

London Borough of Barking and Dagenham

Notice of Meeting

THE EXECUTIVE

Tuesday, 14 September 2004 - Civic Centre, Dagenham, 7:00 pm

Members: Councillor C J Fairbrass (Chair); Councillor C Geddes (Deputy Chair); Councillor J L Alexander, Councillor G J Bramley, Councillor H J Collins, Councillor S Kallar, Councillor M A McCarthy, Councillor M E McKenzie, Councillor L A Smith and Councillor T G W Wade

Declaration of Members Interest: In accordance with Article 1, Paragraph 12 of the Constitution, Members are asked to declare any direct/indirect financial or other interest they may have in any matter which is to be considered at this meeting

03.09.04

Graham Farrant
Chief Executive

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AGENDA

- 1. Apologies for Absence**
- 2. Minutes - To confirm as correct the minutes of the meeting held on 7 September 2004 (to follow)**

Business Items

Public Items 3 to 5 and Private Items 10 to 12 are business items. The Chair will move that these be agreed without discussion, unless any Member asks to raise a specific point.

Any discussion of a Private Business Item will take place after the exclusion of the public and press.

- 3. Regeneration Vision Statement (Pages 1 - 5)**
- 4. Single Status and the National Pay Award (Pages 7 - 9)**

5. Benefit Fraud Inspectorate (Page 11)

Appendix A to this report is private and confidential and is attached as Item 10

Discussion Items

None.

6. Any other public items which the Chair decides are urgent

7. To consider whether it would be appropriate to pass a resolution to exclude the public and press from the remainder of the meeting due to the nature of the business to be transacted.

Private Business

The public and press have a legal right to attend Council meetings such as the Executive, except where business is confidential or certain other sensitive information is to be discussed. The list below shows why items are in the private part of the agenda, with reference to the relevant legislation (the relevant paragraph of Part 1 of Schedule 12A of the Local Government Act 1972).

Discussion Items

8. Cadiz Court Redevelopment Proposals (Pages 13 - 27)

Concerns a Contractual Matter (paragraph 7)

9. Befrienders of Barking & Dagenham (Pages 29 - 32)

Concerns the financial and business affairs of a third party (paragraph 7)

Business Items

10. Benefit Fraud Inspectorate (Pages 33 - 34)

Concerns an anti-fraud matter (paragraph 14)

11. Single Status - Procurement of Computerised Job Evaluation Software (Pages 35 - 40)

Concerns a Contractual Matter (paragraphs 7, 8 and 9)

12. Substance Misuse Services - Contracting and Tendering (Pages 41 - 46)

Concerns a Contractual Matter (paragraphs 8 and 9)

13. Any other confidential or exempt items which the Chair decides are urgent

THE EXECUTIVE**14 SEPTEMBER 2004****REPORT OF THE DIRECTOR OF REGENERATION AND ENVIRONMENT**

REGENERATION VISION STATEMENT		FOR DECISION
<p><i>This report concerns issues of policy on which the decision is reserved to the Executive.</i></p> <p>Summary</p> <p>Last year's Best Value Review of Regeneration highlighted the need for a short written statement setting out the Council's vision and priorities for regeneration in clear, simple language for officers, the community and external partners. The attached draft Vision Regeneration Vision Statement was developed through an extensive process of internal consultation. It is based on and complements the Community Strategy and 2020 Vision for the Borough.</p> <p>Recommendation</p> <p>The Executive is asked to agree the Draft Regeneration Vision Statement.</p> <p>Reason</p> <p>To help achieve the Community Priority of Regenerating the Local Economy.</p>		
Contact Officer: Jeremy Grint	Head of Regeneration Implementation	Tel: 020-8227 2443 Fax: 020-8227 3231 Mini-com: 020-8227 3034 E-mail: jeremy.grint@lbbd.gov.uk

1. Background

- 1.1 The Council's recent cross-cutting Best Value Review of regeneration made a number of strategic recommendations to achieve a "step change" in the regeneration of Barking and Dagenham. In particular, it identified the need for a short "vision statement" to complement the Council's Regeneration Strategy, An Urban Renaissance for East London, and its 2020 Vision. The vision statement would be written in clear, simple language and would summarise for staff, the local community and our external partners, the Council's policies and objectives for regeneration.
- 1.2 The attached draft Regeneration Vision Statement is based on and complements the recently revised Community Strategy and the 2020 Vision for the Borough. It was developed after extensive internal consultation, facilitated by the Urbancanda consultancy that advised the Council on the reorganisation of regeneration activities and the development of the Regeneration Board.

