

MEDIUM TERM FINANCIAL STRATEGY 2015-16 TO 2017-18

APPENDIX A

	2014-15	2015-16					2016-17					2017-18				
	Budget £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000	Inflation £000	Adjust. £000	Growth £000	Savings £000	Projected £000
DEPARTMENTS																
Chief Executive	7,268	176	1,642		(2,216)	6,870	149	(140)			6,879	150	(65)			6,964
Children's Services	76,994	758	1,649		(5,457)	73,944	413			74,357	417	(635)				74,139
Environment and Regeneration	36,215	877	2,286		(8,814)	30,564	400	(10)		30,954	404					31,358
Finance and Resources	7,647	757	(5,010)	1,157	(4,084)	467	592			1,059	600					1,659
Housing and Adult Social Services	83,737	2,082	5,250	1,650	(11,100)	81,619	266			81,885	269					82,154
Public Health	0	0	2,101		(2,101)	0	0			0	0					0
TOTAL SERVICES	211,861	4,650	7,918	2,807	(33,772)	193,464	1,820	(150)	0	0	195,134	1,840	(700)	0	0	196,274
Corporate Democratic Core / Non Distributed Costs	16,626		49			16,675				16,675						16,675
NET COST OF SERVICES	228,487	4,650	7,967	2,807	(33,772)	210,139	1,820	(150)	0	0	211,809	1,840	(700)	0	0	212,949
Corporate Growth / Savings	2,525		1,014		(3,300)	239	1,000		6,000	7,239	1,000	(6)	2,000			10,233
Demographic Contingency	2,377		(2,377)			0				0						0
Corporate Financing Account	(13,276)		(2,853)			(16,129)				(16,129)						(16,129)
Levies	22,273	(26)				22,247	2,026			24,273	700		3,000			27,973
Special Expense - Lloyd Square Garden Committee	14		1			15				15						15
NET OPERATING EXPENDITURE	242,400	4,624	3,752	2,807	(37,072)	216,511	4,846	(150)	6,000	0	227,207	3,540	(706)	5,000	0	235,041
Insurance Fund	(300)		300			0				0						0
Contingency	1,300		(900)		(400)	0				0						0
Transfer to Capital Reserve (Ongoing Capital Programme)	5,000					5,000				5,000						5,000
NHBS Tranche 1: Transfer to Capital Reserve (Until 2016-17)	3,000					3,000				3,000		(3,000)				0
Transfer to/(from) Other Earmarked Reserves	(1,273)		10,434			9,161		(9,161)		0						0
Transfer to/(from) General Balance	0		(2,800)			(2,800)		2,800		0						0
New Homes Bonus	(12,007)		(1,774)			(13,781)				(13,781)		3,706				(10,075)
New Homes Bonus top-sliced to London Local Enterprise Partnership	0		3,897			3,897				3,897						3,897
One-off Return of New Homes Bonus Top-slice	(261)		261			0				0						0
Education Services Grant	(2,850)		528			(2,322)				(2,322)						(2,322)
Government Grant for Freezing Tax in 2014-15 (2nd Tranche of 2-year Grant)	(878)		878			0				0						0
AMOUNT TO BE MET FROM REVENUE SUPPORT GRANT, BUSINESS RATES RETENTION AND COUNCIL TAX	234,131	4,624	14,576	2,807	(37,472)	218,666	4,846	(6,511)	6,000	0	223,001	3,540	0	5,000	0	231,541
CHANGE COMPARED TO PREV YEAR (%)	-7.33%					-6.61%				1.98%						3.83%
Revenue Support Grant	(91,548)			25,042		(66,506)		1,726	10,072	(54,708)				13,209		(41,500)
Retained Business Rates	(55,929)	(1,069)				(56,998)				(56,998)						(56,998)
Top-up Grant	(19,998)	(382)				(20,380)				(20,380)						(20,380)
SETTLEMENT FUNDING ASSESSMENT (SFA)	(167,475)	(1,451)	0	25,042	0	(143,884)	0	1,726	10,072	(132,086)	0	0	13,209	0	0	(118,878)
Additional Retained Business Rates	(250)		(40)			(290)				(290)						(290)
Transfers (from)/to the Collection Fund	500		(4,343)			(3,843)		3,843		0						0
COUNCIL TAX REQUIREMENT	66,906	3,173	10,193	27,849	(37,472)	70,649	4,846	(942)	16,072	0	90,625	3,540	0	18,209	0	112,373

REVENUE SAVINGS 2015-16

APPENDIX B

LINE #	DIRECTORATE	SERVICE	SAVINGS DESCRIPTION	2015-16 £000s
1	CE	All	Reduce non-essential budgets (e.g. staff training and non-staff overheads) and increase income (e.g. through Assembly Hall hire) across the Chief Executive's department.	330
2	CE	Community Safety	Restructure the community safety team and delete vacant police posts.	280
3	CE	Human Resources	Reduce Human Resources transactional services (e.g. recruitment and payroll) and integrate internal training functions across the Council into a single corporate team.	140
4	CE	Islington Learning and Working (ILW) & Business and Employment Support Team (BEST)	Remodel service delivery and secure external funding (e.g. from New Homes Bonus and European Social Fund) for Islington Learning and Working and the Business and Employment Support Team.	440
5	CE	Legal Services	Delete one post in the Legal department.	40
6	CE	Strategy, Equality, Performance (SEP) and Communications	Integrate the 'Strategy, Equality and Performance' and 'Communications' teams and generate additional income (e.g. from selling printing services).	400
7	CE	Voluntary Sector Grants and Third Sector Partnerships	Reduce staff and administration costs in the Partnerships team, delete spare capacity in the Discretionary Rate Relief budget and reduce the Local Initiatives Fund to £15k per annum per ward.	246
8	CE	Voluntary Sector Grants and Third Sector Partnerships	Use funding from Section 106 to replace (not reduce) core council funding for the voluntary sector.	340
9	CORP	Contingency	Remove the corporate contingency budget (contingencies to be managed through reserves and balances).	400
10	CORP	Pensions	Charge Schools and the Housing Revenue Account their full share of the c£10m pension fund annual lump sum contribution.	1,900
11	CORP	Property	Use the Council's property portfolio more efficiently, including increased income from commercially letting vacant properties.	1,400
12	CS	All	Transfer funding of some health-related services to Public Health, Clinical Commissioning Group and Schools budgets and make efficiency savings through alternative use of government grant.	2,080
13	CS	All	Make planned reductions in administration and commissioning posts across Children's Services.	420
14	CS	Learning and Schools	Make savings in Early Years through grant aid saving, bringing the after-school childcare budget into line with demand and placing one Early Years Centre onto the standard funding formula.	200
15	CS	Learning and Schools	Shift funding from the General Fund to the Dedicated Schools Grant for pupil, school and early years support services, as agreed by Schools Forum, and continue traded schools services.	1,370
16	CS	Learning and Schools	Complete the reduction in the Connexions service, with schools taking their legal responsibility for youth careers advice.	550
17	CS	Learning and Schools	Reform and re-focus childcare subsidy, progressively distributing increases in charges via a graduated scale through the income bands and introducing additional bands at the top, so those on the lowest incomes face the lowest rises.	37
18	CS	Targeted Specialist Children and Families	Procure Independent Fostering Placements jointly and improve the procurement of residential provision.	800
