

MUNICIPAL YEAR 2016/2017 REPORT NO.

**ACTION TO BE TAKEN UNDER
DELEGATED AUTHORITY**

PORTFOLIO DECISION OF:
Cabinet Member for Environment

REPORT OF:
Director – Regeneration &
Environment

Agenda – Part: 1	KD Num: N/A
Subject: Fyfield Road and River Front – Change to Business Permit Parking Bays	
Wards: Town	

Contact officer and telephone number: David Oxley, 020 8379 3553

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1. EXECUTIVE SUMMARY

The report sets out the results of the statutory consultation relating to the reduction to the operational times of the business permit parking bays in Fyfield Road and River Front to allow residents to park when the business permit parking bays are under-used.

2. RECOMMENDATIONS

2.1 To make the traffic management order to change the operation of the business bays in Fyfield Road and River Front as advertised, with the following modifications:

- a) The operational times for the business permit bays would be 8.30 am to 5 pm Monday to Friday;
- b) The operational times for the shared use permit bays would be 8.30 am to 5 pm on Saturday.

3. BACKGROUND

- 3.1 The Council received a petition requesting changes to the current business permit parking bays in Fyfield Road and River Front to allow their use, at certain times, by resident permit holders. The location of the bays in question are indicated on the attached plan (Appendix A).
- 3.2 Currently the business permit bays operate Monday to Saturday 8am to 6.30pm. In total, the four business bays provide space for approximately 21 vehicles. Currently, 30 business permits have been issued to businesses in the area.
- 3.3 The petition requested that the Council consider allowing resident permit holders to park in the business permit bays before 9 am and after 5 pm during the week and all day on Saturdays. The justification for this request was the view that the business bays are not used at these times and there is high demand for space in Fyfield Road and the surrounding streets.
- 3.4 An initial survey at 8.15am on a weekday indicated only 12 vehicles parked in the business permit spaces. Further surveys suggested that the business permit parking bays were under-used up to 9am on weekdays and rarely used on Saturdays.
- 3.5 On the basis of this initial assessment it was proposed to make the following changes to the operation of the business permit bays:
 - Monday to Friday: change the current operational hours from 8am-6:30pm to 9am-5pm. This would reserve the bays for business permit holders between 9am and 5pm but allow any motorist to park in the bays at other times.
 - Saturdays: change the current operational hours from 8am-6:30pm to 9am-5pm **and** allow resident permit holders to park in the bays during these times.
- 3.6 The above changes require the making of a traffic management order and the notice and draft order were published in July 2016.

4. Consultation

- 4.1 In line with the requirements of the Local Authorities' Traffic Order (Procedure) (England and Wales) Regulations 1996, notices of the council's proposal were published in both the London Gazette and the Enfield Advertiser, as well as by way of site notices in Fyfield Road and River Front. In addition, notice was sent to the prescribed statutory consultees and letters were distributed to all the business permit holders in the area that could be affected by the proposals.

- 4.2 No responses were received from the statutory consultees. However, five representations were received in response to the letters and notices.
- 4.3 Each of response is summarised in the table below highlighting the various issues raised:

Issue	Frequency
Business parking commences before 9am	5
Minicabs and other vehicles illegally taking up space	3
Inaccurate parking surveys	3
Extend proposed times from 5pm to 6pm	2
Reduce price business permit if scheme is introduced	1
Not enough business bays	1

- 4.4 No objections were made to the changes on Saturdays.
- 4.5 Each of the issues raised is considered in turn:
- a) **Business parking commences before 9am**
- 4.6 Further parking surveys were undertaken to assess the use of the business bays between 8am and 9am. The surveys confirmed that on the two days surveyed parking occupancy did increase from 8.30am, although it did not reach more than 50% of the total capacity by 9am. In order to accommodate the increase in business parking from 8.30am, it is proposed to modify the advertised order so that the business bays become operational from 8:30am rather than 9am. This may still mean that some business bays are occupied by residents when permit-holders arrive, but the surveys confirm that there will still be sufficient space to meet business demand.
- b) **Minicabs and other vehicles illegally taking up space**
- 4.7 Several objections mentioned that illegally parked vehicles (such as minicabs) affected the ability of permit holders to access the bays. Although not relevant to the proposed changes, the issue has been passed to Parking Services to investigate.
- c) **Inaccurate parking surveys**
- 4.8 The original parking surveys provided a snap-shot of parking demand at 8am and 9am. Further parking surveys were conducted to determine the build-up of demand between these hours. As indicated above, these surveys confirmed that occupancy increased from 8:30am, although the bays in River Front still had space available at 9am
- d) **Extend the parking times from 5pm to 6pm**