2. Consultation

- 2.1 Ken Jones (Head of Housing Strategy), Alan Lazell (Head of Lifelong Learning), Philip Baldwin (Regeneration Manager, Social Services), Peter Wright (Head of Planning and Transportation), Robin Tuddenham (Interim Head of Policy and Performance) and Jane Bufton (Head of Corporate Communications) were consulted on the draft. Other officers from the Departments of Regeneration and Environment, Corporate Strategy, Education Arts and Libraries, Housing and Health and Social Services also contributed to the development of the Vision Statement at the workshop stage.
- 2.2 The Regeneration Board considered the draft at its meeting of 27th July.
- 2.3 The Lead Member for Regeneration, Councillor Kallar, was consulted and is content.

3. Financial implications

- 3.1 David Waller (Interim Head of Regeneration Finance) was consulted on the draft report. There are no financial implications for the Council.

Background papers

Regenerating the Local Economy: Cross-cutting Best Value Review

Regeneration in Barking and Dagenham

Our Vision

Building Sustainable Communities, Transforming Lives

Our vision is for a well educated, highly skilled population, able to access new jobs easily from the varied opportunities available within the Borough and elsewhere. People will choose to live, work and invest here because Barking & Dagenham provides excellence and choice in the big things in life - work, education, health, housing and recreation - for individuals and for the family.

- *A vibrant local economy,*
- *A diverse and cohesive community*
- *A safe and attractive public realm and environment*
- *Excellent retail, leisure, cultural, community and social facilities,*
- *A full range of housing choices,*
- *Accessible and affordable public transport, and*
- *First class education and lifelong learning services,*

will provide the basis for greater personal wealth and a better quality of life for all our residents, including those who are not economically active.

Barking and Dagenham will realise its unique potential for growth in London's Thames Gateway, to become the first choice for the future in delivering Sustainable Communities, supporting diversity and creating opportunity for all.

Our pledge to partners

The Way We Will Work

To achieve our vision we will create a climate of confidence and certainty for residents, partners and investors around our aims and delivery.

We will respond flexibly and intelligently within our overall strategy to both opportunities and challenges.

We will listen to all the borough's communities, working with them to deliver the vision for the borough and raising and meeting their expectations of what regeneration can achieve.

We will support and encourage each other as colleagues and partners.

Our Aims and Objectives

Our aim is to encourage the development of a well-educated and skilled workforce, support existing businesses to grow and attract new investment. To achieve this aim we will:

- provide leadership and coordination to economic development activity in Barking and Dagenham;
- help build the enabling environment for business growth – transport, the built environment and information and communication technologies (ICTs);
- make Barking and Dagenham a business-friendly council, so that our policies take into account the needs of businesses;
- support business growth, retention and competitiveness, working with our partners to ensure that businesses are able to find the sites, training and advice that they need to thrive within our borough;
- promote social inclusion by encouraging the growth of social enterprise, intermediate labour markets and local entrepreneurship, so that all communities and neighbourhoods benefit;
- help local people into employment and into more rewarding, better paid jobs, by increasing their access to employment opportunities and improving their skills, mobility and employability;
- use the Council's power as a major local employer and purchaser of goods and services to foster economic development;
- create a climate of certainty for investors, particularly in London Riverside and Barking Town Centre.

