



Tuesday, 27 February 2024

Dear Sir/Madam

A meeting of the Council will be held on Wednesday, 6 March 2024 in the Council Chamber, Council Offices, Foster Avenue, Beeston NG9 1AB, commencing at 7.00 pm.

Should you require advice on declaring an interest in any item on the agenda, please contact the Monitoring Officer at your earliest convenience.

Yours faithfully

Chief Executive

To Councillors:

D Bagshaw	A Kingdon
S A Bagshaw	H Land
P J Bales	D L MacRae
L A Ball BEM	R D MacRae
R E Bofinger	G Marshall
M Brown	J W McGrath
R Bullock	W Mee
G Bunn	J M Owen
B C Carr	P J Owen
C Carr	S Paterson
S J Carr	D D Pringle
A Cooper	M Radulovic MBE
H L Crosby	H E Skinner
T A Cullen	P A Smith
S Dannheimer	V C Smith
H J Faccio	A W G A Stockwell
R S Falvey	C M Tideswell
K Harlow	D K Watts
G S Hills	S Webb
S P Jeremiah	E Williamson
S Kerry	E Winfield
H G Khaled MBE	K Woodhead

AGENDA

1. APOLOGIES FOR ABSENCE

To receive apologies and to be notified of the attendance of substitutes.

2. DECLARATIONS OF INTEREST

(Pages 5 - 12)

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda.

3. MINUTES

(Pages 13 - 22)

Full Council is asked to confirm as a correct record the minutes of the meeting held on 13 December 2023.

4. MINUTES OF FREEMAN AND ALDERMAN COUNCIL

(Pages 23 - 26)

To confirm as a correct record the minutes of the meeting of the Freeman and Alderman Council on 24 January 2024.

5. REFERENCES

5.1 Independent Remuneration Panel

(Pages 27 - 40)

24 January 2024
Pay Award and Review of Allowances

There was concern that the consistent rejection of recommendations to increase Member allowances were eroding the base of the allowance and causing the Council to fall behind other authorities in terms of remuneration for Members. There was concern that since 2015 the only increases in allowances had been a 2% rise in 2020 and 2% in 2022.

Discussion progressed on to the possibility of a review to address the new system of governance, the change this had made to roles and how this related to workloads for Councillors. It was agreed that allowances for subsistence and travel would form a vital part of the review.

There was also a discussion regarding the Business Manager role and whether this should be extended to each political group. It was noted that to be officially recognised, a Political Group has to have at least three Members and

that the Business Manager provided an essential administrative function, in particular, ensuring the attendance of Members at meetings, including the arrangement of substitutes.

A debate ensued about the real concern that the Panel had, that in ignoring previous recommendations, allowances for Members had been continually lowered in real terms and were no longer reflective of the valuable service provided by Councillors. The Panel wished to emphasise that higher figures than the figure of 4% recommended by Officers had been discussed and seriously considered.

Recommended to Council that:

1. **An increase of 4% be applied to Member's allowances**
2. **A review be conducted to consider the roles and responsibilities of Councillors and for these to be benchmarked with other local authorities.**
3. **The Business Manager role be extended to apply to all recognised political groups.**

6. PAY POLICY STATEMENT - 2024/25

(Pages 41 - 66)

To enable Full Council to see and approve the Pay Policy for 2024/25.

7. ATTENDANCE AT MEETINGS

The Local Government Act 1972 states that when a Councillor fails to attend any meeting for six consecutive months from the date of their last attendance, then, subject to certain exceptions, they cease to be a Member of the authority, unless the Council accepts a reason for the failure to attend before the six months expires. Councillor S A Bagshaw is currently unable to attend Council meetings and in the circumstances, it is put before Members to consider a dispensation under Section 85 (1) of the Local Government Act 1972 for the period of six months from 6 March 2024 before which forfeiture applies.

Council is asked to CONSIDER a dispensation for Councillor S A Bagshaw for a period of six months from the date of this meeting and RESOLVE accordingly.

8. AMENDMENTS TO THE LIBERTY LEISURE LTD BOARD OF DIRECTORS

Council is asked to NOTE the resignation of Mr Jamie Bennett from the Liberty Leisure LTD Board of Directors.

9. APPROVAL OF THE REVENUE AND CAPITAL BUDGETS, CAPITAL STRATEGY, TREASURY MANAGEMENT STRATEGY, INVESTMENTS STRATEGY, MEDIUM TERM GENERAL FUND FINANCIAL STRATEGY AND TO FIX THE COUNCIL TAX FOR THE YEAR COMMENCING 1 APRIL 2024 (Pages 67 - 74)

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and General Fund Medium Term Financial Strategy and to approve the Business Plans.

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

Report of the Monitoring Officer

DECLARATIONS OF INTEREST

1. Purpose of Report

Members are requested to declare the existence and nature of any disclosable pecuniary interest and/or other interest in any item on the agenda. The following information is extracted from the Code of Conduct, in addition to advice from the Monitoring Officer which will assist Members to consider any declarations of interest.

Part 2 – Member Code of Conduct

General Obligations:

10. Interest

10.1 You will register and disclose your interests in accordance with the provisions set out in Appendix A.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of Members of the Council. The register is publically available and protects you by demonstrating openness and willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting which allows the public, Council employees and fellow Councillors know which of your interests gives rise to a conflict of interest. If in doubt you should always seek advice from your Monitoring Officer.

You should note that failure to register or disclose a disclosable pecuniary interest as defined in Appendix A of the Code of Conduct, is a criminal offence under the Localism Act 2011.

Advice from the Monitoring Officer:

On reading the agenda it is advised that you:

1. Consider whether you have any form of interest to declare as set out in the Code of Conduct.
2. Consider whether you have a declaration of any bias or predetermination to make as set out at the end of this document
3. Update Democratic Services and the Monitoring Officer and or Deputy Monitoring Officers of any declarations you have to make ahead of the meeting and take advice as required.
4. Use the Member Interest flowchart to consider whether you have an interest to declare and what action to take.
5. Update the Chair at the meeting of any interest declarations as follows:

‘I have an interest in Item xx of the agenda’

'The nature of my interest is therefore the type of interest is
DPI/ORI/NRI/BIAS/PREDETERMINATION
'The action I will take is...'

This will help Officer record a more accurate record of the interest being declared and the actions taken. You will also be able to consider whether it is necessary to send a substitute Members in your place and to provide Democratic Services with notice of your substitute Members name.

Note: If at the meeting you recognise one of the speakers and only then become aware of an interest you should declare your interest and take any necessary action

6. Update your Member Interest Register of any registerable interests within 28days of becoming aware of the Interest.

Ask yourself do you have any of the following interest to declare?

1. DISCLOSABLE PECUNIARY INTERESTS (DPIs)

A "Disclosable Pecuniary Interest" is any interest described as such in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 and includes an interest of yourself, or of your Spouse/Partner (if you are aware of your Partner's interest) that falls within the following categories: Employment, Trade, Profession, Sponsorship, Contracts, Land, Licences, Tenancies and Securities.

2. OTHER REGISTERABLE INTERESTS (ORIs)

An "Other Registerable Interest" is a personal interest in any business of your authority which relates to or is likely to affect:

- a) any body of which you are in general control or management and to which you are nominated or appointed by your authority; or
- b) any body
 - (i) exercising functions of a public nature
 - (ii) anybody directed to charitable purposes or
 - (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a Member or in a position of general control or management.

3. NON-REGISTRABLE INTERESTS (NRIs)

"Non-Registrable Interests" are those that you are not required to register but need to be disclosed when a matter arises at a meeting which directly relates to your financial interest or wellbeing or a financial interest or wellbeing of a relative or close associate that is not a DPI.

A matter "directly relates" to one of your interests where the matter is directly about that interest. For example, the matter being discussed is an application about a particular property in which you or somebody associated with you has a financial interest.

A matter “affects” your interest where the matter is not directly about that interest but would still have clear implications for the interest. For example, the matter concerns a neighbouring property.

Declarations and Participation in Meetings

1. DISCLOSABLE PECUNIARY INTERESTS (DPIs)

1.1 Where a matter arises at a meeting which **directly relates** to one of your Disclosable Pecuniary Interests which include both the interests of yourself and your partner then:

Action to be taken

- **you must disclose the nature of the interest** at the commencement of that consideration, or when the interest becomes apparent, whether or not such interest is registered in the Council’s register of interests of Member and Co-opted Members or for which you have made a pending notification. If it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
- **you must not participate in any discussion** of that particular business at the meeting, or if you become aware of a disclosable pecuniary interest during the meeting you must not participate further in any discussion of the business, including by speaking as a member of the public
- **you must not participate in any vote** or further vote taken on the matter at the meeting and
- **you must withdraw from the room** at this point to make clear to the public that you are not influencing the meeting in anyway and to protect you from the criminal sanctions that apply should you take part, unless you have been granted a Dispensation.

2. OTHER REGISTERABLE INTERESTS (ORIs)

2.1 Where a matter arises at a meeting which **directly relates** to the financial interest or wellbeing of one of your Other Registerable Interests i.e. relating to a body you may be involved in:

- **you must disclose** the interest at the commencement of that consideration, or when the interest becomes apparent, whether or not such interest is registered in the Council’s register of interests of Member and Co-opted Members or for which you have made a pending notification. If it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
- **you must not take part in any discussion or vote** on the matter, but may speak on the matter only if members of the public are also allowed to speak at the meeting
- **you must withdraw from the room** unless you have been granted a Dispensation.

3. NON-REGISTRABLE INTERESTS (NRIs)

3.1 Where a matter arises at a meeting, which is not registrable but may become relevant when a particular item arises i.e. interests which relate to you and /or other people you are connected with (e.g. friends, relative or close associates) then:

- **you must** disclose the interest; if it is a sensitive interest you do not have to disclose the nature of the interest, just that you have an interest
 - **you must not take part in any discussion or vote**, but may speak on the matter only if members of the public are also allowed to speak at the meeting; and
 - **you must withdraw** from the room unless you have been granted a Dispensation.
-

Dispensation and Sensitive Interests

A “Dispensation” is agreement that you may continue to participate in the decision-making process notwithstanding your interest as detailed at section 12 of the Code of the Conduct and the Appendix.

A “Sensitive Interest” is as an interest which, if disclosed, could lead to the Member, or a person connected with the Member, being subject to violence or intimidation. In any case where this Code of Conduct requires to you to disclose an interest (subject to the agreement of the Monitoring Officer in accordance with paragraph 2.4 of this Appendix regarding registration of interests), you do not have to disclose the nature of the interest, if it is a Sensitive Interest in such circumstances you just have to disclose that you have a Sensitive Interest under S32(2) of the Localism Act 2011. You must update the Monitoring Officer when the interest is no longer sensitive, so that the interest can be recorded, made available for inspection and published.

BIAS and PREDETERMINATION

The following are not explicitly covered in the code of conduct but are important legal concepts to ensure that decisions are taken solely in the public interest and not to further any private interests.

The risk in both cases is that the decision maker does not approach the decision with an objective, open mind.

This makes the local authority’s decision challengeable (and may also be a breach of the Code of Conduct by the Councillor).

Please seek advice from the Monitoring Officer or Deputy Monitoring Officers, if you need assistance ahead of the meeting.

BIAS

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias. If you have been involved in an issue in such a manner or to such an extent that the public are likely to perceive you to be biased in your judgement of the public interest:

- a) you should not take part in the decision-making process
- b) you should state that your position in this matter prohibits you from taking part
- c) you should leave the room.

PREDETERMINATION

Where a decision maker has completely made up his/her mind before the decision is taken or that the public are likely to perceive you to be predetermined due to comments or statements you have made:

- a) you should not take part in the decision-making process
- b) you should state that your position in this matter prohibits you from taking part
- c) you should leave the room.

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Registerable Interests

These are interests that you are required to register in accordance with the Code of Conduct. They are interests that you would know about in advance of an item coming up (e.g. land you own) and you should have included them when filling in your register of interests.

What type of Registerable Interest do you have in this matter?