- 4.9 Two responses suggested extending the operation hours of the bays from 5pm as proposed to 6pm to give greater protection to business permit holders.
- 4.10 Reducing the operational hours of the bays to 5pm is not expected to have a significant impact on the majority of business permit holders, only affecting those who return to their premises between 5pm and 6pm. It is proposed not to make the suggested change but to review the operation of the bays post implementation and make further adjustments to the operational hours if necessary.
- e) **Reduce the business permit price due to the reduction of operational hours**
- 4.11 The amended proposals would reduce the enforceable period by two hours per day, Monday to Saturday. Currently permit prices change from the lower price to the higher price when restrictions are operational for longer than 4 hours per day. The proposed operational times for the business and shared use bays will still operate for greater than 4 hours per day and so should remain at the higher rate.
- f) **Not enough business bays**
- 4.12 Currently there are 30 permits issued in the area, for approximately 21 spaces, so there is insufficient space should all permit holders attempt to park at one time. However, this is unlikely and all permit holders are informed that the Council does not guarantee a parking space.
- 4.13 In any event, there are no further kerbside areas in either Fyfield Road or River Front that could be changed to accommodate additional permit parking.

Summary

- 4.14 Having considered all of the comments it is recommended that the advertised draft traffic management order be modified so that a) the business permit parking bays operate Monday to Friday. 8.30am to 5pm; and b) the same bays are converted to shared use bays (for both business and resident permit holders) on Saturdays, 8.30am to 5pm.

5. ALTERNATIVE OPTIONS CONSIDERED

- **Do nothing** – this would maintain that at times when the business permit bays are under-used, resident permit holders from nearby roads are unable to make use of the spare capacity.

6. REASONS FOR RECOMMENDATIONS

The proposed recommendation addresses the views of some of the objections to the original proposal, but still provides some additional parking for residents who wish to park in the area.

7. COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES, AND OTHER DEPARTMENTS

7.1 Financial Implications

7.1.1 The cost of implementing the proposed measures is estimated to be £3,000 and will be met via the 2016/17 Local Implementation Plan funding from Transport for London allocated for minor parking schemes.

7.1.2 The on-going maintenance and enforcement cost is mitigated by the income from permits issued and enforcement activities.

7.2 Legal Implications

7.2.1 Under the provisions of the Road Traffic Regulation Act 1984 (as amended) and the Traffic Management Act 2004, the Council has the power to introduce and maintain on-street parking places and to charge for permits.

7.2.2 Section 122(1) Road Traffic Regulation Act 1984 states that it shall be the duty of every local authority upon whom functions are conferred by or under the Act (so far as practicable having regard to the matters specified in s122(2)) to secure the expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway. S122(2) specifies a number of matters that may be taken into account, including the effect on the amenities of any locality, strategies prepared under the Environment Act 1995, and any other matters appearing to the local authority to be relevant. In addition, the relevant Guidance issued by the Government makes it clear that Authorities should never use parking charges just to raise revenue or as a local tax.

7.2.3 The proposed amendments to the business parking bays require the making of a Traffic Management Order following the procedure set out in The Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996.

7.3 Property Implications

The report raises no property issues.

8. KEY RISKS

None identified

9. IMPACT ON COUNCIL PRIORITIES

9.1 Fairness for All

Consultation has been undertaken with all business permit holders in the area of the proposals to ensure that the views of all stakeholders have been taken into account in a fair and consistent way.

9.2 Growth and Sustainability

The changes to the business permit bays will not significantly affect local businesses.

9.3 Strong Communities

The delivery of the proposed measures has involved taking note of the views of the local community expressed in a petition to make changes to reflect local needs.

10. EQUALITY IMPACT IMPLICATIONS

A full equality impact assessment has not been undertaken in this instance in view of the minor nature of the proposed changes.