Our aim is to work in partnership to ensure that any new development creates genuinely sustainable communities. To achieve this aim we will:

- ensure that new and existing communities are knitted together and that every effort is made to promote social inclusion and community cohesion;
- provide new social and leisure infrastructure in accessible locations, particularly within existing communities;
- improve public transport to increase local people's access to jobs, leisure, waterways, local parks and community facilities, through the East London Transit scheme, the DLR extension to Dagenham Dock, a metro service on the c2c line, a new station at Renwick Road and improved north-south bus links
- create beautiful and inspiring architecture, exemplary public parks and open spaces and the very best in public art;
- ensure that new developments are undertaken in an environmentally responsible way, including by building at higher densities;
- create places which people aspire to live in and attract and retain a more diverse mix of residents;
- inform, consult and engage with the borough's existing and new communities, building capacity within the local community where this is needed to support meaningful engagement.

Our aim is to lead the promotion of Barking Town Centre and work with partners to ensure the implementation of the Barking Town Centre Strategy. To achieve this aim we will:

- build a more sustainable economy for Barking Town Centre and its hinterland, developing capacity in the retail, office and public sectors particularly;
- improve local people's skills to enable them to widen their employment opportunities and increase their incomes;
- improve the image and raise the profile of Barking Town Centre, so as to increase investment and attract new residents and visitors;
- encourage cultural development and the growth of a creative industries cluster in the Town Centre;
- maximise the potential of Barking Town Centre's excellent transport links, particularly Barking Station;
- improve the quality of the environment and the linkages between key destinations in the Town Centre;
- increase the quality and range of housing within Barking Town Centre and its hinterland;
- ensure that suitable and good public service facilities are provided.

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THE EXECUTIVE**14 SEPTEMBER 2004****REPORT OF THE DIRECTOR OF CORPORATE STRATEGY**

SINGLE STATUS AND THE NATIONAL PAY AWARD	FOR INFORMATION	
<i>This information report is presented at the request of the Single Status Steering Group</i>		
<u>Summary</u>		
<p>This information report updates the Executive regarding progress towards implementation of the single status agreement and the relationship between this process and the recent national pay settlement for staff covered by the NJC for Local Government Services (Green Book).</p>		
<p>The main features of the pay settlement are:</p>		
<ul style="list-style-type: none"> • A three year pay settlement effective from 1 April 2004 worth a minimum of 8.9%, representing an average rate of increase of 2.88% per annum. • A number of changes to the national agreement as detailed in section 1 of this report. 		
<p>The broader implications of the settlement will be addressed via work that is already underway to implement the single status agreement. A Single Status Steering Group now meets on a monthly basis to consult with the trade unions and manage the single status project.</p>		
<p>Project planning indicates that the pay and grading review and other work associated with single status will be completed by the end of calendar year 2005, which is within the deadline of 31 March 2007 as imposed by the national pay settlement.</p>		
<p>The national arrangements regarding workforce development will be the subject of a separate report.</p>		
<u>Recommendation</u>		
<p>That the report is noted.</p>		
<p>Contact Officer Keith Warrior</p>	<p>Employee Relations Advisor</p>	<p>Tel: 020 8227 2355 Fax: 020 8227 2918 Email: keith.warrior@lbbd.gov.uk Minicom: 020 8227 2685</p>

1. Background

1.1 The National Joint Council for Local Government Services has concluded its pay negotiations and has reached agreement for the period 1 April 2004 to 31 March 2007.

1.2 The pay award is as follows:

- 2.75% with effect from 1 April 2004
- 2.95% with effect from 1 April 2005
- 2.95% with effect from 1 April 2006 (or the rate of RPI at October 2005 whichever is greater)

This is a minimum of 8.9% over the three years at an average of 2.88% per annum. Whilst there is an element of uncertainty regarding the final year, a three year deal is helpful in relation to our medium term financial planning. The Payroll Section paid the new rates in August and is working on payment of arrears in September.