Disclosable Pecuniary Interests

These are any interests that are described as DPIs under the Code of Conduct and include both the interests of yourself and of your partner.

Other Registerable Interests

These are personal interests that relate to certain types of bodies that you may be involved in as set out in the Code of Conduct.

Does the matter directly relate to one of your Disclosable Pecuniary Interests?

No

Does the matter directly relate to the financial interest or wellbeing of one of your Other Registerable Interests?

No

Does the matter affect a financial interest or the wellbeing of yourself or of a friend, relative or close associate?

No

Is the financial interest or wellbeing affected to a greater extent than the financial interests or wellbeing of the majority of inhabitants?

No

Would a reasonable member of the public knowing all the facts believe that it would affect your view of the wider public interest?

No

You must:

- Disclose the interest;
- Not speak on the matter;
- Not participate in any discussion or vote; and
- Not remain in the room unless you have a Dispensation

You must:

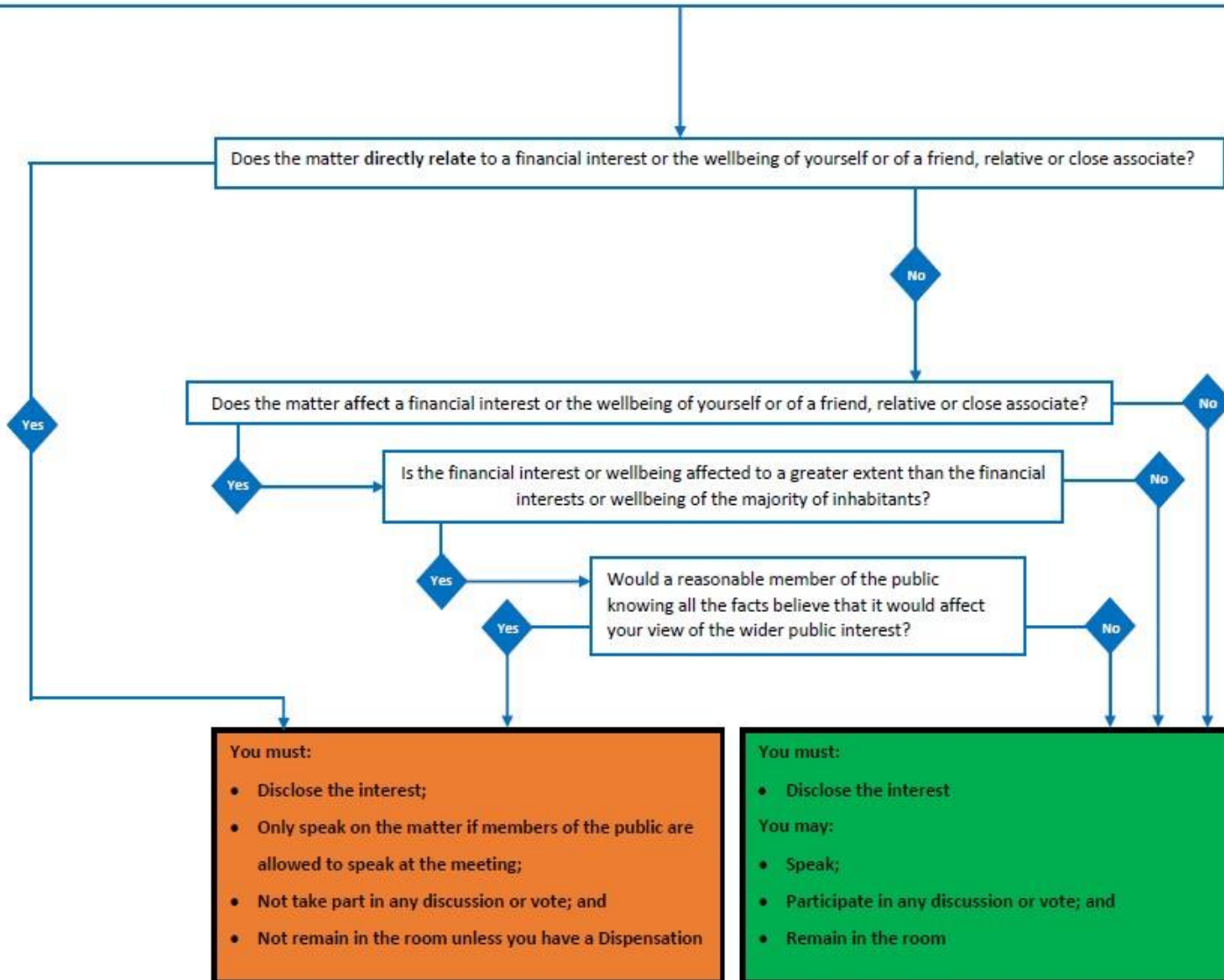
- Disclose the interest;
- Only speak on the matter if members of the public are allowed to speak at the meeting;
- Not take part in any discussion or vote; and
- Not remain in the room unless you have a Dispensation

You must:

- Disclose the interest
- You may:
- Speak;
 - Participate in any discussion or vote; and
 - Remain in the room

Non-Registerable Interests

These are interests that you are not required to register but may become relevant when a particular item arises. These are usually interests that relate to other people you are connected with (e.g. friends, relatives or close associates) but can include your own interests where you would not have been expected to register them.



Public Document Pack Agenda Item 3.

COUNCIL

WEDNESDAY, 13 DECEMBER 2023

Present: Councillor T A Cullen, Mayor

Councillors: P J Bales
L A Ball BEM
R E Bofinger
M Brown
R Bullock
G Bunn
C Carr
S J Carr
A Cooper
H L Crosby
T A Cullen
S Dannheimer
H J Faccio
R S Falvey
G S Hills
S P Jeremiah
S Kerry
H G Khaled MBE
A Kingdon
H Land
D L MacRae
R D MacRae
G Marshall
W Mee
J M Owen
P J Owen
S Paterson
D D Pringle
M Radulovic MBE
H E Skinner
P A Smith
A W G A Stockwell
C M Tideswell
D K Watts
S Webb
E Winfield
K Woodhead

46 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors D Bagshaw, S A Bagshaw, K A Harlow, J W McGrath, V C Smith and E Williamson.

47 DECLARATIONS OF INTEREST

Councillors G S Hills, D D Pringle and HE Skinner declared non-registrable interests in item 6.3 as tram, minute number 56 refers.

48 MINUTES

The minutes of the meeting held on 11 October 2023 were confirmed and signed as a correct record.

49 MAYOR'S ANNOUNCEMENTS

The Mayor gave a brief résumé of her recent engagements.

50 LEADER'S REPORT

The Leader expressed his gratitude to staff at Chiwell Leisure Centre who saved a man's life following a heart attack as a result of an undetected fault with his pacemaker. He was successfully treated by defibrillation and taken to hospital from where he has been discharged from hospital ready to spend Christmas with his family.

Thanks were also expressed to staff for the support they gave to local residents and businesses following the recent flooding incidents. Disappointment was expressed by the apparent inability of some of the Council's key partners to take prompt enough action to do things like supply sandbags, or undertake drain clearance work or address what appeared to be a lack of capacity in the Borough's drainage systems.

There was pride at all the Council was achieving through the house building programme. The current new build and acquisitions programme forecasted 112 new build properties and 30 acquisitions which was assuming an average of six per year. Additionally, the Council was in the process of purchasing several blocks of flats on the open market, resulting in a total of 183 new properties in the current programme. Over £2m had been successfully bid for from Homes England towards the costs of the programme.

The Leader recorded his disappointment at the government's decision not to allow authorities like this to make submissions for a further levelling up bid, which had resulted in Eastwood not getting the funding which it desperately needed. Eastwood remained the only area of Broxtowe not to have the investment.

The Leader would be attending meetings to represent other district leaders, with the unitary and county leaders in Nottinghamshire and Derbyshire to discuss the governance mechanisms and work streams involved in setting up the new East Midlands Combined authority.

51 MOTIONS

51.1 THE FOLLOWING MOTION WAS SUBMITTED BY THE BROXTOWE INDEPENDENT GROUP

The motion was proposed by Councillor S J Carr and seconded by Councillor R D MacRae.

“Given the increasing cost of living, particularly for the poorest in society, and the increases being seen in fly-tipping across the Borough, we call upon the Council to abolish Bulky Waste collection charges for residents on Housing Benefit, the Housing Element of Universal Credit, Pension Credits and Council Tax Support.”

On being put to the meeting, the motion was defeated.

51.2 THE FOLLOWING MOTION WAS SUBMITTED BY THE LABOUR GROUP

The motion was proposed by Councillor G Marshall and seconded by Councillor R S Falvey.

This council notes with concern that our national housing and energy systems are broken. People across the UK are paying sky-high bills and feeling the brunt of living in poorly insulated homes. Without rapid, meaningful action, we'll face continuous hardship. In Broxtowe, only 32.7% of homes have “good” insulation with the average fuel bill in energy crisis hotspot areas in Broxtowe running at £2,420. Therefore, this Council resolves to call on the government to:

- Provide long term funding for those most vulnerable to the cost of living crisis, ensuring everyone can afford the energy they need to keep their homes warm
- Roll out a rapid, street-by-street insulation programme, coordinated by councils as part of a mass green new jobs programme. This should start with the neighbourhoods hardest hit by the crisis to be provided free of charge in areas where people are living on low incomes. This must be followed with deeper measures to upgrade our homes to ensure they are cheaper and greener to heat by 2030.
- End the need for expensive and polluting gas in the long term, we must move to a homegrown, renewable energy system.
- This Council resolves to:
- Roll out a rapid street-by-street insulation programme, when provided with government funding to do so. Starting with neighbourhoods hardest hit by the crisis and providing it free of charge to areas where people are living on low incomes.

On being put to the meeting, the motion was carried.

51.3 THE FOLLOWING MOTION WAS SUBMITTED BY COUNCILLOR G MARSHALL

“Broxtowe Borough Council are dismayed that the Conservative led Nottinghamshire County Council are proposing to end free tram travel for the elderly and disabled.

The tram is a lifeline for many older and disabled people living in Nottinghamshire, particularly for those with mobility scooters. It is positive for their health and well-being to be able to travel safely and easily around the county.

The Chief Medical Officer's annual report, 'Health in an Ageing Society', devotes an entire section on the importance of accessible public transport for older people, for example attending medical appointments and leisure activities.

The Tram is also a sustainable, green form of transport contributing to a lower carbon and clean air alternative in our communities.

The County Council claim they will save £0.9 million on this cut but they have a budget of £1.3 billion with millions in reserves. The East Midlands mayoral election due to take place in May 2024 will provide access to significant additional funding of which much can and should be allocated to public transport provision. Introducing cuts at this time is short-sighted and unnecessary.

We call upon our Chief Executive Officer to respond to the Tram consultation stating that Broxtowe Borough Council oppose any proposed cuts to elderly and disabled passenger concessions.

We also call upon our Chief Executive Officer, to write to Mark Harper MP (Secretary of State, Transport) calling on the government to provide appropriate funding to public transport infrastructure, identifying the key role that it plays in helping the UK meet its net zero climate commitments.”

On being put to the meeting, the motion was carried.

(Having declared non-registerable interests Councillors L A Ball BEM, M Brown, R Bullock, A Cooper, G S Hills, J M Owen, P J Owen, D D Pringle, H E Skinner and E Winfield left the meeting before discussion or voting thereon.)

52 THE FOLLOWING MOTION WAS SUBMITTED BY COUNCILLOR H LAND

“This Council notes that:

- It is estimated that 50–70% of people will experience or witness a trauma at some point in their life. Around 20% of people who experience a trauma may go on to develop Post Traumatic Stress Disorder (equating to 10% of the general population).
- 4 in 100 people in the UK are expected to have PTSD at any given time (this stat doesn't include Chronic-PTSD), which equates to 2,612,000 people in the UK.
- Women aged 16-24 are most likely to screen positive for PTSD (12.6% of the population in this age range).
- Age 55-64 is the only age category where men were more likely to screen positive than women for PTSD.
- One in 13 young people in the UK will suffer from PTSD at some point during childhood.
- Trauma occurs when people are exposed to prolonged distressing situations including: Adverse Childhood Experiences, Health Crises and associated caring responsibilities, Poverty, Crime & Antisocial Behaviour,

Bereavement, Domestic Abuse, Sexual Abuse, Accidents, Natural Disasters, Bullying, Discrimination and Victimisation (and others).