19	E&R	All	Increase income generation across the Environment and Regeneration department, including through additional income from the new leisure contract, increasing our Commercial Waste business and establishing a trading company (iCo) to sell services such as energy advice.	3,671
20	E&R	All	Integrate separate enforcement teams across the Environment and Regeneration department into a multi-disciplinary team.	150
21	E&R	All	Make efficiencies in the Environment and Regeneration department, including in support functions and procurement.	1,466
22	E&R	Parks	Rationalise grounds maintenance in parks through revised maintenance routines for out-of-season and lower priority works.	96
23	E&R	Parks	Adopt a risk-based approach to locking parks, leaving only the lowest-risk parks unlocked.	70
24	E&R	Planning and Development	Restructure the Planning and Development service, reducing senior management, and increase the fees for the Design Review Panel service.	216
25	E&R	Street Environment Services	Review recycling points on estates to make them more accessible and, following pilots, move to communal recycling on the estates where doorstep recycling is currently still offered.	150
26	E&R	Street Environment Services	Introduce the 'village principle' into Street Environment Services by creating area-based teams.	150
27	E&R	Street Environment Services	Reduce the number of refuse collection vehicles by, following pilots, moving towards communal kitchen waste and green waste collection.	500
28	E&R	Street Environment Services	Complete planned reduction in the Bright Sparks service's reliance on Council funding.	125
29	E&R	Traffic and Parking	Review Pay and Display Charges to manage bay occupancy and availability.	1,000
30	E&R	Traffic and Parking	Introduce a 'diesel surcharge' for parking permits for diesel and heavy oil vehicles, with appropriate exemptions, to encourage residents to use cleaner vehicles.	880
31	E&R	Traffic and Parking	Increase the price of visitor vouchers, while introducing pensioner discounts for all visitor vouchers.	340

REVENUE SAVINGS 2015-16

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LINE #	DIRECTORATE	SERVICE	SAVINGS DESCRIPTION	2015-16 £000s
32	F&R	All	Reduce senior management in the Finance and Resources department.	475
33	F&R	Financial Management	Reduce finance support by reducing the costs of the Finance Support service, finance systems contracts, the Parking and Small Payments teams, cash flow management and external audit.	1,861
34	F&R	Procurement and Internal Audit	Reduce the level of control over compliance functions in procurement and internal audit.	245
35	F&R	Housing Benefits, Business Rates and Council Tax Collection	Protect income collection and restructure benefits processing.	835
36	F&R	ICT and Customer Interactions	Improve information and communications technology to allow more online customer self-service and integrate Council advice services.	600
37	F&R	Corporate Landlord	Install photovoltaic (PV) plates on corporate Council properties, excluding leisure centres, schools and housing (which are subject to ongoing exploration).	68
38	HASS	Adult Social Services	Reduce the cost of support services in Adult Social Services by centralising training and making non-pay efficiencies.	550
39	HASS	Adult Social Services	Recommission grants to voluntary sector organisations and non-statutory services such as counselling.	600
40	HASS	Adult Social Services	Tailor the amount of care offered to people who are eligible for social services support, while maintaining adult social care for people with Moderate needs.	300
41	HASS	Housing Needs and Strategy	Reduce spending on temporary accommodation by doing additional work to prevent homelessness, use more private sector accommodation at lower rents and move people out of temporary accommodation faster.	500
42	HASS	Housing Needs and Strategy	Reduce staffing costs through improving processes and deleting vacant posts.	100
43	HASS	Integrated Community Services	Review assessment and care management functions and intermediate care services, increasing service user independence, signposting to external services where appropriate and increasing self-assessment online.	800
44	HASS	Integrated Community Services	Use preventative telecare to reduce and delay admission into residential care.	200
45	HASS	Integrated Community Services	Move to more personalised, community-based services, reducing double-up homecare and increasing the number of users of Direct Payments.	600
46	HASS	Integrated Community Services	Collaborate with the NHS to secure funding and reduce costs, using the Better Care Fund to integrate work across health and social care, including through shifting activity from acute and residential provision to community-based services, investment in reablement and reduction in permanent admissions to residential and nursing care homes.	4,550
47	HASS	Learning Disabilities	Increase independence for people with learning disabilities through the development of a new supported accommodation scheme and expanding the Shared Lives scheme and the Community Access Project.	750
48	HASS	Strategy and Commissioning	Make commissioning efficiencies in Housing Related Support and change the funding source for appropriate Housing Related Support from the General Fund to the Housing Revenue Account.	1,950
49	HASS	Strategy and Commissioning	Reduce transport costs by providing services closer to home rather than out-of-borough placements.	200
50	PH	Adult Health Improvement Services	Streamline, integrate and co-locate (e.g. in pharmacies or online) some adult health improvement services.	467
51	PH	All	Reduce staffing by deleting vacant posts.	300
52	PH	Sexual Health Services	Transform the way we pay providers for genito-urinary medicine and sexual health services, redesign sexual health services and review sexual health prevention and promotion.	390
53	PH	Substance Misuse Services	Review substance misuse services and contracts and redesign systems to reduce duplication and focus on services geared towards recovery.	944
TOTAL				37,472

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
CHIEF EXECUTIVE'S DEPARTMENT					
Registrars					
Charge for Births, Deaths and Marriages Certificates / Registration					
Licence for approved premises	Licence for a three year period	Discretionary	£1000 per 3 year period	£1500 per 3 year period	50.00% Benchmarked other Register Office fees. Fee not increased in last four years and the approval is operational for a three year period.