1.3 In addition to the pay award the settlement made a number of changes to the national agreement (Green Book) as follows:

- A new implementation agreement
- Revisions to Part 2, Paragraph 3 (training and development)
- Revisions to Part 3, Paragraph 2 (working arrangements, particularly premium payments)
- New Part 4.8 (guidance on workforce development plans)

1.4 The issues listed in paragraph 1.3 link with the work already underway to implement the single status agreement.

2. Implications

2.1 The Implementation Agreement commits local authorities to complete local pay reviews by 31 March 2007. LBBD has already commenced work towards the implementation of single status and a local pay review is integral to that process. Work is underway and a project plan indicates that this review will be completed by the end of 2005. A Single Status Steering Group including Councillors Bramley and Curtis meets on a monthly basis to consult with the trade unions and manage the single status project. A number of broad proposals have been made to the trade unions and their recent response is now the subject of more detailed negotiation.

2.2 Under the national agreement local pay and grading reviews should contain the following items:

- A new pay and grading structure
- Details of the approach to be taken to determine the relative sizes of the jobs included
- Proposals for protection
- Proposals for premium rates

- Proposals for progression
- Proposals for back pay
- Proposals for appeal against assimilation proposals
- An Equality Impact Assessment of proposed changes to grading and pay and other conditions.
- An Equal Pay Audit where local pay reviews have been completed without such an audit.
- Proposals for bonus and other performance payments
- Proposals for any cost savings or productivity improvements required to offset the cost of implementation
- A timetable for implementation by 31 March 2007

The Single Status Steering Group is managing the progress towards the implementation of these items. LBBD has already committed to using the Greater London Provincial Council job evaluation scheme. A separate report has been prepared for the Executive regarding the purchase of computer software to assist the job evaluation process.

- 2.3 Part 2 of the Green Book contains the key national conditions of service which are for application by all local authorities to all staff covered by the NJC. However, we have several local agreements particularly in service areas previously exposed to Compulsory Competitive Tendering which are at variance to the national provisions. These are being reviewed as part of our implementation of single status.
- 2.4 Part 3 of the Green Book contains national provisions that may be modified by local negotiation. Whilst not modifying the current Green Book provisions, the national agreement re-affirms the principle that local agreements can be concluded to vary these terms. These items will be reviewed as part of the single status project. It is anticipated that local trade unions will seek terms that are no less favourable than those contained in the Green Book. However, we are seeking to negotiate an affordable package which may involve some trade offs that support service delivery and the Council's ambition to be an employer of choice.
- 2.5 It is anticipated that work leading to completion of the single status project including a pay and grading review will be completed by the end of the calendar year 2005. In a project as complex as this, slippage may occur and this possibility has been recognised by our local trade unions. However, we are on course to complete this work within the deadline of 31 March 2007 prescribed by the national pay award.
- 2.6 Workforce development is a key element of the settlement and will be the subject of a future report.

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THE EXECUTIVE**14 SEPTEMBER 2004****REPORT OF THE DIRECTOR OF FINANCE**

BENEFIT FRAUD INSPECTORATE (BFI)	FOR INFORMATION	
<p><i>This report advises the Executive of the response from the Department of Work and Pensions (DWP) to the Council's BFI action plan.</i></p> <p><u>Detail</u></p> <p>The Council has been informed by the DWP, via a letter dated 12 August 2004, that they are satisfied with the Council's action plan in response to the recommendations made by the BFI. The DWP are particularly encouraged by the progress made to date with the implementation of the action plan, which was approved by the Executive at the meeting on 15 June 2004, specifically the decision to use the services of the BFI's Performance Improvement Action Team for assistance in several performance areas.</p> <p>Having regard for the performance indicators they have noted some improvements from a low position.</p> <p>The DWP will not be making any recommendations to the Secretary of State to issue Directions, they will however monitor our progress.</p> <p>A copy of the DWP's letter of 12 August 2004 is included in the private and confidential part of this agenda at Item 10.</p> <p><u>Recommendation</u></p> <p>It is recommended that this report be noted.</p> <p><u>Reason</u></p> <p>To inform the Executive of the response from the DWP to the BFI Action Plan.</p>		
Contact: Julie Parker	Job title: Director of Finance	(Tel:) 0208 227 2252 (Fax:) 0208 227 2995 (Minicom:) 0208 227 2413 Email: julie.parker@lbbd.gov.uk

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