

**MINUTES OF THE MEETING OF THE CABINET
HELD ON WEDNESDAY, 22 NOVEMBER 2006**

COUNCILLORS

PRESENT Michael Rye (Leader of the Council), Michael Lavender (Deputy Leader of the Council/Finance and Resources), Alan Barker (Adult Social Services), John Jackson (Sustainable Communities and Employment), Paul McCannah (Leisure, Culture and Olympics 2012), Terence Neville (Environment and Street Scene), Glynis Vince (Education & Children's Services) and Ann Zinkin (Corporate Strategy and Communications)

ABSENT Ertan Hurer (Community Safety & the Voluntary Sector) and Matthew Laban (Housing)

OFFICERS: John Austin (Borough Secretary), Jennifer Hill (Assistant Director of Education, Children Services and Leisure (Strategy and Resources)), Stewart Holton (ALMO Lead Development Officer), Rob Leak (Chief Executive), Mark McLaughlin (Director of Finance and Corporate Resources), Ann Pennell (Director of Performance, Partnership & Policy), John Pryor (Director of Environment, Street Scene and Parks) and Tim Strong (Assistant Director Human Resources)

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APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Hurer and Laban and Ray James.

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DECLARATION OF INTERESTS

There were no declarations of interest.

124

URGENT ITEM

The Chairman agreed to consider the admission of the late report detailed below that was listed on the agenda but not circulated in accordance with the requirements of the Council's Constitution and the Local Authorities (Executive Arrangements) (Access to Information) (England) Amendment Regulations 2002.

Report No. 163 - Memorandum and Articles of Association for Enfield Homes (agenda item 9 refers) - The item was urgent as a response was required from

Cabinet to enable it to consider the Memorandum & Articles of Association to maintain progress in establishing the ALMO.

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DEPUTATIONS AND PETITIONS

There were no deputations or petitions to consider at the meeting.

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SEPTEMBER 2006 REVENUE MONITORING REPORT.

Councillor Lavender introduced the report of the Director of Finance and Corporate Resources (No. 160) asking Cabinet to note the potential net underspend set out in the report and the commitments against the central contingency.

Alternative Options considered:

Not applicable to this report.

DECISION:

To note the potential net underspend set out in the report and the commitments against the central contingency.

Reasons: To ensure that Members are aware of the projected budgetary position for the Authority, including all major budget pressures and underspends which have contributed to the present monthly position and that are likely to affect the final outturn.

(Key decision – reference number 2011)

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CAPITAL MONITORING AND PRUDENTIAL INDICATOR REPORT SECOND QUARTER.

Councillor Lavender introduced the report of the Director of Finance and Corporate Resources (No. 161) informing Members of the current position regarding the Council's 2006 to 2011 capital programme taking into account the latest monitoring information on the progress of schemes. It also reported on the current position in respect of the prudential indicators approved by Council on 22 February 2006.

Alternative Options considered:

None stated in the report.

DECISIONS:

1. To note the outcome of the second quarter's capital monitoring and review exercise for the current year; and
2. To note the position regarding the Council's prudential indicators and that no revisions to the indicators are required at this stage.
3. to confirm that the following variations to projects (identified in paragraph 4) be included in the capital programme:

Galliard Children's centre £750k to be funded from reductions in other uncommitted education programmes.

ALMO Accommodation £2,440k to be funded from HRA resources

4. That Education, Children's Services and Leisure be asked to fund the potential overspend of £37k from within their own programme budget. (See paragraph 4.4)

Reasons:

To maintain a prudent view of capital resources available and allow time to review the best possible use of them in the light of Council objectives to finance future capital developments.

(Key decision – reference number 2012)

128

QUARTERLY MONITORING REPORT OF THE COUNCIL'S IMPROVEMENT PLAN (2006-2009)

Councillor Zinkin (Cabinet Member for Corporate Strategy and Communications) introduced the report of the Director of Performance, Partnership and Policy (No. 162) setting out the second quarterly monitoring report of the revised Council Improvement Plan 2006 – 2009, which was adopted by full Council on 28 June 2006.

Alternative Options considered:

None. The Council is required to produce an Improvement Plan to demonstrate the steps it is taking to improve its services. The recommendations in this report are part of the reporting process for the Plan as approved by full Council.

DECISION:

To note the issues of concern highlighted in the report that had been considered by the Corporate Management Board, the actions being taken to address these issues and the progress on the Plan's implementation.

Reasons:

To enable effective Cabinet leadership of the Council's Improvement Plan.

129

MEMORANDUM AND ARTICLES OF ASSOCIATION FOR ENFIELD HOMES.