- That activities and processes embedded within this council could exacerbate peoples' responses and trigger memories of their trauma.

This Council further notes that:

- There are 6 principles of trauma-informed practice: safety, trust, choice, collaboration, empowerment and cultural consideration. These principles are also recognised in best practice throughout council work.
- Becoming trauma-informed is about supporting people such that they feel safe enough in their interactions with services to build trust, and helping people overcome any barriers to an effective supporting relationship.
- Becoming trauma-informed is not an end state, but a process. The journey to becoming a trauma-informed service can be conceptualised within 4 stages
 - Trauma-aware: Staff understand trauma, its effects and survivor adaptations.
 - Trauma-sensitive: The agency integrates some concepts of a trauma-informed approach into operational ethos
 - Trauma-responsive: Individuals and the agency recognise and respond to trauma, enabling changes in behaviour and strengthening resilience and protective factors.
 - Trauma-informed: The culture of the whole system, including all work practices and settings reflects a trauma-informed approach.

This Council Commits to becoming a trauma informed Borough by:

- Reviewing and reflecting upon the emerging evidence regarding trauma informed approaches and Adverse Childhood Experiences, and continuing to define an approach that envisions Broxtowe as a Trauma informed borough.
- Promoting a "Trauma Informed Broxtowe" approach within communities, agencies and partnership systems through training, presentations and hearing from service users and experts.
- Working alongside & supporting communities, agencies, and partnership systems in becoming trauma aware and trauma responsive.
- Promoting a system level response to the Trauma Informed approach and supporting system change as a critical friend.

This Council also seeks to create a trauma informed network of professionals from different agencies, including (but not limited to) the police, NSPCC, Nottinghamshire ICS, Nottinghamshire County Council, schools, charities and Broxtowe Borough Council."

It was proposed by Councillor M Radulovic MBE and seconded by Councillor G Marshall that the item be referred to the Policy Overview Working Group for consideration to review the Council's procedures.

Councillor H Land and Councillor A Kingdon, who had seconded the motion, accepted the proposal.

53 PUBLIC QUESTIONS

There were no questions submitted by members of the public.

54 PORTFOLIO HOLDER REPORTS

54.1 REPORT OF THE PORTFOLIO HOLDER FOR RESOURCES AND PERSONNEL POLICY

The Portfolio Holder for Resources and Personnel Policy addressed the Council. There were comments regarding the handling of telephone calls to the Council, the restriction of the publication of Mayor's announcements and the figures around the budget consultation.

54.2 REPORT OF THE PORTFOLIO HOLDER FOR ECONOMIC DEVELOPMENT AND ASSET MANAGEMENT

The Portfolio Holder for Economic Development and Asset Management addressed the meeting.

54.3 REPORT OF THE PORTFOLIO HOLDER FOR HOUSING

The Portfolio Holder for Housing had sent apologies for the meeting. It was stated that any queries would be responded to by email following the meeting.

54.4 REPORT OF THE PORTFOLIO HOLDER FOR LEISURE AND HEALTH

The Portfolio Holder for Leisure and Health presented his report. Queries centred around the consideration of external funding opportunities for the D H Lawrence Heritage Centre and the amount of subsidy for each visitor.

54.5 REPORT OF THE PORTFOLIO HOLDER FOR ENVIRONMENT AND CLIMATE CHANGE

The Portfolio Holder for Environment and Climate Change presented her report.

54.6 REPORT OF THE PORTFOLIO HOLDER FOR COMMUNITY SAFETY

The Portfolio Holder for Community Safety presented her report. Discussion points included the number of cases of e coli, and the reduced levels of anti-social behaviour in Beeston.

55 COMMITTEE REPORTS

55.1 REVIEW OF LICENSING ACT 2003 STATEMENT OF LICENSING POLICY 2024 - 2029

14 November 2003

Review of Licensing Act 2003 Statement of Licensing Policy 2024-2029

Council noted the comments received from the Nottinghamshire Fire and Rescue Service as part of the consultation period.

RESOLVED that the Statement of Licensing Policy be approved for publication by 7 January 2024.

55.2 REVIEW OF POLLING DISTRICTS AND POLLING PLACES

27 November 2023

Review of Polling Districts and Polling Places

Members considered a slight amendment to the recommendation and were informed that at the Governance, Audit and Standards Committee on 27 November 2023 it was recommended to merge the GRE1 and GRE5 polling districts due to changes following the recent Parliamentary Boundary Review and the small electorate of GRE5 (70 electors). After the meeting it was identified that although the GRE5 polling district was no longer necessary for Parliamentary elections, it was still required for administration of elections to the Beauvale Ward of Greasley Parish, which consists of the EHA2 and GRE5 polling districts.

Due to this requirement it was recommended to retain the current polling district arrangements for GRE1 and GRE5.

RESOLVED that the proposed changes to the polling districts in appendix 2 and the designation of polling places set out in appendix 3 of the report be approved as per the amendment.

(Having declared other registerable interests in the item Councillor M Brown, H Crosby G S Hills, J M Owen, P J Owen, A G W A Stockwell left the meeting before discussion or voting thereon.)

56 REPORT ON SCRUTINY MATTERS

The Chair of the Overview and Scrutiny Committee updated the Council on current scrutiny matters.

57 MEMBERS' SPEECHES ON WARD ISSUES

Councillor D D Pringle update Members as to issues in Awsworth, Cossall and Trowell Ward.

58 QUESTIONS ON OUTSIDE BODIES

There were no questions on Outside Bodies.

59 MEMBERS' QUESTIONS

59.1 THE FOLLOWING QUESTION HAD BEEN SUBMITTED BY COUNCILLOR D K WATTS FOR THE PORTFOLIO HOLDER FOR ENVIRONMENT AND CLIMATE CHANGE:

“COP28 in the United Arab Emirates has, despite the actions of the petro-chemical companies and producers, once again reminded us of the absolute need to urgently tackle climate change. The British government have used COP28 to trumpet their alleged environmental credentials. Does the Portfolio holder agree with me that:

- a) it is highly unlikely that any other countries will be green with envy when they look at the reality of the Government’s failing and inadequate environmental policies;
- b) it is important not just to talk the talk but to walk the walk, and that the government’s impulsive and damaging decision-making on climate action, including the delaying of net-zero targets, the licensing of a new coal mine and the approval of the Rosebank oil field all show that their words are absolutely hollow when judged against their actions;
- c) we are at a stage where this sort of duplicity is actively harming the country and the planet, not just for this generation but for future generations, and that we are in a position where we now need bold and radical action and not just lip service to the issue;
- d) will she join me in calling on the government to stop bowing down to the petro-chemical industry and instead to actually provide that bold and radical leadership that we need?”

The Portfolio Holder responded that COP28 was disappointing and that there was a need to stop the subsidy for fossil fuels.

A supplementary question was asked to the Portfolio Holder by Councillor D K Watts around whether she agreed with her party colleagues over the standards for the 470 dwellings East of Coventry Lane, Bramocote.

The Portfolio Holder responded that each Councillor should be responsible for lobbying their own parties.

59.2 THE FOLLOWING QUESTION HAD BEEN SUBMITTED BY COUNCILLOR D D PRINGLE FOR THE PORTFOLIO HOLDER FOR COMMUNITY SAFETY

“Despite bringing the issue about persistent Nitrous Oxide (N₂O) Abuse in the Council Owned Car Park on Cossall Road Trowell to Full Council on 11 October, the problem is not going away.

Empty N²O are still appearing regularly. On Tuesday evening the 5 December, at some point the contents of 4 640g appear to have been used, as 4 empty cylinders were found in the car park the next morning.

Doing your Maths will show you that nearly 3kg of N²O Gas was consumed by individuals that evening.

Cossall Road Car Park is very remote, difficult to access by foot, mostly accessed by vehicles, after all it is a Car Park. Users leaving the car park will be severely impaired, a tragedy to an innocent road user is likely.

At Policy Overview on 7 of December, the Anti-Social Behaviour Policy is being considered for amendments and submission to Cabinet.

Can the Portfolio Holder assure me and the Residents of Awsworth, Cossall and Trowell that she and the Agencies within her Portfolio will work together, to ensure that the usage of this now Class C drug is controlled and hopefully eradicated.? Work is also needed to trace and sanction the suppliers, who are providing this Product illegally.”

The Portfolio Holder responded that the matter was being taken very seriously. The offence was a criminal matter and any suspicions should be reported to the police. Intelligence would assist with the necessary enforcement of the offence.

60 PROGRAMME OF MEETINGS FOR MAY 2024 TO APRIL 2025

Members considered the Programme of Meetings for the period between May 2024 and April 2025.

RESOLVED that the Programme of Meetings be approved.

61 APPOINTMENTS TO COMMITTEES AND WORKING GROUPS

There were no appointments to Committees or working groups.

62 URGENT BUSINESS

There was no urgent business to consider.

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COUNCIL

WEDNESDAY, 24 JANUARY 2024

Present: Councillor T A Cullen, Chair

Councillors: P J Bales
L A Ball BEM
R E Bofinger
M Brown
R Bullock
G Bunn
C Carr
A Cooper
H L Crosby
T A Cullen
S Dannheimer
H J Faccio
R S Falvey
K Harlow
G S Hills
S P Jeremiah
S Kerry
H G Khaled MBE
A Kingdon
H Land
D L MacRae
R D MacRae
G Marshall
W Mee
J M Owen
P J Owen
S Paterson
D D Pringle
M Radulovic MBE
H E Skinner
P A Smith
V C Smith
A W G A Stockwell
C M Tideswell
D K Watts
S Webb
E Williamson
E Winfield
K Woodhead

Apologies for absence were received from Councillors D Bagshaw, S A Bagshaw, B C Carr, S J Carr and J W McGrath

63 DECLARATIONS OF INTEREST

There were no declarations of interest.

64 FREEMEN OF THE BOROUGH

64.1 SIR JOHN PEACE CVO CSTJ

It was proposed by Councillor M Radulovic MBE and seconded by Councillor G Marshall that:

“Sir John Peace CVO CStJ being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Professor Sir John Peace CVO CStJ.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be conferred upon Sir John Peace CVO CStJ, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which he is held by the members of the Council and his fellow citizens.

The Mayor presented to Professor Sir John Peace CVO CStJ the Certificate of his Admission as an Honorary Freeman of the Borough and Sir John Peace CVO CStJ thanked the Council for the honour conferred upon him.

64.2 THE ROYAL ENGINEERS WORKS

It was proposed by Councillor M Radulovic MBE and seconded by Councillor D D Pringle that:

“The Royal Engineers Works who had rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as Honorary Freeman of the Borough of Broxtowe.

That a Certificate of Admission be presented to The Royal Engineers Works.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Freeman of the Borough of Broxtowe be reconferred upon The Royal Engineers Works, who had, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which they are held by the members of the Council and his fellow citizens.

The Mayor presented to Colonel Steve Dollimore on behalf of the Royal Engineers Works the Certificate of his Admission as Honorary Freeman of the Borough and Colonel Dollimore thanked the Council for the honour conferred upon them.

65 ALDERMEN OF THE BOROUGH

65.1 MRS JANET PATRICK

It was proposed by Councillor G Marshall and seconded by Councillor P J Owen that:

“Janet Patrick being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Alderman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Janet Patrick.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Alderman of the Borough of Broxtowe be conferred upon Janet Patrick, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which she is held by the members of the Council and her fellow citizens.

The Deputy Mayor presented to Janet Patrick the Certificate of her Admission as an Honorary Alderman of the Borough and Janet Patrick thanked the Council for the honour conferred upon her.

65.2 MR DAVID GRINDELL

It was proposed by Councillor H Land and seconded by Councillor R D MacRae that:

“David Grindell being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Alderman of the Borough of Broxtowe.