11. PERFORMANCE MANAGEMENT IMPLICATIONS

The proposal supports the commitment in its Business Plan to:

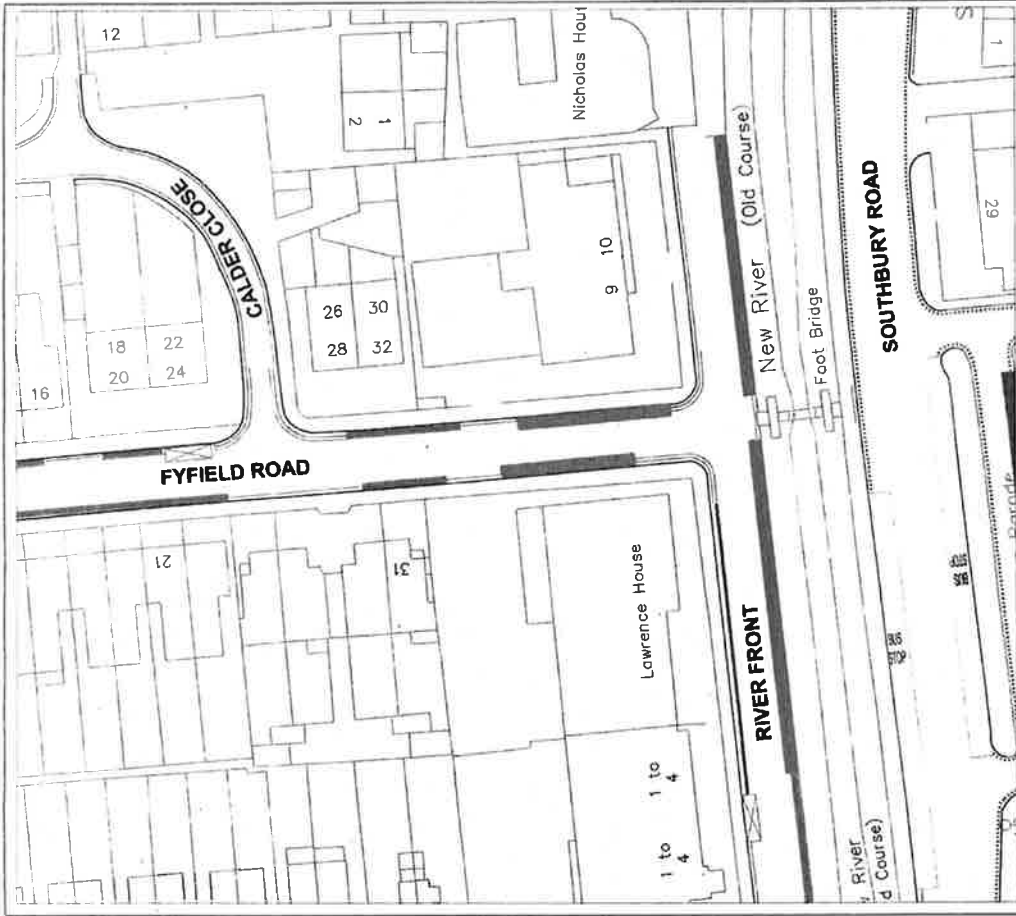
- Maintain a clean, green sustainable environment
- Work in partnership to ensure that Enfield is a safe and healthy place to live

12. PUBLIC HEALTH IMPLICATIONS

None identified

Background Papers

None



Change Business permit bays to operate Mon-Fri 9am-5pm & to be shared use on Saturdays 9am -5pm

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Job Title
**Enfield Town CPZ
 Fyfield Rd & River Front**

Drawing Title
Change to Business Bays

X-Reference	Date	Drawn	Checked	Frame Size
	15/07/16	TS	TS	A4P
Scale	NTS			Schema/Rev No. \$\$\$\$\$\$

Drawing No
LBE-TE/ 2078/17

Rev
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MUNICIPAL YEAR 2016/2017 REPORT NO.