Licensed Venues external to Town Hall	Monday to Saturday	Discretionary	£500.00	£580.00	16.0% Benchmarked other Register Office fees
Licensed Venues external to Town Hall	Sunday	Discretionary	£600.00	£680.00	13.3% Benchmarked other Register Office fees
Licensed Venues external to Town Hall	Bank Holiday	Discretionary	£900.00	£700.00	-22.2% Benchmarked other Register Office fees
Licensed Venues external to Town Hall (out of hours 6pm to 10pm)	Monday to Saturday	Discretionary	£600.00	£680.00	13.3% Benchmarked other Register Office fees
Licensed Venues external to Town Hall (out of hours 6pm to 10pm)	Sunday / Bank Holiday / Christmas Eve, New Years Eve	Discretionary	£1,000.00	£700.00	-30.0% Benchmarked other Register Office fees
Richmond Room	Saturday only (2pm to 6pm with max 60 guests)	Discretionary	£480.00	£480.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Tuesday, Wednesday, Thursday, Friday	Discretionary	£300.00	£300.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Saturday	Discretionary	£580.00	£580.00	0.0%
Mayor's Parlour - marriage or civil partnerships	Sunday	Discretionary	£700.00	£680.00	-2.9% Benchmarked other Register Office fees
Room 99 - Marriages or Partnership ceremonies	Basic ceremony (max 30 guests): Monday	Discretionary	£50	£54	8.0% Benchmarked other Register Office fees
	Basic ceremony (max 30 guests): Tuesday, Wednesday, Thursday	Discretionary	£120.00	£120.00	0.0%
	Basic ceremony (max 30 guests): Friday	Discretionary	£180.00	£200.00	11.1% Benchmarked other Register Office fees
	Basic ceremony (max 30 guests): Saturday (max 30 guests)	Discretionary	£250.00	£250.00	0.0%
Re-booking of ceremony		Discretionary	£35.00	£35.00	0.0%
Council Chamber - marriage or Civil Partnership or Renewal of vows & Naming Ceremonies	Tues, Weds, Thurs, Fri	Discretionary	£300.00	£350.00	16.7% Benchmarked other Register Office fees
	Saturday	Discretionary	£580.00	£580.00	0.0%
	Sunday	Discretionary	£700.00	£680.00	-2.9% Benchmarked other Register Office fees
	Use of balcony	Discretionary	£300.00	£180.00	-40.0% Benchmarked other Register Office fees
Births, deaths, marriages and civil partnership certificates	Express same day within 1 hour (walk in service before 11am)	Discretionary	£20.00	£20.00	0.0%
Births, deaths marriages and civil partnership certificates	Express same day within 2 hours (Contact centre order before 2 pm)	Discretionary	£16.00	£16.00	0.0%
Nationality check and send (incl. VAT) for citizenship applicants (Mon-Fri)	Per child	Discretionary	£30.00	£30.00	0.0%
	Per single adult application	Discretionary	£55.00	£55.00	0.0%
Nationality check and send (incl. VAT) for citizenship applicants - Saturday Service &	Per child	Discretionary	£35.00	£35.00	0.0%
	Per single adult application	Discretionary	£70.00	£70.00	0.0%
Settlement check and send (incl. VAT) for settlement applicants - (Mon-Fri)	Per single adult application	Discretionary	£90.00	£90.00	0.0%
Settlement check and send (incl. VAT) for settlement applicants - Saturday Service & evening appointments	Per single adult application	Discretionary	£100.00	£100.00	0.0%
Private Citizenship Ceremony (Mon - Fri)	Per single adult	Discretionary	£150.00	£150.00	0.0%
Private Citizenship Ceremony (Sat)	Per single adult	Discretionary	£180.00	£180.00	0.0%
Islington Assembly Hall					
Commercial Rates -					
Wedding package Monday-Thursday, inc VAT	10-hire hour of venue, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary	£2,000.00	£1,900.00	-5.0%
Wedding package Friday-Sunday, inc VAT	10-hire hour of venue, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary	£2,462.00	£2,900.00	17.8% The 2014-15 figure excluded VAT.
Civil ceremony package Monday-Thursday, inc VAT	6-hire hour of main hall, including security, basic AV support, room set-up and staffing.	Discretionary		£1,200.00	N/A
Civil ceremony package Friday-Sunday, inc VAT	6-hire hour of main hall, including security, basic AV support, room set-up and staffing. Drinks package additional.	Discretionary		£1,900.00	N/A
Private / corporate hire event Mon-Wed hourly rate, inc VAT	6-hire hour of main hall, including basic AV support, room set-up, and	Discretionary	£240.00	£240.00	0.0%
Private / corporate hire event Thur-Sun hourly rate, inc VAT	6-hire hour of main hall, including basic AV support, room set-up and	Discretionary	£360.00	£360.00	0.0%
Non-Commercial Rates -					
Council event full-day Monday-Wednesday	8-hour hire of main hall, including basic AV support, room set-up and staffing	Discretionary	£1,000.00	£1,000.00	0.0%
Council event half-day Monday-Wednesday	4-hour hire of main hall, including basic AV support, room set-up and staffing	Discretionary	£600.00	£600.00	0.0%
Council evening event Monday-Wednesday	6-hire hour of main hall, including basic AV support, room set-up, bar staffing	Discretionary	£1,200.00	£1,200.00	0.0%
Community and charity rates	We can offer a reduction on the private / corporate hire rates on Mon-Wed, subject to availability.	Discretionary	Rates not published but we do offer discounts to a certain level and also run the free hire scheme.		
CHILDREN'S SERVICES					
Primary School Meals		Discretionary	2.00	2.00	0.0% This has not been increased for three years and is covered by the Council's Universal Free School Meals Scheme.
EARLY YEARS DAY CARE CHARGES - all increasing by 2% from September 2014. All prices are per child per week.					
COMMUNITY NURSERIES					
TERM TIME					
Under 2's					
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0% 2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0% 2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	196.32	200.25	2.0% 2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	217.55	221.90	2.0% 2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	244.08	248.96	2.0% 2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	275.91	281.43	2.0% 2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	312.26	318.51	2.0% 2% across all Early Years Day Care Charges
2 to 3's					

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
4's						
Band 1 (Up to £24,999)	Per week	Discretionary	133.71	136.39	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	141.49	144.32	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	153.98	157.06	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	170.63	174.04	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	191.43	195.26	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
CHILDREN'S CENTRES IN PRIMARY SCHOOLS						
TERM TIMES						
Under 2's						
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	196.32	200.25	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	217.55	221.90	2.0%	2% across all Early Years Day Care Charges
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Band 6 (£60,000 - £79,999)	Per week	Discretionary	275.91	281.43	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	312.26	318.51	2.0%	2% across all Early Years Day Care Charges
2 to 3's						
Band 1 (Up to £24,999)	Per week	Discretionary	167.14	170.48	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	176.87	180.41	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	192.47	196.32	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	213.28	217.55	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	239.29	244.08	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	270.50	275.91	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	283.87	289.55	2.0%	2% across all Early Years Day Care Charges
3&4's						
Band 1 (Up to £24,999)	Per week	Discretionary	66.86	68.19	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	70.75	72.16	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	76.99	78.53	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	85.31	87.02	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	95.72	97.63	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	108.20	110.37	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	198.71	202.69	2.0%	2% across all Early Years Day Care Charges
HOLIDAYS						
Under 2's						
Band 1 (Up to £24,999)	Per week	Discretionary	170.48	173.89	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	180.41	184.01	2.0%	2% across all Early Years Day Care Charges
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2 to 3's						
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Band 2 (£25,000 - £30,999)	Per week	Discretionary	176.87	180.41	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	192.47	196.32	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	213.28	217.55	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	239.29	244.08	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	270.50	275.91	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	283.87	289.55	2.0%	2% across all Early Years Day Care Charges
3&4's						
Band 1 (Up to £24,999)	Per week	Discretionary	133.71	136.39	2.0%	2% across all Early Years Day Care Charges
Band 2 (£25,000 - £30,999)	Per week	Discretionary	141.49	144.32	2.0%	2% across all Early Years Day Care Charges
Band 3 (£31,000 - £39,999)	Per week	Discretionary	153.98	157.06	2.0%	2% across all Early Years Day Care Charges
Band 4 (£40,000 - £49,999)	Per week	Discretionary	170.63	174.04	2.0%	2% across all Early Years Day Care Charges
Band 5 (£50,000 - £59,999)	Per week	Discretionary	191.43	195.26	2.0%	2% across all Early Years Day Care Charges
Band 6 (£60,000 - £79,999)	Per week	Discretionary	216.40	220.73	2.0%	2% across all Early Years Day Care Charges
Band 7 (£80k and above) Marketed	Per week	Discretionary	227.10	231.64	2.0%	2% across all Early Years Day Care Charges
FINANCE & RESOURCES						
Telecare						
Monitoring Service	Per week	Discretionary	3.30	3.37	2.1%	2% is the annual inflation charged on our contracts and services.