That a Certificate of Admission be presented to David Grindell.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Alderman of the Borough of Broxtowe be conferred upon David Grindell, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which he is held by the members of the Council and his fellow citizens.

The Deputy Mayor presented to David Grindell the Certificate of his Admission as an Honorary Alderman of the Borough and David Grindell thanked the Council for the honour conferred upon him.

65.3 MRS LYNDA LALLY

It was proposed by Councillor V C Smith and seconded by Councillor L A Ball that:

“Lynda Lally being a person who has rendered eminent services to the Borough within the meaning of the Local Government Act 1972, be admitted as an Honorary Alderman of the Borough of Broxtowe.

That a Certificate of Admission be presented to Lynda Lally.”

On being put to the meeting, it was RESOLVED that, in pursuance of Section 249 of the Local Government Act 1972, the distinction of Honorary Alderman of the Borough of Broxtowe be conferred upon Lynda Lally, who has, in the opinion of the Council, rendered eminent service to the community of the Borough and as an expression of the high regard in which she is held by the members of the Council and her fellow citizens.

The Deputy Mayor presented to Lynda Lally the Certificate of her Admission as an Honorary Alderman of the Borough and Lynda Lally thanked the Council for the honour conferred upon her.

Report of the Deputy Chief Executive

PAY AWARD AND REVIEW OF ALLOWANCES

1. Purpose of Report

To inform the Panel of the proposed pay allowance rates for Members for 2024/25 based on the proposed Cabinet governance model.

2. Recommendation

The Panel is asked to CONSIDER the report and RECOMMEND accordingly.

3. Detail

As part of the budget setting process, an allowance of 4% has been included in the establishment pay budgets for the anticipated pay award in 2024/25.

In accordance with the Scheme of Members' Allowances approved by the Panel in September 2015, Member allowance rates should increase in line with any employee pay award. Accordingly, a proposed increase of 4% has been applied and the proposed new allowance rates are shown in **APPENDIX 1**. Attached at **APPENDIX 2** includes the guide to Members' allowances for information purposes.

At the Council meeting held on 1 March 2023 it was resolved that increases be determined at a future meeting.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

For comparative purposes, the proposed allowances with a 4% increase is shown in **APPENDIX 1**. The full impact of the increase, should it be accepted, would be around £11,750 per annum from 2024/25.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

It is a requirement of the Local Authorities (Members' Allowances) (England) Regulations 2003 that an Independent Panel on Members' Allowances is arranged to consider issues and put forward recommendations for the Council to consider. It is for the Council to decide on the Members' Allowances Scheme that is put in place, having regard to the Panel's recommendations. Allowances are paid under the Local Government and Housing Act 1989 the Local

Government Acts 1972 and 2000 and the Local Authorities Members Allowances Regulations 2003.

6. Human Resources Implications

There were no comments from the Human Resources Manager.

7. Union Comments

There were no comments from the Union.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment not required.

11. Background Papers

Nil.

APPENDIX 1

Revised Members' allowances following proposed 4% increase

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> (£)
Basic Allowance	44	3,921	4,078
<u>Special Responsibility Allowances:</u>			
- Leader	1	14,210	14,778
- Deputy Leader	1	6,394	6,650
<u>Cabinet Members</u>			
- Leader/Chair	1	4,973	5,172
- Deputy Leader/Vice Chair	1	4,973	5,172
- Portfolio Holder Housing	1	4,973	5,172
- Portfolio/Finance	1	4,973	5,172
- Portfolio Holder Leisure and Health	1	4,973	5,172
- Portfolio/Environment	1	4,973	5,172
- Portfolio/Jobs and Economy	1	4,973	5,172
- Portfolio/Community Safety	1	4,973	5,172
- Member Without Portfolio	4	3,251	3,381
<u>Scrutiny Chairs</u>			
- Overview and Scrutiny Chair	1	4,973	5,172
- Vice Chair	2	821	854
<u>Overview and Scrutiny Working Groups*</u>			
- Chair	1	300	312
- Vice Chair	1	100	104
* Payment to be made as appointed to the Working Group from Overview and Scrutiny Committee on a rotating basis.			
<u>Policy Advisory Working Group</u>			
- Chair	1	3,251	3,381
- Vice Chair	1	821	854

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> (£)
<u>Quasi-Judicial Committees, Board etc.</u>			
- Chair:			
o Planning	1	4,973	5,172
o Licensing Committee	1	4,973	5,172
o Governance, Audit and Standards	1	3,251	3,381
- Vice Chair:			
o Planning	1	821	854
o Licensing Committee	1	821	854
o Governance, Audit and Standards	1	821	854
- Independent Person	2	1,420	1,477
<u>Political Groups – Additional Allowance</u>			
- Leader of Opposition	1	3,251	3,381
- Business Manager	2	315	328
- Deputy Leader of Opposition	1	821	854
<u>Civic</u>			
- Mayor	1	4,973	5,172
- Deputy Mayor	1	1,420	1,477
<u>Outside Bodies</u>			
- Health Lead	1	1,156	1,202
- Chair of Broxtowe Partnership Health Task Group	1	1,156	1,202
- Police and Crime Panel	1	1,156	1,202

APPENDIX 2

GUIDE TO MEMBERS' ALLOWANCES1. INTRODUCTION

This guide provides Members with the information on the allowances they may be eligible to receive, and the conditions on making of claims. The rates within this guide are applicable from 1 April 2013. They are subject to a cost of living increase each April which will be incorporated following national agreement of employee provisions.

New regulations on Members Allowances came into force on 1 May 2003. Local Authorities (Members Allowances) Regulation 2003 replaced six existing sets of regulations.

The Members' Allowance Scheme is published within the Council's area after making of any scheme. In addition, the payments made to each Member for basic, special responsibility and other allowances are published at the end of each financial year.

Members' Allowances are the responsibility of the Chief Executive. The Payroll and Job Evaluation Manager (ext. 3273) processes all claims for payment. They will be pleased to answer any queries or provide advice as required.

2. INDEPENDENT REMUNERATION PANEL

The Council established an independent remuneration panel with effect from 1 May 2003. The panel is made up of 9 representatives. The purpose of the panel was to make recommendations to the Council about the level of Members' allowances to be paid. This is in accordance with the requirements of the Members Allowances Regulations 2003.

The Council is required to comply with the duty to have regard to the panel's recommendations. This has been carried out by the Council on each occasion that the Panel has met and put forward recommendations.

In 2006, following the resignation of two members, Cabinet resolved to re-establish the panel. The panel has met on a number of occasions since then to consider developments in the role of Members and to make recommendations for adjustments to the scheme of allowances.

3. MEMBERS ALLOWANCE SCHEME

The following level of allowance has been agreed with effect from September 2022.

3.1 Basic Allowance

A basic allowance of £3921 per annum is paid to each Member to reflect the commitment expected. This is intended to recognise the time element of meeting with constituents and officers, group activities, together with incidental expenses (use of home, postage costs, telephone calls, surgeries etc).

3.2 Special Responsibility Allowance

A payment for those Members who have significant additional responsibilities over and above the generally accepted duties of a Member. The following categories have been determined as meeting these criteria.

• Leader of the Council	£ p.a.
Leader	14210
Deputy Leader	6394
• Cabinet	
Chair	4973
Vice Chair	4973
With Portfolio	4973
Without Portfolio	3251
• Overview and Scrutiny	
Chair	4973
Vice Chair	821
• Overview and Scrutiny Working Groups	
Chair	300
Vice Chair	100
• Policy Advisory	
Chair	3251
Vice Chair	821
• Quasi Judicial Committees etc.	
Chair (3)	
Planning	4973
Licensing	4973
Governance, Audit & Standards	3251
Vice Chair (3)	
Planning	821
Licensing	821
Governance, Audit & Standards	821
Independent Person (x2)	1420
Chair Health Task Group	1156
Health Lead on Outside Bodies	1156
Police and Crime Panel	1156
• Political Groups (3) – Additional Allowance	
Leader of Opposition	3251
Deputy Leader of Opposition	821
Business Manager	315

- **Civic**

Mayor	4973
Deputy Mayor	1420

3.3 Allowance for the Care of Children and Dependants

A Member may claim an allowance for the care of children and dependants who require supervision, to enable members to carry out their duties. This is an allowance of up to £7.03 per hour, whilst the member is undertaking approved duties. Notification is to be made in advance of the possibility of a claim.

3.4 Travelling Allowance

A Member (elected or co-opted to any Committee, Sub-Committee or Working Group) shall be entitled to receive Travelling Allowance where expenditure on travelling is necessarily incurred for the purpose of enabling the duty to be performed. The allowance shall be paid from the Members' home to the place of the approved duty.

Where a Member travels by bus or train, actual expenditure can be reclaimed. Where a Member carrying out an approved duty (eg: conferences) travels by train, the Council has resolved that travel may be first class. For other than local travel, a railways warrant should be used and these are obtainable from the Accountancy Section.

The rates of travelling allowance by motorcar, motorcycle or cycle, are determined by the Council (see Appendix 1 for current rates). The distance claimed should be the shortest, most reasonable journey by road from the point of departure to the point at which the duty is performed and return. Payment will not exceed the appropriate rail fare. Taxi cab or hired vehicle will be on the basis of reimbursement of cost, based on the need to use this method of transport.

Members using their personal cars or motor cycles on Council business should ensure that they are covered for 'Business use' under their motor insurance policy. **The rates of travelling allowance are for a privately owned and expensed vehicle.**

3.5 Subsistence Allowance

A Member elected or co-opted on to any Committee, Sub-Committee or Working Group, may claim a Subsistence Allowance where the approved duty exceeds 4 hours in duration.

The allowance is only payable where actual expenditure has necessarily been incurred and proof of expenditure should be provided. The rates of allowance are not linked to the amount of the expenditure but to the period of absence from the usual place of residence.

3.6 Approved Duties for Travelling and Subsistence Allowances

Approved duties for the payment of travelling and subsistence allowance include all the duties specified as eligible for the payment of special responsibility allowance and in addition the following:

- a) Chair and Vice-Chair's and Executive Member Briefing meeting by Officers prior to any Committee meeting.
- b) Briefing or discussion meeting of Chair, Vice-Chair, Executive Member or Opposition Spokesperson with Officers.
- c) Members' Surgeries and Advice Bureau.
- d) Visits in consultation with Officers on Council business.
- e) Group meetings to discuss Council matters (rather than the organisation of the Group).

3.7 Attendance at Conferences

Attendance at Conferences is approved by Council and is an approved duty. Members may claim Travelling and Subsistence Allowances.

Travel will normally be by train unless special circumstances allow alternative arrangements. Where a car is used the travel allowance will not exceed the appropriate first class rail fare.

Conference fees are normally paid directly by the Council. Where hotel expenses are paid by Members, the expenditure can be reclaimed up to the prescribed scale expense (see Appendix 2).

Attendance allowance is no longer payable for any approved conference or meeting, (Local Authority (Members Allowances) Regulations 2003).

3.8 Communication Allowance

A Member will personally provide a PC/printer and software, for Council business with an allowance of £200 per annum being paid to cover this cost. Where the Council have provided IT equipment half this allowance will be paid.

The Council will reimburse the basic rental plus VAT as a monthly allowance, which currently stands at £30.83 for telephone and broadband. The cost of calls is accounted for within the basic allowance.

The allowance is not payable where reimbursement is received from another source, e.g. employer, partner's employer, another local authority. Please inform the Payroll Officer if you are not eligible for the allowance.

3.9 Accommodation

Council owned premises can be used, when available, free of charge for meetings on Council business (Group Meetings, surgeries etc). Reimbursement of charges incurred by Members for hired premises is not made by the Council, unless there are exceptional circumstances and subject to prior approval of the Council.

3.10 Updating the Agreed Level of Allowance

All allowances are updated by the average national change in pay of employees.

3.11 Membership of Local Government Pension Scheme

Members are not eligible to join or remain a member of the Local Government Pension Scheme from 1 April 2014.