MEETING TITLE AND DATE:

Agenda – Part: 1	Item:
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Subject: Restructure and service reductions at Moorfields Assessment and Intervention team	
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REPORT OF:

Director of Schools &
Children's Services

Wards: All	KD: 4417
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Cabinet Member consulted: Cllr. Orhan
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Contact officer and telephone number:

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1. EXECUTIVE SUMMARY

This report provides details of how Enfield will continue to deliver an in-house Parenting Capacity Assessment service (previously known as the Moorfields Assessment and Intervention team) following agreed reductions to the services provided by the Moorfields team, which were decided by Council in February 2016 as part of the planned schedule for service reductions across the Council. The service reductions amount to £102k in 2016/17 and £235k in 2017/18.

After due consideration of future options, it has been decided to concentrate the remaining service on Parenting Capacity Assessments (PCAs), the provision of which has historically reduced the Council's expenditure on Court-directed residential assessments (with their attendant increased costs). The work of the P.C.A. service has been commended by Judges/Courts and their work is inextricably linked with the work of social workers undertaking Care Proceedings.

2. RECOMMENDATIONS

To reduce the team the size of the team attached to Moorfields (details contained within the report) and to reduce the level of service provided to that of solely providing Parenting Capacity Assessments.

Details of the staffing changes are outlined in the report

3. BACKGROUND

Moorfields Assessment & Intervention team has provided valuable services for vulnerable children and their families for many years. There are currently two core strands of service:-

- 1) Parenting Capacity Assessments (PCAs) linked to Care Proceedings
- 2) Outreach work in family homes for families with children subject to Child Protection Plans

Reductions to the services provided by the Moorfields team were agreed by Council in March 2016 as part of the planned schedule for service reductions across the Council. The service reductions amount to £102k in 2016/17 and £235k in 2017/18.

The current staffing complement for Moorfields comprises:-

- 1 x Manager (M.M. 2)
- 1 x Adv. Practitioner (M.M. 1) – the post of Dep Mgr. having been already deleted as part of the 2016/17 reductions
- 6 x Social workers (Level 2/3) – undertaking PCAs (there will shortly be one vacancy in this group).
- 4.5 Outreach workers (graded S.O.1) – there is currently a 0.5 vacancy
- 1 x Clinical Psychologist – specialising in Parenting Assessments

The ongoing remaining budget for the Moorfields service from 2017/18 onwards is £323k.

After due consideration of future options, it has been decided to concentrate the remaining service on Parenting Capacity Assessments (PCAs), the provision of which has historically reduced the Council's expenditure on Court-directed residential assessments (with their attendant increased costs). The work of the P.C.A. service has been commended by Judges/Courts and their work is inextricably linked with the work of social workers undertaking Care proceedings.

However with the proposed reduction, we will have to reduce their current service offer, so that their future work will solely be with cases in Court and no longer with cases that are within the 'Public Law Outline'. (Pre-court and prior to the issuing of Care Proceedings)

The proposed staffing structure of this remaining service would therefore be as follows:-

- 1 x Manager
- 1 x Advanced Practitioner
- 2 x Social Workers
- 1 x Clinical Psychologist

As a further consequence of the above it is recommended that the 'Outreach team' be ceased.

The scheduled timescale for implementing the changes is for the decision to formally be made in September 2016, so that the consequent staffing issues will hopefully be resolved in advance of the 2017/18 financial year.

This places 9 current post-holders in a vulnerable position.

There will need to be a recruitment/selection process put in place for the social workers. There is unlikely to be a redundancy situation for these staff as there are generally social worker vacancies across the department at any point in time.

The situation is more complex for the 'Outreach team' and they will need to be supported in making decisions re. their future employment with the Council (see HR Implications section below)

4. ALTERNATIVE OPTIONS CONSIDERED

We have considered whether it might be preferable to continue to run both current services, in a much reduced manner, but through the period of discussion/consultation, the consensus view was that this might make both services ineffective.

We have therefore recommended deletion of one service alongside continuation of the other service, where the financial arguments for continuation appear much clearer.

We have also not been able to identify an alternative suitable provider of said services.

5. REASONS FOR RECOMMENDATIONS

Reductions of the Moorfields budgets were agreed as part of the Council savings (March 2016) as part of the longer-term financial changes/reductions taking place within the Council.

6. COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES AND OTHER DEPARTMENTS

6.1 Financial Implications

The restructure of the Assessment and Intervention team (SS0042) proposes to delete 9.5 FTE posts to facilitate savings of £102k (2016-17) and £235k (2017-18) resulting in a net budget of £323k.