Full Service	Per week	Discretionary	6.53	6.66	2.0%	2% is the annual inflation charged on our contracts and services.
HOUSING & ADULT SOCIAL SERVICES						
Adult Social Services						
Community care charges	No unit charge, individually assessed charge under Government regulations. The Care Act 2014 provides local authorities with the power to charge adults in receipt of care and support services.					
Residential care charges	No unit charge, individually assessed charge under Government regulations. The Care Act 2014 provides local authorities with the power to charge adults in receipt of care and support services.					
Meals in the home		Discretionary	3.00	3.00	0.0%	
Meals in day care centres		Discretionary	3.00	3.00	0.0%	
Deferred Payments	Admin Fee	Statutory	500.00	512.00	2.4%	
Deputyship	Annual management fee	Statutory				Various fixed rates
Protection of Property	Admin Fee	Statutory	250.00	256.00	2.4%	
Protection of Property	Fee per hour	Statutory	25.00	25.60	2.4%	
Protection of Property - Pets	Flat fee per week - for a dog	Statutory	15.00	15.35	2.3%	
Protection of Property - Pets	Flat fee per week - for a cat	Statutory	10.00	10.20	2.0%	
Housing Needs & Strategy						
Furniture Storage		Discretionary	132.74	135.93	2.4%	
ENVIRONMENT & REGENERATION						
Library & Heritage Services						
Fax Charges	Charge for use of fax - to help with cost replacement of machine in future years and running expenses	Discretionary	£1 first page then 50p subsequent page	£1 first page then 50p subsequent page	0.0%	
Sale of Obsolete Stock	Sales - to help with the purchase of new books	Discretionary	10p to £2 on books, 50p to £2 on CD, computer games, video, DVDs	10p to £2 on books, 50p to £2 on CD, computer games, video, DVDs	0.0%	

GENERAL FUND FEES AND CHARGES 2015-16

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Fee / Charge		Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Digital images (Local history)	Per image	Discretionary	£15.00	£15.00	0.0%	
Reservation charges for items not in stock	Service charge - for books obtained via library interloans scheme	Discretionary	£3.60	£3.60	0.0%	
PC Printing	Hire charge - cost recovery	Discretionary	20p b/w 50p colour	20p b/w 50p colour	0.0%	Charges increased last year- need to maintain comparative charges.
Genealogical Research	Service charge - cost recovery	Discretionary	£15 per half-hour (Minimum 1 hour)	£15 per half-hour (Minimum 1 hour)	0.0%	
Local history photography pass	Per day	Discretionary	£5.00	£5.00	0.0%	
Charges for Overdue Books	Fines - to help ensure the timely return of books for other users of the Library Service	Discretionary	16p per day (£7.20 maximum charge per item)	16p per day (£7.20 maximum charge per item)	0.0%	
Hire of Music	Hire charge for CDs	Discretionary	50p; 60+ free	50p; 60+ free	0.0%	
Photocopying	Charge for use of photocopier - cost recovery	Discretionary	10p A4 b/w; 20p A3 b/w; 50p A4 colour; £1 A3 colour	10p A4 b/w; 20p A3 b/w; 50p A4 colour; £1 A3 colour	0.0%	
Hall Lettings	Hall lettings	Discretionary	Increase in line with inflation (round to £29 to £175 per hour)	Increase in line with inflation (round to £29 to £175 per hour)	0.0%	
Charges for Lost Items	Cost of replacing lost items	Discretionary	Original purchase price	Original purchase price	0.0%	
Replacement Library Cards	Cost of replacing lost card	Discretionary	£2.00	£2.00	0.0%	Increased by more than inflation last year
DVDs Hire charge per night	New feature films	Discretionary	£2.00	£2.00	0.0%	
DVDs Hire charge per night	Other / Non feature films	Discretionary	£1.50	£1.50	0.0%	
Local History and re-sale materials sales	Sales - cost recovery	Discretionary	Price range from 25p to £25	Price range from 25p to £25	0.0%	
Local History Centre - Commercial reproduction charges (price per image unless otherwise stated)						
Books, periodicals, printed material, e-books, CD_ROMs						
Front cover / jacket	UK rights (World rights double fee)	Discretionary	£75.00	£75.00	0.0%	
Interior	UK rights (World rights double fee)	Discretionary	£50.00	£50.00	0.0%	
Leaflets and brochures	UK rights (World rights double fee)	Discretionary	£50.00	£50.00	0.0%	
Advertising in newspapers and periodicals	UK rights (World rights double fee)	Discretionary	£75.00	£75.00	0.0%	
Postcards*, greetings cards*, giftware, calendars, posters, publicity material * +100 copies	UK rights (World rights double fee)	Discretionary	£125.00	£125.00	0.0%	
Commercial interior design and decoration						
Commercial interior design and decoration	For up to 5 images, additional images £25	Discretionary	£250.00	£250.00	0.0%	
Television						
Per transmission	one showing, one country including TV advertisements	Discretionary	£75.00	£75.00	0.0%	
5-year unlimited transmission	Excluding video & DVD	Discretionary	£250.00	£250.00	0.0%	
DVDs, films, videos & CD-ROMS						
DVDs, films, videos & CD-ROMS	UK rights (World rights double fee)	Discretionary	£120.00	£120.00	0.0%	
Exhibitions						
Exhibitions		Discretionary	£75.00	£75.00	0.0%	
Web use						
Web use	Including blog posts and social media	Discretionary	£75.00	£75.00	0.0%	
* Discounts can be negotiated where: Works are educational / non-profit making Works require a large number of images (over 10) Print runs are below 1500 copies						
Education Library Service						
Primary School	Per pupil	Discretionary	£17.00	£17.00	0.0%	
Secondary School	Full subscription	Discretionary	£5,235.00	£5,235.00	0.0%	
	Tutor Box Only	Discretionary	£2,500.00	£2,500.00	0.0%	
PVI Nurseries		Discretionary	£165.00	£165.00	0.0%	
Out of Borough schools : Artefact Topic boxes	Per box + £15 delivery and collection charge	Discretionary	£65.00	£65.00	0.0%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
PUBLIC PROTECTION						
Land Charges LA Searches (NB These charges need to be set to recover costs only by law. Charges are set based upon an analysis of prior year spend and income.)						