3.12 Co-optee Allowance

An attendance allowance of £36.08 per day, or part of a day, is payable for non-councillors who are appointed to a committee or working group of the Council. Travel and subsistence allowance is also payable.

4. THE CLAIMING AND PAYMENT OF ALLOWANCES

Payment of the Basic Allowance and Special Responsibility Allowance will be made automatically each month on a current month basis.

There is one claim form to cover claims for:

Travelling Allowance/Fares etc
Subsistence Allowance

Claims can only be accepted for payment on the claim form, which must be completed in full by the Member and the statutory declaration contained on each form must be signed. Please note that claims cannot be accepted for duties performed more than 3 months prior to submission of the claim.

The Chief Executive has a duty not to pay claims which are evidently outside the law or in conflict with the rules of the Council. Democratic Services will check as far as possible the accuracy of the claim but it is the Member's responsibility to make sure that the claim is legal and that the facts in the claim are correct.

Claims should be submitted monthly, to be received by the 6 of each month for payment to be made on the 20 of the month following the period of claim, eg claims for Travelling Allowances for the month of May should be submitted by 6 June. Payment of the claim will then be made on 20 June at the same time as the Basic Allowance/Special Responsibility Allowance for the month of June.

All payments will be made directly into the Member's own bank or building society account on the 20 of each month. A payment advice will be sent giving details of the net amount and showing income tax and national insurance deductions for the month, together with accumulated payments and deductions for the year.

The form and guidance on completion is available on the intranet.

4.1 Renunciation

A Member may, by notice in writing, elect to forego any part of entitlement to an allowance under this scheme.

4.2 Part-Year Entitlements

Where in the course of a year the entitlements of a Member to basic and special responsibility allowance under this scheme is amended; or that Member becomes, or ceases to be, a Member; or accepts or relinquishes a special responsibility in respect of

which a special responsibility allowance is payable, then the allowance will be paid pro-rata to the full allowance calculated on a daily basis.

5. DEDUCTIONS FROM ALLOWANCES AND AFFECT ON BENEFITS

5.1 Income Tax

Income Tax will be deducted from payments of Basic Allowances, Special Responsibility Allowance and Telephone Allowance, but not travel and subsistence allowances and other allowances. This will be at the standard rate of tax unless a Member makes arrangements with the Tax Office for a tax code to be allocated.

For all matters relating to Members income tax please contact HMRC 0300 200 3300. They may require the tax reference for Broxtowe Borough Council which is 507/201022.

Income Tax Relief

Relief against income tax paid is available against expenses which are incurred by Members and covered within the basic allowance.

HMRC will also allow individual claims for expenses exclusively and necessarily incurred in the performance of their duties.

This usually includes the cost of postages; stationery, hire of rooms, telephone and PC line charges and telephone calls from Members' homes. In addition, travelling costs (to see constituents, for parish meetings, to attend surgeries, for site visits) can be claimed as an expense at 50% of the Members mileage rate.

Records of the expenses are required.

5.2 National Insurance

National Insurance contributions are payable on Basic, Special Responsibility and Telephone Allowances but as payment of the allowances is made on a monthly basis, contributions will only become due where the total allowances for any monthly period exceeds the lower earnings limit.

5.3 Social Security Benefits

Members should notify the Department of Social Security of any allowance payments they receive if they are claiming or receiving any benefit.

5.4 Housing/Council Tax Benefits

Members should notify the Housing Benefits Section of the Directorate of Finance of any allowance payments they receive if they are claiming or receiving these benefits.

5.6 Sickness and maternity

The Payroll Officer should be notified of any periods of sick leave or maternity leave as there may be implications for statutory sick pay (SSP) or statutory maternity pay (SMP). Earnings that attract national insurance contributions may qualify for SSP and SMP.

Copies of any doctor's notes or self-certification forms should be forwarded to the payroll section for relevant action.

6. INSURANCE

6.1 Protection of No Claim Discount while using cars on Council Business

Arrangements have been made for a group insurance scheme to cover Members whose cars are damaged while in use on Council business (eg travelling to, or parked, when at meetings).

If a claim is made on the Member's normal motor insurance policy, causing a reduction in no claims discount in the following year, a payment equal to that loss up to a maximum of £250 may be made. Similarly, if a motor policy contains an excess clause where the policyholder pays the first, say, £50 of any claim, then the excess, if the actual amount of the damage is more, is payable up to a maximum of £150.

All reasonable steps should be taken to recover the cost of repairs where the person causing the damage is known.

Further details and claim forms can be obtained from the Payroll & Job Evaluation Manager. .

6.2 Personal Accident

Under this policy, benefits are payable in the event of death, bodily injury or disablement, sustained by violent accidental external and visible means, whilst engaged on the business of the Council.

Council business extends to direct travel in connection with such business and service on behalf of the Council on committees of other Authorities or Bodies. Loss of, or damage to, clothing and personal effects arising as a result of injury being sustained is also provided for if such loss is not recoverable from another source.

6.3 Libel and Slander

The Council is indemnified against claims in respect of libels appearing in any publications normal in the Insured's business and slanders in oral utterances made by any Member in the course of and in pursuance of official procedure.

Limit of Indemnity - £1,000,000

6.4 Other Insurance

The policies mentioned below are all subject to the following proviso:

"The Member, at the time if the incident giving rise to the claim, was acting within the scope of his authority and is not entitled to indemnity under any other policy."

Public Liability

This policy indemnifies all elected Members of the Council and Co-opted Members of any Committee or Sub Committee against Third Party claims.

Limit of Indemnity - £25,000,000

Employer's Liability

In the rare event of a claim being lodged against a specific Member or Members and not against the Authority the indemnity is extended to cover such Member(s).

Limit of Indemnity - £25,000,000

Public Health Regulations Liability

Under the Public Health (Infectious Diseases) Regulations 1988, the Authority may, if this is felt necessary, issue to any person(s) a 'Notice to Discontinue Work'. Any resultant claim against a Member(s) for

either : loss of earnings by the recipient of the Notice

or : loss by the employer of a recipient of a Notice, due to his compliance with the Notice

is covered under this policy.

Limit of Liability - £500,000

REFERENCE

APPENDIX a

RATES OF TRAVELLING ALLOWANCES FOR TRAVEL BY MOTOR VEHICLE

The current rates of travelling allowance are:

1. The rate for travel by a solo motorcycle shall be as follows:

less than 500 cc	24.0p per mile
500 cc and over	34.0p per mile

2. The rate for travel by private motor vehicle shall be as follows:

45p per mile or the relevant HMRC rate.

PSV / Training rate 22p per mile

For mileage outside the County the first 50 miles will be at the HMRC rate with the balance paid at the Council's PSV / training rate.

3. The rate for travel by Taxicab shall not exceed:

- i) In the case of urgency where no public transport is reasonably available;
The amount of the actual fare and any reasonable gratuity paid.
- ii) In any other case:
The amount of the fare for travel by appropriate Public Transport.

4. The rate for travel by a hired vehicle other than a Taxicab shall not exceed the rate which would have been applicable had the vehicle belonged to the Member who hired it.

Provided that where the Council so approves the rate may be increased to an amount not exceeding the actual cost of hiring.

5. The rate for travel by cycle shall be 20p per mile.

SCHEDULE OF SUBSISTENCE ALLOWANCE

1. The current rates of subsistence allowance are:
 - i) In the case of an absence, involving an absence of more than 4 hours away from the usual place of residence the allowance shall not exceed:

a)	Breakfast (before 11 am)	£6.42
b)	Lunch (including the period 12 noon to 2 pm)	£8.81
c)	Tea (including the period 3 pm to 6 pm)	£3.52
d)	Evening Meal (ending after 7 pm)	£10.87

(Proof of expenditure should be provided)

- ii) In the case of an absence overnight from the usual place of residence where payment is not directly paid by the Council £87.85. For such an absence overnight in London, or for the purpose of attendance at an Annual Conference (including or not including an annual meeting) of the Association of District Councils, £100.20. Please note that this is a payment for the 24-hour period and is the maximum total allowance that can be paid.

For the purpose of this paragraph, London means the City of London and the London Boroughs of Camden, Greenwich, Hackney, Hammersmith, Islington, Kensington and Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth and Westminster.

2. Any rate determined shall be deemed to cover a continuous period of absence of 24 hours.
3. The rates specified in paragraph 1 above, shall be reduced by an appropriate amount in respect of any meal provided free of charge by an authority or body during the period to which the allowance relates.
4. Meals on Trains – Where main meals (i.e. a full breakfast, lunch or dinner) are taken on trains during a period for which there is an entitlement for a day subsistence allowance, the reasonable cost of the meals (including VAT), may be reimbursed in full. In such circumstances, reimbursement for the reasonable cost of a meal would replace the entitlement to the day subsistence allowance for the appropriate meal period.

Report of the Resources and Personnel Portfolio Holder

PAY POLICY STATEMENT – 2024/25

1. Purpose of Report

To enable Full Council to see and approve the Pay Policy for 2024/25.

2. Recommendation

Council is asked to RESOLVE that the Pay Policy Statement for 2024/25 be approved.

3. Detail

The Pay Policy Statement for 2024/25 sets out, among other items, the Council's policies relating to the remuneration of its Senior Officers (those at Head of Service level and above), the remuneration of its lowest paid employees and the relationship between the remuneration of its senior officers and the remuneration of its employees who are not senior officers.

The Pay Policy Statement must be approved by a resolution of the full Council before 31 March immediately before the financial year to which it relates. The Pay Policy Statement may be amended by resolution during the year and must be published on the Council's website as soon as possible after approval. Publishing the Pay Policy Statement also meets requirements under the Code of Recommended Practice for Local Authorities on Data Transparency.

The Pay Policy is attached at **APPENDIX 2**.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

The details in this report, including the current pay grades with an allowance for the 2024/25 pay award, have been reflected in the budget proposals report considered elsewhere on this agenda.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The legal implications are set out in the policy, as stated it is a statutory duty that arises from the Localism Act 2011, specifically Chapter 8 that sets out all the information which a pay policy must contain and Section 38 that requires the Council to prepare a pay policy statement for each financial year. The report

complies with the legislative requirement, failure to provide this information could result in the Council being subject to court orders and fines

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

The details in this report reflect the pay conditions for all employees (in particular senior managers) of Broxtowe Borough Council for 2024/25.

7. Union Comments

The Union comments were as follows:

No comments

8. Climate Change Implications

Any climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy an equality impact assessment is included as **APPENDIX 1** in this report.

APPENDIX 1

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

The general equality duty applies to all of the decisions made in the course of exercising public functions, not just to policy development and high-level decision-making. The functions of a public authority include all of its powers and duties. Examples of this include: policy decisions, strategies, individual decision-making, budgetary decisions, public appointments, service provision, statutory discretion, employment of staff and procurement of goods and services.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief

- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report

provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people’s different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive	Lead officer responsible for EIA	Payroll Manager
Name of the policy or function to be assessed:		Pay Policy 2024/25	
Names of the officers undertaking the assessment:		Payroll Manager	
Is this a new or an existing policy or function?		Existing (Amended for new financial year)	
<p>1. What are the aims and objectives of the policy or function? The set out the pay conditions for the 2024/25 financial year for all Council employees, in particular senior officers. The Pay Policy is published on the Council’s website as part of our statutory obligation but also to provide transparency in payments to Senior Officers.</p>			
<p>2. What outcomes do you want to achieve from the policy or function? To meet the statutory obligations of having a Pay Policy approved by Council for the coming financial year. To provide transparency to the public in payments which are made to Council employees.</p>			
<p>3. Who is intended to benefit from the policy or function? The policy will benefit the Council by meeting statutory obligations. It will benefit the public by providing details of payments made to employees. It will also benefit Council employees as they will be aware of the pay they can expect.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function? Council employees (in particular senior officers)</p>			

Directorate:	Executive	Lead officer responsible for EIA	Payroll Manager
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> - Workforce Profile - Declared equality information from the HR payroll & HR system 			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> - Employee Survey 			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</p> <p>N/A</p>			
<p>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</p>			
<p><input type="checkbox"/> Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?</p> <p>No</p>			
<p><input type="checkbox"/> Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?</p> <p>Yes</p>			
<p><input type="checkbox"/> Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?</p> <p>No</p>			
<p><input type="checkbox"/> Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?</p> <p>No</p>			
<p><input type="checkbox"/> What further evidence is needed to understand the impact on equality?</p> <p>N/A</p>			

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: N/A

Disability: Ensure document is made accessible.