Should redundancy costs become payable these will be met by Corporate Resources; however a contribution will be required from the Assessment and Intervention team budget in the event that any early retirement costs become due.

6.2 Legal Implications

6.1.1 Section 17 (1) of the Children Act 1989 ('the Act') imposes a duty on a local authority to safeguard and promote the welfare of children in their area who are in need, and, so far as is consistent with that duty, to promote the upbringing of such children by their families, by providing a range and level of services appropriate to those children's needs.

Schedule 2: paragraph 4 of the Act requires a local authority to take reasonable steps through the provision of services to prevent children in their area suffering ill-treatment or neglect. The provision of parenting capacity assessments and outreach support falls within this legislation.

6.1.2

Employment implications

The reduction of staff members may give rise to circumstances which meet the statutory definition of redundancy set out in section 139(1) of *Employment Rights Act 1996*. Employees who are dismissed for redundancy may be entitled to a redundancy payment, either under the statutory scheme or under a more favourable contractual scheme arising from their contract of employment. HR policies and procedures must be followed to avoid the risk of a claim for unfair dismissal. In order for a dismissal for redundancy to be fair, it must be established that redundancy was the real reason for the dismissal and the tribunal must find that actions are reasonable, in all the circumstances of the case. Acting reasonably includes warning and consulting those 'at risk' employees about the proposed redundancy, adopting a fair basis upon which to select those for redundancy and considering and offering suitable alternative employment within the council, if at all possible.

6.3 Property Implications

There are no property implications arising from this report. All current staff are based at Charles Babbage House.

7. KEY RISKS

8. IMPACT ON COUNCIL PRIORITIES

8.1 Fairness for All

The work of Children's Social Care Services contributes to the Council objectives of 'Fairness for All'; the work of all social work and associated staff is designed to support this.

8.2 Growth and Sustainability

8.3 Strong Communities

9. EQUALITIES IMPACT IMPLICATIONS

The service of providing Parenting Capacity Assessments will continue in Enfield. This provides support to social workers who are presenting information to Courts and to those parents who are within Care Proceedings.

The Outreach service, whilst it has been of value, is not a statutory requirement. Much of the service that they provide can be purchased through agencies or through voluntary sector support provision.

The council will continue to support vulnerable children and their families in order that statutory safeguarding standards are properly fulfilled.

10. PERFORMANCE MANAGEMENT IMPLICATIONS

There are no specific performance targets associated with the work of the Moorfields team. The PCA service contributes to the meeting of the six-month target for the resolution/conclusion of all Public Law Care Proceedings cases – which is a national objective outlined within the Government's Family Justice Review.

11. HR IMPLICATIONS

Consultation needs to take place with Trade Unions and staff in accordance with statutory regulation and Council guidelines. The Council's Principles of Managing Re-organisations will be applied and the post within the new structure will be filled by assimilation and ring-fencing of affected employees to posts as appropriate. The Council's Recruitment and Selection process to be followed, in the event that a selection process is required.

If there are any changes to the current Job descriptions; revisions are to be sent to HR for evaluation.

Potentially displaced staff will be given access to the Council's Redeployment Jobsite. Once redeployees are confirmed as displaced, they will then have additional rights and will be entitled to be matched to suitable posts arising via redeployment. In addition to redeployment, potentially displaced staff will also be given access to available Staff Support Programmes.

Whilst every effort will be made to redeploy displaced staff, in the event that this is not possible, a redundancy payment and early retirement benefits will be payable as appropriate to employees with over 2 year's continuous service, in accordance with the Council's current policy.

In the event that redundancy proves unavoidable, the Redundancy Payment Approval Form must be completed and signed off by the Director of the service. This will then require final authorisation by the Director of Finance before formal notice can be issued and any redundancy payments released.

PUBLIC HEALTH IMPLICATIONS

The work of children's social care is predominantly with vulnerable children and their families, most of who live in degrees of poverty. This group aligns in many ways with the priority groups identified by Public Health groups and consequently much of the work of social workers is directed as improving the health outcomes of vulnerable children and ensuring that they received appropriate input from health services/colleagues.

**Background Papers – Report to Enfield Council: BUDGET REPORT 2016/17
AND MEDIUM TERM FINANCIAL PLAN : February 2016**