basic Pay	Travel Benefit	Total Pay	Total
		£	£	£	£
Scale 1	5	13,500		13,500	16,514
	6	13,614		13,614	16,660
	7	13,715		13,715	16,791
	8	13,871		13,871	16,992
	9	14,075		14,075	17,255
	10	14,338		14,338	17,595
	11	15,207		15,207	18,716
Scale 2	12	15,523		15,523	19,123
	13	15,941		15,941	19,662
Scale 3	14	16,231		16,231	20,037
	15	16,572		16,572	20,476
	16	16,969		16,969	20,988
	17	17,372		17,372	21,508
Scale 4	18	17,714		17,714	21,950
	19	18,376		18,376	22,804
	20	19,048		19,048	23,671
	21	19,742		19,742	24,566
Scale 5	22	20,253		20,253	25,225
	23	20,849		20,849	25,994
	24	21,530		21,530	26,873
	25	22,212		22,212	27,752
Scale 6	26	22,937		22,937	28,687
	27	23,698		23,698	29,669
	28	24,472		24,472	30,668
SO1	29	25,440		25,440	31,916
	30	26,293		26,293	33,016
	31	27,123		27,123	34,087
SO2	32	27,924	1,955	29,879	37,642
	33	28,746	2,012	30,758	38,776
	34	29,558	2,069	31,627	39,898
MB1	35	30,178	2,112	32,290	40,753
	36	30,978	2,168	33,146	41,857
	37	31,846	2,229	34,075	43,055
	38	32,778	2,294	35,072	44,341
	39	33,857		33,857	42,774
MB2 Group 3	40	34,746	2,432	37,178	47,058
	41	35,662	2,496	38,158	48,322
	42	36,571	2,560	39,131	49,577
	43	37,483	2,624	40,107	50,837

Report of the Leader on Decisions taken by Executive Members and the Joint Strategic Committee since the last meeting of Council

A Decisions Taken by Individual Executive Members

Listed below is a summary of decisions taken by the individual Executive Members since the despatch of the agenda for the last ordinary Council Meeting. Full details can be found on the Executive Members and Portfolios, Reports and Decisions webpage

<http://www.adur-worthing.gov.uk/meetings-and-decisions/committees/worthing/cabinet-member-decisions/>

Leader

-

Executive Member for Regeneration

W/REG/003/15-16 - Developer Contributions Supplementary Planning Document (SPD)

Executive Member for Resources

W/RES/004/15-16 - Application for Voluntary Redundancy

JAW/003/15-16 - Efficiency of Service – Customer Services

JAW/004/15-16 - Proposed Voluntary Redundancies

Executive Member for Customer Services

-

Executive Member for the Environment

-

Executive Member for Health and Wellbeing

-

B. Decisions taken by the Joint Strategic Committee on 15 September 2015

Items related to Adur District Council are not reproduced on this agenda

Full details can be found: www.adur-worthing.gov.uk/your-council/

The matters not appearing elsewhere on the agenda:

JSC/032/15-16 1st Revenue Budget Monitoring 2015/16

Decision:

The Joint Strategic Committee:

1. noted the report and projected outturn position for the Joint, Adur and Worthing Revenue Budgets and proposed use of reserves (Appendix 1b and 2b);
2. approved the transfer of £15,627.40 from the Tenants Partnership Compact Development Reserve to the HRA Discretionary Assistance Fund.

JSC/033/15-16 1st Capital Investment Programme & Projects Monitoring 2015/16

Decision:

(b) With respect to the Capital Investment Programme for Worthing Borough Council

- noted the reprofiling of the Worthing Borough Council capital schemes listed in paragraph 5.2 and Appendix 4, and the likely slippage of capital schemes as listed in paragraph 5.3.
- approved a revenue contribution from revenue maintenance to the Colonnade House internal refurbishment scheme for fire precaution works as detailed in paragraph 5.4.1;
- approved an amendment to the 2015/2016 Capital Investment Programme to include the replacement of the fire alarm system at Field Place funded from underspends in the 2015/2016 Capital Investment Programme as detailed in paragraph 5.4.2;
- approved the use of the underspends to fund the additional works required to replace the service pipework at Worthing Leisure Centre as detailed in paragraph 5.4.3;
- approved the funding of the additional costs of asbestos removal from the Seafront Dome Public Conveniences refurbishment from the Sea Lane Public Convenience improvement budget as detailed in paragraph 5.4.4;
- agreed the use of the Allotments resurfacing of paths and roads budget to replace the water pipe at West Tarring Allotment as advised in paragraph 5.4.5.

JSC/035/15-16 Review of Worthing Homes Memorandum and Articles of Association

Decision:

That the Joint Strategic Committee confirmed that the Council vote in favour of the proposed changes in Memorandum and Articles of Association of Worthing Homes at its AGM on 17 September 2015.

C. Decisions taken by the Joint Strategic Committee on 8 October 2015

Items related to Adur District Council are not reproduced on this agenda

Full details can be found: www.adur-worthing.gov.uk/your-council/

The matters not appearing elsewhere on the agenda:

An updated C will be circulated prior to the Council meeting.

D. Urgent Decisions taken by the Executive

Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 (as amended)

The following is reported to Council:

Nil.

Councillor Daniel Humphreys
Leader of the Council

Local Government Act 1972 Background papers

Reports and Record of decisions of various are available on the Council's web site www.adur-worthing.gov.uk or as indicated in each of the paragraphs above. Some of the reports contain exempt information and not fully published on the websites.

MOTION TO WORTHING BOROUGH COUNCIL

One of the truest statements made by any Prime Minister is 'there is no such thing as public money, only taxpayer's money'. The members of Worthing Borough Council believe in the fullest possible transparency in all uses of taxpayer's money. It is morally unethical, poor practice and indefensible to allow "gagging orders" or confidentiality clauses to be used to conceal facts or restrict transparency when any public body is settling legal disputes with third party contractors that involve public or taxpayer monies. In such circumstances, we believe that the people who are paying the bills have every right to know how much they have to pay and the reason they have to pay it.

The Council moves that in any future legal dispute with a third party contractor, involving taxpayers' money, the acceptance of any "gagging orders" or confidentiality clauses will not be tolerated and all members and officers involved with the dispute are instructed that this council will not accept a "gagging order" as part of any such settlement.

Proposed by Councillor Tom Wye MBE

Seconded by Councillor Daniel Humphreys