Gender: N/A

Gender Reassignment: N/A

Marriage and Civil Partnership: N/A

Pregnancy and Maternity: N/A

Race: N/A

Religion and Belief: N/A

Sexual Orientation: N/A

Care Experience N/A

Executive Director:

I am satisfied with the results of this EIA. A review and monitor progress against the actions proposed in response to this impact assessment.

Signature: 

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Broxtowe
Borough
COUNCIL

APPENDIX 2

Pay Policy

2024/25

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PAY POLICY 2024/25

1. Introduction

The Council is required to publish a Pay Policy Statement by 31 March each year in accordance with Section 38 of the Localism Act 2011. The purpose of this Statement is to set out the Council's guiding principles of its current reward system and increase accountability in relation to the total remuneration of its Chief Officers and Head of Service posts by enabling public scrutiny of that remuneration.

2. Main Principles

This policy statement confirms the Council's on-going commitment to operate transparent pay systems, whilst recognising that its reward system must be affordable and at the same time support the requirement to provide excellent customer service in accordance with its corporate objectives.

The importance of managing pay fairly will mean that the Council will be able to:

- attract, motivate and retain appropriately talented people who make a positive contribution to improve the Council's performance and meet future challenges;
- reflect the market for comparable jobs, with skills and competencies required to meet agreed delivery and performance outcomes;
- appropriately reward and value employees for their work;
- operate within the provisions of Chief Officers' pay and conditions as set out in the Joint Negotiating Committee for Chief Executives and Chief Officers of Local Authorities;
- Operate within the provisions of the national agreement on pay and conditions of service as set out in the National Joint Council for Local Government Services.

3. Scope of the Policy

Whilst this policy specifically covers those employees defined as a Chief Officer within the Local Government and Housing Act 1989, it also makes reference to other levels of employees within the organisation.

The term 'Chief Officer' and 'Deputy Chief Officer' referred to in this policy (and for the purposes of this pay policy statement only) includes:

- a. the Head of Paid service designated under Section 4 (1) of the Local Government and Housing Act 1989 (the Chief Executive);
- b. the Monitoring Officer designated under Section 5 (1) of that Act.
- c. a statutory Chief Officer mentioned in Section 2 (6) (d) of that Act (Section 151 Officer also Deputy Chief Executive);

- d. a non-statutory Chief Officer mentioned in Section 2 (7) of that Act (one Director by virtue of reporting directly to the head of paid service);
- e. a Deputy Chief Officer mentioned in Section 2 (8) of that Act (all Heads of Service)

The Council has decided for completeness and transparency to publish information which includes all posts at Heads of Service / Deputy Chief Officer level. These roles are identified in the Chief Officers and Head of Service Remuneration Table at appendix 3.

4. Evaluation of Roles at Broxtowe Borough Council

In accordance with the national requirement for all local authorities to review their pay and grading frameworks to ensure fair and consistent practice, all job roles within the Council's structure up to but not including Head of Service level were taken through a comprehensive job evaluation process using the Greater London Provincial Council (GLPC) scheme with implementation of changes to pay and grading taking place on 1 March 2011.

The Council's pay framework for its Chief Executive, Chief Officers and Heads of Service was also considered and revised with changes implemented on 1 March 2011, with the grade for each role being determined by a consistent job evaluation process using the Hay scheme.

The job evaluation process is now embedded within the Council's pay and grading systems and all Chief Officer and Head of Service roles continue to be evaluated using the Hay scheme or the Greater London Provincial Council (GLPC) scheme for all other posts to ensure that pay rates are equitable and non-discriminatory. All posts are re-evaluated where significant changes occur.

5. Broxtowe Local Pay Scale for Chief Officers and Heads of Service

The Broxtowe Local Pay Scale for Chief Officers and Heads of Service contains seven pay grades. The scale is increased in line with the annual national Joint Negotiating Committee pay award for Chief Executives and Chief Officers.

6. Broxtowe Local Pay Scale for all Posts below Head of Service Level

The Council also adopted a local pay scale (BLPS) for all posts below Head of Service level and this is shown, together with the relevant job evaluation points score for each grade, at appendix 2. Whilst the Council has adopted a local pay scale for this group of employees, it continues to recognise the National Joint Council annual pay award for the Broxtowe Local Pay Scale appendix 2 and Scale of Local Allowances appendix 2a. The Council will apply the agreed National Joint Council annual pay award for 2024/25 with effect from 1 April 2024 once it is known.

7. Terms and Conditions of Employment for Chief Officers and Heads of Service

The terms and conditions of employment for Chief Officers and Heads of Service are subject to collective agreements negotiated with the trade unions recognised by the Council. Agreements reached nationally are set out in the Scheme of Conditions of

Service of the Joint Negotiating Committee for Chief Officers. In addition, the Council makes local agreements which are included within the Conditions of Service for Broxtowe employees.

i) Working Hours

Working arrangements for Chief Officers and Heads of Service are nominally one of 37 hours (for full time positions), however the seniority and nature of the posts will necessitate the working of additional hours for which there is no additional payment. The grading of the post takes account of the requirement to work outside of the normal working week.

ii) Whole-Time Service

Chief Officers and Heads of Service are required to devote their whole-time service to the work of the Council and should not engage in any other business or take up any other additional appointment without the express consent of the Council.

iii) Allowances

Chief Officers and Heads of Service are entitled to the reimbursement of one professional fee and one legal practising certificate (if appropriate). All Chief Officer and Head of Service posts hold designated car user status.

iv) Leave Entitlement

Annual leave entitlement for Chief Officers and Heads of Service is 33 days increasing to 35 after 5 years local government service and 37 days after 10 years Broxtowe Borough Council service, plus 8 statutory days.

v) Sickness Entitlement

Sickness entitlement for Chief Officers and Head of Services is in accordance with the provisions of the local government sickness scheme.

vi) Pension

All Chief Officers and Heads of Service are entitled to participate in the Local Government Pension Scheme.

8. Performance Related Pay/Bonus Scheme

Broxtowe Borough Council does not operate a performance related pay or bonus scheme for Chief Officers and Heads of Service.

Exceptional effort from employees can be rewarded by accelerating increments within the grade band they occupy. The costs of accelerated increments have to be met from existing budgets.

9. Honoraria and Ex-Gratia Payments

The Council operates an Honoraria and Acting Up Payments Policy, the application of which for Chief Officers requires prior Cabinet approval. Cabinet approval for Heads of Services will also be required if not within the Head of Paid Services' delegated financial limits.

10. Expenses

In accordance with nationally agreed terms, the Council pays reasonable out-of-pocket expenses actually incurred.

11. Market Related Pay

The grading structures that were introduced for all employees in 2011 were aimed at meeting the current and/or market position for most jobs. The Council introduced a Market Supplement Policy on 29 June 2021 to replace the scarcity rating system. The Market Supplement Policy allows the Council flexibility in meeting the current market value for different job roles, ensuring any issues with the retention or recruitment of employees are minimised.

12. Recruitment of Chief Officers

In accordance with Chapter 2 Parts 1&2 within the Council's Constitution, where any vacancy occurs in the post of Chief Executive, Monitoring Officer, Chief Financial Officer (Section 151), Chief Officer, the Council will determine the appointment. In accordance with Chapter 2 Part 13 the Senior Officer Employment Committee will shortlist and interview candidates for the post of Head of Paid Service and Chief Officers including Monitoring Officer, Section 151 Officer and any other Chief Officers.

13. Remuneration of Officers on Recruitment

Recruitment to the Council will normally be to the first point of the relevant scale designated to the Officer post or will reflect a level commensurate with a candidate's existing skills and experience in the job. This practice applies to all new employees at the Council.

14. Levels and Elements of Remuneration for each Chief Officer and Head of Service

The table at appendix 3 provides a breakdown of the elements of remuneration for each Chief Officer and Head of Service at the Council.

15. Chief Officers and Heads of Service Leaving Service

i) Redundancy payments:

The Council's Redundancy and Re-organisation Policy applies equally to all employees across the organisation, including Chief Officers. The Council's policy operates in accordance with section 220 of the Employment Rights Act 1996. A week's pay is therefore calculated in accordance with the statutory maximum redundancy amount. Approval for any Chief Officer post under the Redundancy Policy must be given by Cabinet.

In a report approved by Cabinet on 23 September 2014, a temporary enhancement of the Council's Voluntary Redundancy (VR) Scheme was again extended for the period 1 October 2014 and 30 September 2015 and further extended to March 2016. A report to Committee in May 2016 confirmed these arrangements would remain in place until changes in governing exit packages has been agreed.

The temporary enhancement allows for successful VR applications to be based on actual week's pay rather than statutory entitlement at all levels of employee up to and including Chief Executive. However, the payback of any pension strain and redundancy costs must be covered by savings within three years. The enhancement is aimed at providing employees with greater flexibility and give the Council the opportunity to restructure the workforce around the VR application providing additional opportunities for career development.

In February 2021 HMRC announced the regulations regarding exit payments would be revoked. If the cap on exit payments is reinstated, the enhanced VR Scheme will be reviewed.

ii) Severance Payments – Regulation 6 of the Local Government (Early Termination of Employment/Discretionary Compensation) (England and Wales) Regulations 2006.

The Council may apply discretion on the use of severance payments for employees leaving the Council where criteria such as ill-health retirement or early retirement cannot be met, for example termination on the grounds of efficiency, or where employees have long service and there is a financial and organisational benefit to the Council. Posts at Chief Officer level would need to be determined by the Senior Officers Employment Committee whilst posts at Head of Service level will be determined by Cabinet.

iii) Flexible Retirement (Regulation 18, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

The Council operates a flexible retirement scheme which is available for all employees to apply for, including Chief Officers, subject to the appropriate criteria being met. Under this policy Cabinet is required to provide approval for posts at Chief Officer level.

iv) Early Retirement – Members of the Local Government Pension Scheme

Employees, including Chief Officers, may apply to the Council for consideration of early retirement if they are over the age of 55. Any pension and lump sum which may be payable has to be reduced by percentages decided by an actuary.

If, in the Council's opinion, there are grounds of compassion which are fair and justifiable. Any request by an employee (at any level) for the discretion to be exercised must clearly establish real and ongoing reasons to substantiate why the discretion should be allowed. The cost of approval must be given proper weight and all applications would be considered by Cabinet.

v) Augmentation of Scheme Membership on Termination of Employment (Regulation 12, of The Local Government Pension Scheme) (Benefits, Membership and Contributions) Regulations 2007

Applications from Officers at all levels (including Chief Officers) will only be considered under this discretion in circumstances that are exceptional or specifically determined by Cabinet.

16. Additional Payments Made to Chief Officers and Heads of Service – Election Duties

The Chief Executive is nominated as the Returning Officer. In accordance with the national agreement, the Chief Executive is entitled to receive and retain the personal fees arising from performing the duties of Returning Officer, Acting Returning Officer, Deputy Returning Officer or Deputy Acting Returning Officer and similar positions which he or she performs subject to the payment of pension contributions thereon, where appropriate.

The role of Deputy Returning Officer will be assigned to the required Officers working on the election. Deputy Returning Officers will receive payment in accordance with appendix 4.

Payments to the Returning Officer are governed as follows:

- for national elections, fees are prescribed by legislation;
- for local elections, fees are determined within a local framework used by other district councils within the county. This framework is applied consistently and is reviewed periodically by lead Electoral Services Officers within Nottinghamshire.

As these fees are related to performance and delivery of specific elections duties, they are distinct from the process for the determination of pay for Chief Officers and Heads of Service.