Councillor Rye (Leader of the Council) introduced the report of the Chief Executive (No. 128) responding to the queries in relation to the Memorandum and Articles of Association raised by Members at the Cabinet meeting on 11 October 2006. Those queries were addressed at a recent meeting between Council officers, the Council's legal advisors and Councillor Lavender. The report now asks Cabinet to approve the Memorandum and Articles of Association for Enfield Homes.

Alternative Options considered:

No alternatives were considered. The meeting was required to clarify issues raised by Cabinet.

DECISION:

1. To note the responses received to the queries raised at the Cabinet meeting on 11 October 2006 and approve the Memorandum and Articles of Association circulated with the October agenda.
2. Cabinet note that a report on the financial control and governance arrangements will be submitted to a future meeting.
- 3.

Reasons: To clarify the issues raised by Cabinet.

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**ESTIMATING AND MAPPING THE POPULATION OF THE BOROUGH:
THE MAYHEW REPORT**

Councillor Rye (Leader of the Council) introduced the report of the Director of Finance and Corporate Resources (No. 159) asking Cabinet to support lobbying of the Government for full financial recognition of the real population of the Borough.

Professor Leslie Mayhew introduced his report which was commissioned by the Council to use local sources of data to verify and map the population of the Borough.

The key findings of his review are detailed below:

1. That the confirmed minimum population of Enfield as of 31st March 2006 was 283,921 persons. This compares with the ONS 2005 mid-year population estimate of 280,504. Nearly the entire difference of 3,381 is concentrated in the age range 0-15. This information can form the basis of a powerful campaign of lobbying for recognition of the true population of the Borough in the Government's financial support.

2. Our resulting figure is called a 'confirmed minimum population'. We believe it is possible that the true population is higher still for reasons given e.g. where persons are not registered with doctors, for Council Tax, or do not attend school in Enfield. As a recent popular destination for international migrants, we think this is a plausible scenario.

3. That it was difficult to put a precise figure on the actual population, but it may be as high as 4,000 based on the most likely discarded categories. The net impact of this is that the council and the Enfield Primary Care Trust may be under funded by between £6m and £14m based on 2005/06 average capitation rates.

In response to a question from Councillor Zinkin, Professor Mayhew confirmed his view that the data collected should be refreshed annually.

Councillor Lavender thought it was important for officers to consider how this information could be used to better focus local services.

Alternative Options considered:

None stated in the report.

DECISION:

To note the report and use the information it contains to support lobbying of the Government for full financial recognition of the real population of the Borough.

Reasons: To secure the full financial recognition of the real population of the Borough. **(Non-Key)**

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ESTABLISHMENT OF POSTS OF CHIEF EXECUTIVE AND DIRECTOR OF FINANCE AND RESOURCES FOR THE ENFIELD HOMES ALMO

Councillor Rye (Leader of the Council) introduced the report of the Director of Performance, Partnership and Policy (No. 142) asking Cabinet to approve the establishment of the posts of Chief Executive and Director of Finance and Corporate Resources for the Enfield Homes ALMO.

Alternative Options considered:

Alternative options to setting up an ALMO to manage and improve housing services and stock had previously been considered. Once the commitment to

the creation of an ALMO had been made, there were no real alternatives to the establishment of the key posts of Chief Executive and Director of Finance and Resources.

DECISION:

To approve the establishment of the posts of Chief Executive and Director of Finance and Resources for the Enfield Homes ALMO.

Reasons: A key component in the role of the Chief Executive will be leading the management team and staff of Enfield Homes to achieve its strategic and operational objectives, the Decent Homes Programme, and at least a two star rating. He/she will also act as lead adviser to the Enfield Homes Board on strategic policy, operational and governance issues, and forming links with the Council and other organisations to ensure effective partnership working. The role of Director of Finance and Resources in the Senior Management Team embraces activities vital to the governance, organisational health and overall success of the company. First and foremost he/she will be responsible for the organisation's financial management and control, maximising value for money, and acting as the primary interface with senior council finance officers on finance issues. **(Key decision – reference number 2073)**

132

REVIEW OF SENIOR OFFICERS PAY AND GRADING STRUCTURE.

Councillor Rye (Leader of the Council) introduced the report of the Chief Executive (No. 165) reviewing the Council's current salary provisions for Chief Officer and Senior Manager posts across the Council. The report proposed some revisions to the current provisions as well as the adoption of a performance related pay model which will establish a direct link between an individual's appraised level of performance and progression through the appropriate salary range.