LLC1	Additional parcel £1	Discretionary	£21.00	£21.00	0.0%	Freeze due to ongoing legal challenge
Con29R	Additional Parcel £20	Discretionary	£93.00	£93.00	0.0%	Freeze due to ongoing legal challenge
Enhanced Personal search		Discretionary	£23.00	£23.00	0.0%	Freeze due to ongoing legal challenge
Information search		Discretionary	£49.00	£49.00	0.0%	Freeze due to ongoing legal challenge
Personal inspection of the Local Land Charges Register under EIR		Discretionary	£0.00	£0.00	N/A	
Part 2 (Con29O) questions		Discretionary	£10.50	£10.50	0.0%	Freeze due to ongoing legal challenge
Part 3 (your own) questions		Discretionary	£21.00	£21.00	0.0%	Freeze due to ongoing legal challenge
Right of Light Registration		Discretionary	£69.00	£69.00	0.0%	Freeze due to ongoing legal challenge
LAND SEARCH ENQUIRIES						
Per reply letter		Discretionary	£64.00	£64.00	0.0%	Freeze due to ongoing legal challenge
Per copy of consent		Discretionary	£1.00	£1.00	0.0%	Freeze due to ongoing legal challenge
SCIENTIFIC SERVICES						
Environmental Protection Act 1990						
Statutory Registers						
Copies and Entries:						
First Copy (per sheet)		Discretionary	£12.00	£12.00	0.0%	
Each subsequent (per sheet)		Discretionary	£4.20	£4.20	0.0%	
ANIMAL SERVICES						
Dog Recovery		Discretionary	£27.00	£27.00	0.0%	
Animal Rehoming		Discretionary	£49.00	£49.00	0.0%	
Animal Boarding		Discretionary	£10.70	£10.70	0.0%	
Register of Seized Dogs		Discretionary	£3.80	£3.80	0.0%	
Animal Boarding Establishments Act 1963						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Breeding Dogs Act 1973						
Licence		Discretionary	£262.00	£262.00	0.0%	
Renewal		Discretionary	£262.00	£262.00	0.0%	
Dangerous Wild Animals Act 1976						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Performing Animals (Regulations) Act 1925						
Registration (once only)		Discretionary	£51.00	£51.00	0.0%	
Copy Certificate		Discretionary	£18.00	£18.00	0.0%	
Pet Animals Act 1951						
Licence		Discretionary	£320.00	£320.00	0.0%	
Renewal		Discretionary	£320.00	£320.00	0.0%	
Riding Establishments Act 1964						
Licence		Discretionary	£465.00	£465.00	0.0%	
Renewal of Provisional Licence		Discretionary	£465.00	£465.00	0.0%	
Pest Control						
Contracted Pest Control treatments - per hour plus VAT		Discretionary	£160.00	£160.00	0.0%	
Residential Environmental Health						
Notices served under Housing Act 2004 Sections 11 & 12		Discretionary	£570.00	£585.00	2.6%	Rounded up to nearest £5.
HMO licensing	Per letting	Discretionary	£200.00	£260.00	30.0%	Increases in line with those proposed for possible new Additional Licensing Areas. Not to be implemented until after any Executive decision to declare areas. Charge covers a five year period.
HMO licensing - accredited landlords	Per letting	Discretionary	£160.00	£220.00	37.5%	
HMO licensing - assisted applications	Per HMO	Discretionary	£310.00	£325.00	4.8%	
Renewal of HMO licence after 5 year term from 11/12	Per letting	Discretionary	£160.00	£200.00	25.0%	
Renewal of HMO licence for accredited landlord after 5 year term from 11/12	Per letting	Discretionary	£140.00	£180.00	28.6%	
HMO Licensing of large student accommodation blocks	Per letting	Discretionary	£25.00	£30.00	20.0%	
Commercial Environmental Health						
Food Hygiene Training		Discretionary		£75.00	N/A	New charge
PROPERTY RECORD VIEWING, PHOTOCOPYING & VIEWING (CHARGE PER PROPERTY)						
Solicitor's enquiry (24 hour response)		Discretionary	£115.00	£115.00	0.0%	
TRADING STANDARDS						
Weighing and Measuring Equipment						
Charges for examining, testing, certifying, stamping, authorising or reporting on special weighing or measuring equipment. Charges are per officer/hr.		Discretionary	£92.00	£94.00	2.2%	
Weights						
Exceeding 5kg or not exceeding 5g		Discretionary	£13.00	£13.50	3.8%	
Other weights		Discretionary	£12.00	£12.50	4.2%	
Measures						
Linear measures not exceeding 3m		Discretionary	£13.00	£13.50	3.8%	
Weighing machines						
Not exceeding 15kg		Discretionary	£32.00	£33.00	3.1%	
15kg to 100kg		Discretionary	£50.00	£51.00	2.0%	
100kg to 250 kg		Discretionary	£64.00	£66.00	3.1%	
250 kg to 1 tonne		Discretionary	£115.00	£118.00	2.6%	
1 tonne to 10 tonne		Discretionary	£200.00	£205.00	2.5%	
10 tonne to 30 tonne		Discretionary	£390.00	£400.00	2.6%	
30 tonne to 60 tonne		Discretionary	£580.00	£595.00	2.6%	
Measuring Instruments for Intoxicating Liquor						
Not exceeding 150 ml		Discretionary	£22.00	£22.50	2.3%	
Other		Discretionary	£23.00	£23.50	2.2%	
Measuring Instruments for Liquid Fuel and Lubricants						
Container Type (unsubdivided)		Discretionary	£92.00	£94.00	2.2%	
Multigrade						
a) solely price adjustment		Discretionary	£115.00	£118.00	2.6%	
b) otherwise		Discretionary	£200.00	£205.00	2.5%	
Other types-single outlets						
a) Solely price adjustment		Discretionary	£91.00	£93.00	2.2%	
b) otherwise		Discretionary	£116.00	£119.00	2.6%	
Other types - multi outlets - rate per meter		Discretionary	£116.00	£119.00	2.6%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Other Charges					
If without prior notice an appointment is cancelled or altered significantly by the person requesting the service, a minimum charge of £92 (£138 in respect of appointments outside the hours 9.00 a.m. - 5.00 p.m. Monday to Friday) will be made for the first hour or part thereof and then at a rate of £92 (£138) per hour thereafter. This will include travelling time to and from the premises.					