17. Payments made in connection with Electoral Services Functions

Fees for all employees employed in connection with the electoral services function are reviewed and approved by Cabinet or full Council as and when appropriate. The proposed employee fees for electoral services is shown in appendix 4.

18. Publication of and Access to Information Relating to Remuneration of Chief Officers and Heads of Service

The Council publishes information relating to the remuneration of its Chief Officers and Heads of Service on its website and which it updates annually. The Council also publishes each year within its annual Statement of Accounts, the salary and fees of all Chief Officers and Heads of Service whose earnings exceed £50,000.

19. Definition of Lowest Paid Employee

In April 2020 grade 2 and grade 3 were reduced to one spinal point within the grade. This provided balance to both grades 2 and 3. The lowest evaluated score in accordance with the GLPC job evaluation scheme remains the post of cleaner with 202 points and this falls within grade 2 of the Broxtowe Local Pay Scale.

On 31 March 2023 the salary difference between the lowest paid employee and the highest paid employee will be £100,409.

20. Ratio of Pay

The ratio of the pay of the Council's top earner (Chief Executive) to that of its median earner is currently 4.91:1. This calculation of the pay multiple is based on base salary as at 30 November 2023.

The median pay for employees has increased over the past year in large part due to the job evaluation panel's review of posts at the Council. As a result, posts have increased by a total of 75 grades.

21. Relationship Between Remuneration of Chief Officers and Heads of Service compared with all other employees

The Council implemented Single Status for all employees of the Council on 1 March 2011 following Cabinet approval of a new pay and grading structure for Chief Officers and Heads of Service on 10 March 2009 and all other employees on 29 June 2010.

The continuing evaluation of posts at all levels demonstrates non-discriminatory pay practices and that the Council pays equally for work of equal value.

22. Gender pay Gap

Although Broxtowe Borough Council has produced Gender Pay Gap information for a number of years, from April 2017 this is now a mandatory requirement. The rate is now expressed as the difference by hourly rate of pay rather than full time equivalent annual pay as produced previously.

The gender pay gap is calculated as the average difference between male and female earnings as a percentage of male earnings.

Note: The mean is an average. It is the grand total divided by the number of data points. The median is the middle value in a sample sorted into ascending order. If the sample contains an even number of values, the median is defined as the mean of the middle two.

The Gender Pay Gap for 2022/2023 as published on GOV.UK and the Council's website by hourly rate is as follows:

All Employees		All Employees	
Mean male hourly rate	14.9537	Median male hourly rate	13.5221
Mean female hourly rate	14.4064	Median female hourly rate	12.5575
Gender Pay Gap	3.66%	Gender Pay Gap	7.13%
Full Time Employees		Full Time All Employees	
Mean male hourly rate	15.1079	Median male hourly rate	13.5221
Mean female hourly rate	15.9142	Median female hourly rate	13.9772
Gender Pay Gap	-5.34%	Gender Pay Gap	-3.37%
Part Time Employees		Part Time All Employees	
Mean male hourly rate	13.0949	Median male hourly rate	12.3196
Mean female hourly rate	12.8341	Median female hourly rate	12.5575
Gender Pay Gap	1.99%	Gender Pay Gap	-1.93%

23. Real Living Wage

The Real Living Wage provides an hourly rate of pay based on the cost of living for employers inside and outside of London. This Real Living Wage can be paid voluntarily by organisations to show their commitment to meeting the 'real living wage' as it is referred to by the Living Wage Foundation.

The Real Living Wage for 2023/24 was £10.90 for employers outside of London and £11.95 for employers in London. The Broxtowe Local Pay Scales for 2023/24 show that Broxtowe Borough Council paid above the Real Living Wage as the lowest hourly rate in 2023/24 was £11.78. The Real Living Wage for 2024/25 was announced in November 2023 as £12.00 for employees outside of London and £13.15 for employers in London. The pay award for Local Government has not yet been announced for 2024/25. A pay award of 2%, or a fixed amount above £414, for 2024/25 would result in the Council continuing to pay above the Real Living Wage.

24. Pension Discretions Policy

The Local Government Pension Scheme (LGPS) regulations require employers who participate in the LGPS to draw up and publish a discretions policy. This policy should then be kept under review by the Council. Discretions are powers that enable employers to choose how to apply the scheme in respect of certain provisions. The Pension Discretions Policy is the Council's policy statement detailing all mandatory employer discretions. This policy was brought into effect in September 2020.

APPENDIX 1 – BROXTOWE LOCAL PAY STRUCTURE – FOR CHIEF OFFICER AND HEAD OF SERVICE POSTS EVALUATED USING HAY SCHEME.

From April 2024

Grade	SCP	2023/24	Hourly Rate
15 0-499	-	-	
	71	£49,795	25.8101
	72	£50,419	26.1335
	73	£51,038	26.4544
	74	£51,514	26.7011
CO1 HoS 500-629	75	£50,492	26.1713
	76	£51,707	26.8011
	77	£52,912	27.4257
	78	£54,131	28.0575
	79	£55,338	28.6832
CO2 HoS 630-759	80	£57,007	29.5482
	81	£58,382	30.2609
	82	£59,759	30.9747
	83	£61,136	31.6884
	84	£62,507	32.3990
CO3 Dir 760-939	85	£74,380	38.5533
	86	£76,186	39.4894
	87	£78,005	40.4320
	88	£79,813	41.3692
	89	£81,619	42.3053
CO3a Dir. 901-939	85a	£83,911	43.4931
	86b	£86,201	44.6803
	87c	£88,493	45.8680
	88d	£90,784	47.0558
	89e	£93,077	48.2440
CO4 DCEO 940-1119	90	£94,660	49.0648
	91	£96,976	50.2654
	92	£99,294	51.4666
	93	£101,610	52.6672
	94	£103,921	53.8651
CO5 CEO 1120+	95	£108,868	56.4292
	96	£113,044	58.5937
	97	£117,214	60.7551
	98	£119,052	61.7078
	99	£123,147	63.8304

Subject to the National Joint Council Chief Officer & Chief Executive Pay Award for 2024/25

APPENDIX 2a – BROXTOWE LOCAL PAY STRUCTURE – SCALE OF LOCAL ALLOWANCES

Broxtowe Borough Council Local Allowances (Subject to the National Joint Council Pay Award for 2024/25)

	2024/25
Relocation	
Lodging Allowance - per week	81.73
Settling in Allowance	417.80
Mileage Allowances	
Car Mileage Allowance (per mile) - (HMRC Rate)	0.45
Car PSV Rate (Training and Out of County Mileage over 50 miles)	0.22
Motor cycles - per mile	
not exceeding 500cc - (HMRC Rate)	0.24
Exceeding 500cc - (HMRC Rate)	0.24
Pedal cycles - per mile (HMRC Rate)	0.20
Voluntary Reliable Call Out	
Calls initiated between 11.00 pm and 6.0 am	17.41
Calls initiated at other times	12.56
Standby	
Per weekday session	13.60
Per day at weekend or bank holiday	40.79
Emergency Standby Enhancement	28.34
First Aid - per month	14.92
First Aid (Mental Health) - per month	14.92
Travel and Subsistence Allowances	
Breakfast	6.94
Lunch	9.53
Tea	3.80
Evening Meal	11.75
Out of pocket expenses (Residential Courses)	
per night	5.49
per week	21.89
Long Service / Retirement Awards	
25 Years	492.84
Additional Years	21.32

APPENDIX 3 - CHIEF OFFICERS AND HEAD OF SERVICE REMUNERATION
TABLE

Post	Salary Grade	Designated Car User Allowance	Professional Fees	BBC Pension Contribution
Chief Executive	CO5	Y	Y	19.0%
Deputy Chief Executive and Section 151 Officer	CO4	Y	Y	19.0%
Executive Director	CO3a	Y	Y	19.0%
Director of Legal and Democratic Services (Monitoring Officer)	CO3	Y	Y	19.0%
Head of Housing	CO2	Y	Y	19.0%
Head of Finance	CO2	Y	Y	19.0%
Head of Environment	CO2	Y	Y	19.0%
Head of Asset Management & Development	CO2	Y	Y	19.0%
Head of Planning & Economic Development	CO2	Y	Y	19.0%
Head of Revenues, Benefits and Customer Services	CO2	Y	Y	19.0%
Head of Legal Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Democratic Services (Deputy Monitoring Officer)	CO1	Y	Y	19.0%
Head of Administration	CO1	Y	Y	19.0%
Head of ICT & Corporate Services	CO1	Y	Y	19.0%
Head of Communities	CO1	Y	Y	19.0%
Head of Health, Safety & Emergency Planning	CO1	Y	Y	19.0%
Head of Environmental Health, Licensing & Private Sector Housing	CO1	Y	Y	19.0%

APPENDIX 4 – SCALE OF FEES FOR ELECTORAL FUNCTIONS**1. Elections**

All fees listed below are with effect from 1 April 2024. The Council may make additional payments for roles and tasks undertaken which are not listed below. These additional payments will be funded solely by the Council.

Polling Station Employees Fees

Fee	Scale
Presiding Officer 20% uplift for combination no matter how many polls are combined	*£17.49 per hour
Poll Clerk 20% uplift for combination no matter how many polls are combined	*£11.44 per hour
Polling Station Inspector	*£17.49 per hour
Training fee: face to face and test face to face or test only	*£44.94 *£21.20
Delivery of training, fee per session	£168.54

Verification & Count Employees Fees

Fee	Scale
Deputy Returning Officer	*£28.09 per hour
Chief Counting Officer	*£33.71 per hour (up to 10pm) *£50.57 per hour (after 10pm)
Count Manager	*£33.71 per hour (up to 10pm) *£50.57 per hour (after 10pm)
Verification & Count Supervisor	*£19.66 per hour (up to 10pm) *£29.49 per hour (after 10pm)
Verification & Count Team Leader	£17.80 per hour (up to 10pm) £26.71 per hour (after 10pm)
Verification & Count Assistant	*£14.05 per hour (up to 10pm) *£21.08 per hour (after 10pm)
Verification of ballot paper accounts	*£14.05 per hour *£21.08 per hour (after 10pm)
Count Set Up	£11.44 per hour
Door Supervisor	£14.05 per hour (up to 10pm) £21.08 per hour (after 10pm)

Postal Voting Employees Fees

Fees for issue or receipt of Postal Votes	Scale
Deputy Returning Officer	£28.09 per hour
Postal Vote Co-ordinator	£22.47 per hour (up to 10pm) £33.71 per hour (after 10pm)
Postal Voting Supervisor	£16.85 per hour (up to 10pm) £25.28 per hour (after 10pm)
Postal Voting Assistant	£14.05 per hour (up to 10pm) £21.08 per hour (after 10pm)

Returning Officer Fees (District / Borough / City)

Fee	Scale
Returning Officer's fee for the 1st 1,000 local electors within each ward for which an election is held	£114.61
Returning Officer's fee for each additional 1,000 electors or part thereof per ward	£38.20
Returning Officer's fee for an uncontested Election	£46.63
Returning Officer's clerical fee per 1,000 electors	£9.43
Returning Officer's fee for postal voting (issue and receipt)	£185.39

Returning Officer Fees (Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.43
Returning Officer's fee for postal voting (issue and receipt)	£185.39
For one parish	£140.70
For each additional parish up to 10 in total	£98.34
For each additional parish over 10 in total	£69.77
Additional payment where a parish is divided into wards, payment per ward	£23.37

Returning Officer Fees (Parish when combined with District / Parish)

Fee	Scale
Returning Officer's clerical fee per 1,000 electors	£9.43
Returning Officer's fee for postal voting (issue and receipt)	£185.39
For one parish	£112.15
For each additional parish up to 10 in total	£94.08
For each additional parish over 10 in total	£56.67
Additional payment where a parish is divided into wards, payment per ward	£13.92

Returning Officer Fees (Parish where uncontested)

Fee	Scale
For one parish	£27.97
For each additional parish up to 10 in total	£27.97
For each additional parish over 10 in total	£13.81
Additional payment where a parish is divided into wards, payment per ward	£13.92

Deputy Returning Officer and other Fees

Fee	Scale
Deputy Returning Officer's fee or Acting Deputy Returning Officer's fee for other duties (excluding count), e.g.: processing nominations	£179.78
General clerical staffing per 100 electors	£9.11
Media/Comms Lead	£19.66 per hour (up to 10pm) £29.49 per hour (after 10pm)

Media/Comms Assistant	£14.05 per hour (up to 10pm) £21.08 per hour (after 10pm)
Ballot box preparation/filling	£14.05 per hour
Ballot book checking	£14.05 per hour
Ballot box logistics	£17.80 per hour
Poll card hand delivery per poll card	20p
Mobile Phone Use (Maximum per PO)	£3.18

Notes

- *These fees do not include travelling expenses, which are at the discretion of the Returning Officer. Councils may use casual user mileage rates as laid down by the N.J.C. 45 pence per mile (private vehicle) and 24 pence per mile (motor cycle) or 20 pence per mile (bicycle).
- Payment of additional fees for working overnight, to reflect unsociable hours, is at the discretion of the Returning Officer.
- Additional fees may be paid to cover the actual and necessary costs incurred by the Returning Officer for all purposes including clerical assistance, in connection with the Election not already included in this scale.
- Payment to core Elections Team working additional time, such as overtime rates, is at discretion of the Returning Officer.
- All Fees are increased annually by the previous year's Local Authority Pay Award. The exception to this will be polling station staff. Poll clerks will be paid as a minimum the National Minimum wage. Presiding Officer fees are to be increased by the same percentage increase as poll clerks to ensure the differential between the two fees is retained owing to the difficulty in recruiting Presiding Officers and their differing levels of responsibility.
- Payment for use of personal mobiles phones to any staff member is at the discretion of the Returning Officer.