Alternative

1. To retain current pay and grading arrangements. This would be likely to create both recruitment and retention problems for the Council, which in time would have a detrimental impact on service provision.
2. To continue with the current policy of addressing recruitment and retention issues through the application of market supplements and other ad hoc payments. This option not considered viable for the reasons outlined in the report.

DECISION:

1. To adopt performance related pay arrangements for Chief Officers and other Senior Managers;

2. To adopt the salary ranges set out in Appendix 1 for Chief Officers and other Senior Manager posts with effect from 1 December 2006 which are in line with median market levels.
3. That performance appraisals for Directors be agreed by the Chief Executive in consultation with the Leader of the Council;
4. That performance appraisals for Assistant Directors be agreed by the Chief Executive in consultation with the appropriate Cabinet Member.

Reason: The recommendations made are those considered necessary and proportionate to ensure the Council is able to attract and retain good quality staff. The recommendation will also make a significant contribution to changing the organisational culture of the Council by establishing a direct link between the performance of senior managers and their pay progression. This will aid the embedding of performance management practices into the corporate culture.

**133
ISSUES ARISING FROM THE OVERVIEW AND SCRUTINY
COMMITTEE/SCRUTINY PANELS**

There were no issues arising from scrutiny meetings.

**134
ITEMS TO BE REFERRED TO THE COUNCIL**

There were no items to refer to Council.

**135
CABINET AGENDA PLANNING - FUTURE ITEMS**

NOTED the provisional list of items scheduled for future Cabinet meetings.

**136
KEY DECISIONS FOR INCLUSION ON THE COUNCIL'S FORWARD PLAN**

NOTED that the next Forward Plan was due to be published on 15 December 2006, this would cover the period from 1 January to 30 April 2007.

**137
MINUTES**

AGREED

1. That the minutes of the previous meeting of the Cabinet held on 1 November 2006 be confirmed and signed by the Chairman as a correct record.

2. To correct the omission from the minutes of the Cabinet meeting held on 11 October 2006, Minute Number 82 - Local Area Agreement Financial and Governance Arrangements by adding a third decision as set out below:

That approval is given to the 3 year funding allocation of £519k to Enfield Community Empowerment Network, as set out in Section 7 of the report.

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MATTERS ARISING

There were no matters arising.

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ENFIELD STRATEGIC PARTNERSHIP FEEDBACK

There was no feedback to report at the meeting.

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NOTICE OF WORK IN PROGRESS

140.1 Healthy Schools

Councillor Vince reported that the Borough was one of eleven authorities shortlisted from the 22 applications submitted and Enfield was one of the two in London. The Beacon Council on Healthy Schools will be visiting the Borough on 4 December and will visit Carterhatch School.

140.2 Racial and Equality in Education

Councillor Vince highlighted case studies in the CHMI Annual Report recently published by Ofsted. Enfield was in a case study, but was not mentioned by name and the case study showed good practice.

140.3 Ofsted Inspections

Councillor Vince confirmed that of the 3 recent Ofsted inspections that had taken place, Aylands and Eversley Schools had come out as outstanding.

140.4 Waste Development Strategy

Councillor Neville reported that he had meet with Andrew Lappage to discuss the updating of the Waste Development Strategy, which would be the subject of a report to a future Cabinet meeting.

140.5 Forty Hall Ice Rink and Courtyard Café

Councillor Neville confirmed that the ice rink and courtyard café at Forty Hall were both scheduled to open on 9 December 2006.

140.6 Community Equipment Service

Councillor Barker reported that the Community Equipment Service based at Claverings, was visited by the Department of Health during a recent review and their feedback had highlighted the service as one of the most forward thinking in the Country.

140.7 Tour of Skinner Court Extra Housing Scheme

Councillor Barker highlighted the Skinner Court extra housing scheme in Palmers Green. The facility was modern and secure with good communal facilities and was one of only sixteen schemes in the country to receive funding to deliver these specialist services.

140.8 Climate Change Consultation

Councillor Lavender report that views on the recent climate change consultation were still coming in and the detailed findings would be published in the New Year.

140.9 North London Strategic Alliance

Councillor Rye reported on a recent meeting of the North London Strategic Alliance, manufacturers, Baroness Andrew and Mayor for London – Ken Livingstone. He reconfirmed the view that Londoners should not be paying any more to fund the Olympics. He confirmed that the Alliance was working well and the benefits should soon begin to flow through to the boroughs of North London.

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DATE OF NEXT MEETING

The next meeting of the Cabinet is scheduled to take place on Wednesday 13 December 2006 at 8.00pm at the Civic Centre.