When a visit is made by a Trading Standards Officer to any premises for the purpose of carrying out any of the functions or activities listed above, each visit may be subject to a minimum charge of £92 per Officer per visit regardless of the nature or amount of work requested or completed.					
If the Service has to hire additional weights or equipment to carry out any testing or examination, then the additional cost will be payable by the submitter.					
GLC General (Powers) Act 1984					
Sale of Goods by Competitive Bidding	Discretionary	£222.00	£227.00	2.3%	
Poisons Act 1972					
Inclusion on List	Discretionary	£71.00	£73.00	2.8%	
Alteration	Discretionary	£31.00	£32.00	3.2%	
Retention	Discretionary	£71.00	£73.00	2.8%	
Scrap Metal Dealers Act 2013					
Scrap Metal Dealer - Site Licence	licence is of 3 years duration Discretionary		£490.00	N/A	
Scrap Metal Dealer renewal	Discretionary		£490.00	N/A	
Scrap Metal Dealer variation	Discretionary		£245.00	N/A	
Scrap Metal Collector	Discretionary		£295.00	N/A	
Scrap Metal Collector renewal	Discretionary		£295.00	N/A	
Scrap Metal Collector variation	Discretionary		£235.00	N/A	
Duplicates (for either)	Discretionary		£5.00	N/A	
GAMBLING ACT 2005					
Licence Fees					
Bingo Club - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Bingo Club Annual Fee	Discretionary	£930.00	£955.00	2.7%	
Bingo Club - Variation	Discretionary	£1,290.00	£1,325.00	2.7%	
Bingo Club - Transfer	Discretionary	£155.00	£160.00	3.2%	
Bingo Club - Re-instatement	Discretionary	£155.00	£160.00	3.2%	
Bingo Club - Provisional Statement	Discretionary	£1,840.00	£1,885.00	2.4%	
Bingo Club - New Application from Provisional Statement holder	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Betting Premises excluding Tracks Annual Fee	Discretionary	£530.00	£545.00	2.8%	
Betting Premises excluding Tracks - Variation	Discretionary	£940.00	£965.00	2.7%	
Betting Premises excluding Tracks - Transfer	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - Re-instatement	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - Provisional Statement	Discretionary	£155.00	£160.00	3.2%	
Betting Premises excluding Tracks - New Application from Provisional Statement holder	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - New Application	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - Transfer	Discretionary	£380.00	£390.00	2.6%	
Tracks - Re-instatement	Discretionary	£380.00	£390.00	2.6%	
Tracks - Provisional Statement	Discretionary	£1,840.00	£1,885.00	2.4%	
Tracks - New Application New Application from provisional statement holder	Discretionary	£380.00	£390.00	2.6%	
CCTV Enquiries/Requests form info Solicitors, Lawyers, Court Officers (Police Exempt)					
Search only	Discretionary	£10.00	£10.00	0.0%	
Research / Reply	Discretionary	£50.00	£50.00	0.0%	
Research / Reply multiple cameras / images (up to 5)	Discretionary	£65.00	£65.00	0.0%	
Research / Reply multiple cameras / images (6+)	Discretionary	£85.00	£85.00	0.0%	
PLANNING & DEVELOPMENT					
Photocopying Correspondence & Other Items					
Each page	Discretionary	£0.80	£0.80	0.0%	
Research fee					
Admin time per hr	Discretionary	£37.00	£37.00	0.0%	
Policy documents					
UDP Adopted June 2002	Discretionary	£56.00	£56.00	0.0%	
Core Strategy	Discretionary	£47.00	£47.00	0.0%	
Proposals Maps (UDP and Core Strategy)	Discretionary	£7.00	£7.00	0.0%	
Development Management Policies DPD (once formally adopted)	Discretionary	£47.00	£47.00	0.0%	
Site Allocations DPD (once formally adopted)	Discretionary	£47.00	£47.00	0.0%	
Finsbury Local Plan (once adopted formally)	Discretionary	£47.00	£47.00	0.0%	
Environmental Design SPD	Discretionary	£21.00	£21.00	0.0%	
Affordable Housing Small Sites Contributions SPD	Discretionary	£0.00	£0.00	0.0%	
Streetbook SPD (new version, Oct 2012)	Discretionary	£21.00	£21.00	0.0%	
Inclusive Landscape Design SPD (Oct 09)	Discretionary	£16.00	£16.00	0.0%	
Planning Obligations SPD (July 2009)	Discretionary	£16.00	£16.00	0.0%	
Accessible Housing SPD (March 2009)	Discretionary	£0.00	£0.00	0.0%	
Archway Development Framework SPD (September 2007)	Discretionary	£0.00	£0.00	0.0%	
Nag's Head Town Centre Strategy SPD (May 2007)	Discretionary	£0.00	£0.00	0.0%	
Urban Design Guide SPD (Dec 06),	Discretionary	£16.00	£16.00	0.0%	
King's Cross Framework SPD (July 2005)	Discretionary	£0.00	£0.00	0.0%	
Statement of Community Involvement (July 2006)	Discretionary	£0.00	£0.00	0.0%	
Angel Town Centre Strategy	Discretionary	£0.00	£0.00	0.0%	
Mount Pleasant	Discretionary	£16.00	£16.00	0.0%	
Student Accommodation Contributions for Bursaries SPD (once adopted)	Discretionary	£0.00	£0.00	0.0%	
Shop front Design	Discretionary	£7.00	£7.00	0.0%	
Conservation Area Design Guidelines	Discretionary	£19.00	£19.00	0.0%	
Planning Briefs	Discretionary	£10.00	£10.00	0.0%	
Other Documents					
Street Index with No Areas	Discretionary	£13.00	£13.00	0.0%	
Maps					
Street Maps	Discretionary	£5.20	£5.20	0.0%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
Plan Printing						
(Other than plans from planning applications)						
A4	Discretionary	£3.80	£3.80	0.0%		
A3	Discretionary	£3.80	£3.80	0.0%		
A2	Discretionary	£5.20	£5.20	0.0%		
A1 23" * 20"	Discretionary	£5.20	£5.20	0.0%		
A1 40" * 30"	Discretionary	£5.20	£5.20	0.0%		
A0	Discretionary	£5.20	£5.20	0.0%		
60" * 40"	Discretionary	£5.20	£5.20	0.0%		
Pre-application and other advice fees						
Charges will apply immediately upon approval						
Duty Planning Officer Slot	Discretionary		£55.00	N/A	New charge	
Householder application	Discretionary	£155.00	£220.00	41.9%	To reflect costs	
Householder application with site visit	Discretionary	£260.00	£360.00	41.9%	To reflect costs	
Householder follow up meeting /site visit	Discretionary	£105.00	£140.00	33.3%	To reflect costs	