2. Electoral Registration

Fee	Scale
Canvass	
For each visit	£11.44 per hour
Training – online course only	£10
Training – face to face and online course	£20
Mileage	45p per mile

Report of the Leader of the Council and the Portfolio Holder for Resources and Personnel Policy

APPROVAL OF THE REVENUE AND CAPITAL BUDGETS, CAPITAL STRATEGY, TREASURY MANAGEMENT STRATEGY, INVESTMENTS STRATEGY, GENERAL FUND MEDIUM TERM FINANCIAL STRATEGY AND TO FIX THE COUNCIL TAX FOR THE YEAR COMMENCING 1 APRIL 2024

1. Purpose of report

To approve the capital and revenue budget proposals together with the Capital Strategy, Prudential Indicators, Treasury Management Strategy, Investment Strategy and General Fund Medium Term Financial Strategy and to approve the Business Plans.

(Members should note that, in accordance with the Local Authorities (Standing Orders) (England) (Amendment Regulations 2014, there will be a recorded vote on this item).

2. Recommendation

The Council is asked to RESOLVE that:

1. The recommendations arising from the Cabinet meeting of 6 February 2024 as set out below be approved and adopted.

- The Housing Revenue Account budget as submitted be approved.
- The General Fund revenue budgets as submitted be approved.
- The capital submissions and priorities within them be approved and the Deputy Chief Executive be authorised to arrange the financing of the capital programme as necessary.
- An amount of £50,000 be provided for a General Contingency in 2024/25.
- The Council Tax Requirement for 2024/25 including special expenses (but excluding local precepting requirements) be £6,601,729.
- An amount of £2,070,092 be withdrawn from the General Fund reserves in 2024/25 to include:
 - a) £820,670 from General Fund balances.
 - b) £1,249,422 from General Fund earmarked reserves.
- The Capital Strategy 2024/25 to 2026/27 be approved.

- The Minimum Revenue Provision policy as set out be approved.
 - The Treasury Management Strategy 2024/25 to 2026/27 be approved.
 - The Investments Strategy 2024/25 to 2026/27 be approved.
 - The General Fund Medium Term Financial Strategy to 2027/28 be approved.
2. It be noted that Cabinet, at its meeting on 5 December 2023, approved the following amounts for the year 2024/25 in accordance with the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012:

- (a) 35,224.25 being the amount calculated by the Council, in accordance with regulation 3 of the Local Authorities (Calculation of Council Tax Base) (England) Regulations 2012, as its council tax base for the year.

(b) Part of the Council's area

Parish of Awsworth	596.93
Parish of Brinsley	752.36
Parish of Cossall	242.81
Parish of Eastwood	3,092.46
Parish of Greasley	3,753.90
Parish of Kimberley	1,898.21
Parish of Nuthall	2,255.75
Parish of Stapleford	4,240.31
Parish of Trowell	838.10
Beeston Special Expense Area	17,379.01

being the amounts calculated by the Council, in accordance with regulation 6 of the Regulations as the amounts of its council tax base for the year for dwellings in those parts of its area to which one or more special items relate.

The amount calculated for dwellings in those parts of its area to which no special item relates is 174.41.

3. The following amounts be now calculated by the Council for the year 2024/25 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 (the Act) as amended:
- (a) £59,684,703 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act.

- (b) £51,947,520 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act.
- (c) £7,737,183 being the amount by which the aggregate at 3(a) above exceeds the aggregate at 3(b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its council tax requirement for the year.
- (d) £219.66 being the amount at 3(c) above divided by the amount at 2(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.
- (e) £1,135,454 being the aggregate amount of all special items (including parish precepts and special expenses) referred to in Section 34(1) of the Act.
- (f) £187.42 being the amount at 3(d) above less the result given by dividing the amount at 3(e) above by the amount at 2(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 special item relates.
- (g) Part of the Council's Area
- | | |
|------------------------------|---------|
| Parish of Awsworth | £335.63 |
| Parish of Brinsley | £297.89 |
| Parish of Cossall | £243.84 |
| Parish of Eastwood | £226.64 |
| Parish of Greasley | £248.37 |
| Parish of Kimberley | £261.49 |
| Parish of Nuthall | £242.03 |
| Parish of Stapleford | £240.11 |
| Parish of Trowell | £291.55 |
| Beeston Special Expense Area | £188.89 |

being the amounts given by adding to the amount at 3(f) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2(b) above, calculated by the Council, in accordance with Section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one or more special items relate.

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	223.75	261.05	298.34	335.63	410.21	484.80	559.38	671.26
Parish of Brinsley	198.59	231.69	264.79	297.89	364.09	430.29	496.48	595.78
Parish of Cossall	162.56	189.65	216.75	243.84	298.03	352.21	406.40	487.68
Parish of Eastwood	151.09	176.28	201.46	226.64	277.00	327.37	377.73	453.28
Parish of Greasley	165.58	193.18	220.77	248.37	303.56	358.76	413.95	496.74
Parish of Kimberley	174.33	203.38	232.44	261.49	319.60	377.71	435.82	522.98
Parish of Nuthall	161.35	188.25	215.14	242.03	295.81	349.60	403.38	484.06
Parish of Stapleford	160.07	186.75	213.43	240.11	293.47	346.83	400.18	480.22
Parish of Trowell	194.37	226.76	259.16	291.55	356.34	421.13	485.92	583.10
Beeston Special Expense Area	125.93	146.91	167.90	188.89	230.87	272.84	314.82	377.78
All other parts of the Council's Area	124.95	145.77	166.60	187.42	229.07	270.72	312.37	374.84

being the amounts given by multiplying the amounts at 3(f) and 3(g) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

4. That it be noted for the year 2024/25, the Nottinghamshire and City of Nottingham Fire and Rescue Authority, Nottinghamshire County Council and the Nottinghamshire Police and Crime Commissioner are proposing the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:

PRECEPTING AUTHORITY	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Nottinghamshire County Council	1,204.72	1,405.51	1,606.29	1,807.08	2,208.65	2,610.23	3,011.80	3,614.16
Nottinghamshire Police and Crime Commissioner	188.10	219.45	250.80	282.15	344.85	407.55	470.25	564.30
Nottinghamshire and City of Nottingham Fire and Rescue Authority	61.47	71.72	81.96	92.21	112.70	133.19	153.68	184.42

5. That, having calculated the aggregate in each case of the amounts at 3(h) and 4 above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of council tax for the year 2024/25 for each of the categories of dwellings shown below:

PART OF THE COUNCIL'S AREA	VALUATION BANDS							
	A £	B £	C £	D £	E £	F £	G £	H £
Parish of Awsworth	1,678.04	1,957.73	2,237.39	2,517.07	3,076.41	3,635.77	4,195.11	5,034.14
Parish of Brinsley	1,652.88	1,928.37	2,203.84	2,479.33	3,030.29	3,581.26	4,132.21	4,958.66
Parish of Cossall	1,616.85	1,886.33	2,155.80	2,425.28	2,964.23	3,503.18	4,042.13	4,850.56
Parish of Eastwood	1,605.38	1,872.96	2,140.51	2,408.08	2,943.20	3,478.34	4,013.46	4,816.16
Parish of Greasley	1,619.87	1,889.86	2,159.82	2,429.81	2,969.76	3,509.73	4,049.68	4,859.62
Parish of Kimberley	1,628.62	1,900.06	2,171.49	2,442.93	2,985.80	3,528.68	4,071.55	4,885.86
Parish of Nuthall	1,615.64	1,884.93	2,154.19	2,423.47	2,962.01	3,500.57	4,039.11	4,846.94
Parish of Stapleford	1,614.36	1,883.43	2,152.48	2,421.55	2,959.67	3,497.80	4,035.91	4,843.10
Parish of Trowell	1,648.66	1,923.44	2,198.21	2,472.99	3,022.54	3,572.10	4,121.65	4,945.98
Beeston Special Expense Area	1,580.22	1,843.59	2,106.95	2,370.33	2,897.07	3,423.81	3,950.55	4,740.66
All other parts of the Council's Area	1,579.24	1,842.45	2,105.65	2,368.86	2,895.27	3,421.69	3,948.10	4,737.72

3. Detail

Cabinet, at its meeting held on 6 February 2024, considered a report on Budget Proposals and Associated Strategies dealing with:

- Impact Analysis;
- Housing Revenue Account Budget and Council House Rents 2024/25;
- General Fund Revenue Budget 2024/25;
- Capital Programme 2024/25 to 2026/27;
- Capital Strategy 2024/25 to 2026/27;
- Treasury Management Strategy 2024/25 to 2026/27;
- Investments Strategy 2024/25 to 2026/27; and
- General Fund Medium Term Financial Strategy to 2027/28.

The report to Cabinet is available on the Council's website at <https://democracy.broxtowe.gov.uk/ieListDocuments.aspx?CId=229&MId=3971&Ver=4> with a paper hardcopy available upon request. The minutes which reflect the recommendations as agreed by Cabinet are available at <https://democracy.broxtowe.gov.uk/documents/g816/Printed%20minutes%20Tuesday%2007-Feb-2023%2018.00%20Cabinet.pdf?T=1>

The recommendations from that report have been referred to the Council for resolution and these are set out below together with the resolution to fix the Council Tax for the 2024/25 financial year.

4. Key Decision

This report is a key decision as defined under Regulation 8 of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 and is a decision made or to be made in connection with the discharge of an Executive function which is likely to result in the Council incurring revenue or capital expenditure or savings of £250,000 or more.

5. Updates from Scrutiny

The service and financial plans were considered by the Overview and Scrutiny Committee on 29/30 January 2024.

6. Financial Implications

The comments of the Head of Finance Services were as follows:

The detailed financial implications are considered in the report and appendices.

7. Legal Implications

The comments from the Head of Legal Services were as follows:

There are no specific legal implications that arise from this report, as the suggested proposals are in accordance with relevant legislation, Council policy and procedures. The recommendation is within the Council's statutory and fiduciary powers.

8. Human Resources Implications

There were no comments from the Human Resources Manager.

9. Union Comments

There were no Unison comments in relation to this report.

10. Climate Change Implications

Climate change implications have been considered as part of the business planning and budget setting process.

11. Data Protection Compliance Implications

This report does not contain any OFFICIAL (Sensitive) information and there are no Data Protection issues in relation to this report.

12. Equality Impact Assessment

As there is no change to policy an equality impact assessment is not required.

13. Background Papers

Nil