Listed building consent	Discretionary	£210.00	£330.00	57.1%	To reflect costs	
Listed building consent with site visit	Discretionary	£320.00	£470.00	57.1%	To reflect costs	
Listed Building consent follow up meeting	Discretionary	£110.00	£140.00	27.3%	To reflect costs	
Small scale minor application (up to 3 residential units, or 499 sq.m commercial)	Discretionary	£470.00	£500.00	6.4%	To reflect costs	
Small scale minor application with site visit	Discretionary	£710.00	£730.00	2.8%	To reflect costs	
Small scale minor follow up meeting	Discretionary	£240.00	£360.00	50.0%	To reflect costs	
Larger scale minor development (4-9 residential units, or 500-999 sq.m commercial)	Discretionary	£1,290.00	£1,400.00	8.5%	To reflect costs	
Large scale minor follow up meeting	Discretionary	£650.00	£750.00	15.4%	To reflect costs	
Major application up to 20 units	Discretionary	£3,100.00	£3,200.00	3.2%	To reflect costs	
Major application >20 units	Discretionary		£4,200.00	N/A	New charge	
Major application per extra meeting	Discretionary	£1,370.00	£1,500.00	9.5%	To reflect costs	
Planning Performance Agreement	Discretionary		£6,000.00	N/A	New charge	
Planning Performance Agreement (conditions)	Discretionary		£3,000.00	N/A	New charge	
Planning Performance Agreement (follow up)	Discretionary		£1,500.00	N/A	New charge	
Design review panel	Discretionary	£2,850.00	£3,085.00	8.2%	To reflect costs	
Design review panel follow up	Discretionary	£2,270.00	£2,360.00	4.0%	To reflect costs	
Officer research/ correspondence per hour	Discretionary		£110.00	N/A	New charge	
Express Enforcement correspondence	Discretionary		£500.00	N/A	New charge	
BUILDING CONTROL						
Property Record Viewing, Photocopying & Viewing (Charge Per Property)						
Enquiry Charge - all information readily available on back-office/land charges or statutory register	Discretionary	£25.00	£90.00	260.0%	Charged at standard hourly rate and assumes one hour (or part thereof) of work	
Enquiry Charge - additional research required	Discretionary		£90.00	N/A	New charge	
Additional page/drawing	Discretionary	£1.00	£1.00	0.0%	Copies of plans and documents to be charged at Plan Printing rates above	
Each single copy of microfiche	Discretionary	£8.50	£10.00	17.6%	Required to pay for rental and maintenance of equipment	
Solicitor's enquiry (48 hour response)	Discretionary	£126.00	£270.00	114.3%	Standard hourly rate for research and preparing document - assuming 3 hours of work	
Temporary Structure-Renewals						
Professional/Technical time per hr	Standard Hourly Rate	Discretionary	£90.00	£90.00	0.0%	Standard hourly rate
Administrative time per hr	Standard Hourly Rate	Discretionary	£41.00	£90.00	119.5%	All services to be charged at standard hourly rate
Demolition notice under section 10 of the London Local Authorities Act 2004	Standard applications	Discretionary	£429.00	£450.00	4.9%	Charged at hourly rate and assuming 5 hours of officer time to deal with application
Demolition notice under section 10 of the London Local Authorities Act 2005	Complex applications	Discretionary	£795.00	£810.00	1.9%	Charged at hourly rate and assuming 9 hours of officer time to deal with application
Temporary Structure-New Structures & S21 London Building Ct 1939						
Minimum charge	Minimum charge is £300 paid on application, with additional charges to be assessed on a case by case basis based on nature of structure and resources required in order to deal with application.	Discretionary		£300.00	N/A	New charge
Dangerous Structures						
Standard Charge on issue of Notice		Discretionary	£105.00	£315.00	200.0%	Charge based on standard hourly rate of £90+VAT and on assumption of 3 hours work in preparation for issuing notice
Site visits and time spent on dealing with matter to be charged at standard hourly rate	Time to be charged at standard hourly rate	Discretionary	On application	On application	N/A	Time to be charged and invoiced at standard hourly rate
Miscellaneous Charges						
Misc. charges and services delivered that are not specifically stated		Discretionary	On application	On application	N/A	
Refunds and Cancellations	£100 + any time spent on application charged at hourly rate	Discretionary	£100.00	£105.00	5.0%	
Street Naming and Numbering						
New sites or developments						
1-9 units		Discretionary	£185.00	£185.00	0.0%	
10-20 units		Discretionary	£240.00	£240.00	0.0%	
For each additional unit over 20		Discretionary	£35.00	£35.00	0.0%	
Naming a new street (including access ways, mews, cul-de-sacs)		Discretionary	£220.00	£220.00	0.0%	
Existing property						
Renaming a street		Discretionary	£390.00	£390.00	0.0%	
Naming or re-naming of a property		Discretionary	£220.00	£220.00	0.0%	
Renumbering of a property		Discretionary	£220.00	£220.00	0.0%	
Postcode enquiries		Discretionary	£0.00	£0.00	N/A	
Resubmission with new proposals if original application refused and within 1 month of refusal		Discretionary	£0.00	£0.00	N/A	
ENVIRONMENTAL SERVICES						
HIGHWAYS GROUP						
NEW ROADS & STREET WORKS ACT						
Streetscene Records:						
Staff viewing charge		Discretionary	£45.00	£45.00	0.0%	
First page copying - per page		Discretionary	£5.20	£5.20	0.0%	
Subsequent pages - per page		Discretionary	£0.90	£0.90	0.0%	
Restoration of database if required		Discretionary	£560.00	£560.00	0.0%	
Provision of information by post		Discretionary	£57.00	£57.00	0.0%	
Provision of accident data		Discretionary	£68.00	£68.00	0.0%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Enquiries/Requests form info Solicitors, Developers/Business Orgs					
Search only	Discretionary	£40.00	£40.00	0.0%	
Research/Reply	Discretionary	£79.00	£79.00	0.0%	
Research/Reply multiple questions (up to 5)	Discretionary	£140.00	£140.00	0.0%	
Research/Reply multiple questions (6+)	Discretionary	£195.00	£195.00	0.0%	
Supply Lamps					
Per lamp	Discretionary	£13.00	£13.00	0.0%	
Per night	Discretionary	£117.00	£117.00	0.0%	
Deposits					
Deposit Handling Charge	Discretionary	£75.00	£75.00	0.0%	
Deposit based on full replacement cost of highway (m2)	Discretionary	£171.00	£200.00	17.0%	
Highway Licences					
Section 50 opening of highway - Excavation up to 0.9 metres	Discretionary	£300.00	£310.00	3.3%	
Section 50 opening of highway - Excavation 0.9 - 1.5 metres	Discretionary	£640.00	£700.00	9.4%	
Section 50 opening of highway - Excavation over 1.50 metres	Discretionary	£1,800.00	£1,845.00	2.5%	
Section 50 opening of highway - Non excavation	Discretionary	£220.00	£225.00	2.3%	
Temp X over Section 50 opening of highway - Standard Vehicle	Discretionary	£640.00	£700.00	9.4%	
Temp X over Section 50 opening of highway - Heavy Duty Vehicle	Discretionary	£1,800.00	£1,845.00	2.5%	
Section 81 - First and second notifications	Discretionary	£0.00	£0.00	0.0%	
Section 81 - Remedial works including survey	Discretionary	£0.00	£0.00	0.0%	
Extension fees for agreed and non agreed Section 50 - excavations and temporary crossovers	Discretionary	£135.00	£140.00	3.7%	
Site Inspection fee for valid complaints or unauthorised overstay	Discretionary	£135.00	£140.00	3.7%	
Tables and chairs					
Management fee - all bands	Discretionary	£395.00	£405.00	2.5%	
Band A - Price per seat up to 12	Discretionary	£69.00	£75.00	8.7%	
Band A - Price per seat 13 upward	Discretionary	£49.00	£55.00	12.2%	
Band B - Price per seat up to 12	Discretionary	£49.00	£50.00	2.0%	
Band B - Price per seat 13 upward	Discretionary	£32.00	£35.00	9.4%	
Band C - Price per seat up to 12	Discretionary	£27.00	£30.00	11.1%	
Band C - Price per seat 13 upward	Discretionary	£20.00	£25.00	25.0%	
A Boards & Tables and Chairs					
Band A price per A board added to existing Tables and Chair licence	Discretionary	£264.00	£275.00	4.2%	
Band B price per A board added to existing Tables and Chair licence	Discretionary	£190.00	£195.00	2.6%	
Band C price per A board added to existing Tables and Chair licence	Discretionary	£75.00	£80.00	6.7%	
A Boards only					
Band A price per A board	Discretionary	£372.00	£380.00	2.2%	
Band B price per A board	Discretionary	£269.00	£275.00	2.2%	
Band C price per A board	Discretionary	£109.00	£115.00	5.5%	
Dispensers (newspapers et al)					
All bands	Discretionary	£340.00	£345.00	1.5%	
Skips					
Skip license - admin	Discretionary	£75.00	£85.00	13.3%	
Materials license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Scaffold license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Scaffold Gantry licence fee					
deposit value <£1500	Discretionary	£610.00	£650.00	6.6%	
£1501-<£3000	Discretionary	£955.00	£1,000.00	4.7%	
£3001-<£6000	Discretionary	£1,270.00	£1,300.00	2.4%	
£6001-<	Discretionary	On application	On application	N/A	
Hoarding license fee					
deposit value <£1500	Discretionary	£300.00	£315.00	5.0%	
£1501-<£3000	Discretionary	£435.00	£500.00	14.9%	
£3001-<£6000	Discretionary	£780.00	£800.00	2.6%	
£6001-<	Discretionary	On application	On application	N/A	
Extension fees for Material, Scaffolding & Hoarding	Discretionary	£135.00	£150.00	11.1%	
Site Inspection fee for valid complaints or unauthorised overstay	Discretionary	£135.00	£150.00	11.1%	
Crane Operation licenses					
Oversailing the highway	Discretionary	£540.00	£750.00	38.9%	Change in lifting technology. Site evaluations required. To be approved by qualified person.
Operation on the highway	Discretionary	£335.00	£350.00	4.5%	
Overhang licence section 177	NEW LICENCE TYPE		£325.00	N/A	Documentation approval by engineer prior to submission to legal
Shoring and whaling					
One off fee per m2 of enclosed highway land	Discretionary	£215.00	£250.00	16.3%	
Monthly charge for occupation	Discretionary	£65.00	£75.00	15.4%	
Containers					
Admin fee	Discretionary	£160.00	£175.00	9.4%	
Weekly storage fee on the highway	Discretionary	£175.00	£185.00	5.7%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection	
Legal notices and works						
Temporary Traffic Restriction Orders/Notices (incl statutory press notices) under section 14 for max of 3 months	Discretionary	£3,200.00	£3,200.00	0.0%		
Extension to section 14 closure per month	Discretionary	£375.00	£450.00	20.0%	Deterrent to avoid overstay	
Temporary Traffic Restriction Orders/Notices (incl statutory press notices) under section 16 and Section 22 to accommodate Filming	Discretionary	£3,400.00	£3,200.00	-5.9%	No fee for non commercial events. Parity with Section 14 closures.	
Permanent traffic orders under all sections of the highways, traffic regulation and road traffic acts	Discretionary	£2,150.00	£2,200.00	2.3%		
Parity with Section 14 closures						
Access Bar Marking installation and consultation	Discretionary	£356.00	£400.00	12.4%		
Professional fees for works	Discretionary	25% of total value for works up to 20,000 in value then 17.5% of total value	25% of total value for works up to 20,000 in value then 17.5% of total value	0.0%		
Emergency call out works	Discretionary	£560.00	£600.00	7.1%		
Waste Management						
COMMERCIAL WASTE CHARGES						
Sacks (per 50 sacks)	Per 50	Discretionary	£86.00	£86.00	0.0%	
Bulk (per metre)	Metre = 12 bags	Discretionary	£22.00	£22.00	0.0%	
Paladin	Per lift	Discretionary	£14.00	£14.00	0.0%	
Paladin	Annual hire	Discretionary	£114.00	£114.00	0.0%	
Wheelie Bin 240 litre	Per lift	Discretionary	£6.80	£6.80	0.0%	
Wheelie Bin 330/360 litre	Per lift	Discretionary	£8.50	£8.50	0.0%	
Eurobin 550/660 litre	Per lift	Discretionary	£11.00	£11.00	0.0%	
Eurobin 550/660 litre	Annual hire	Discretionary	£120.00	£120.00	0.0%	
Eurobin 770 litre	Per lift	Discretionary	£12.00	£12.00	0.0%	
Eurobin 770 litre	Annual hire	Discretionary	£140.00	£140.00	0.0%	
Eurobin 1100 litre	Per lift	Discretionary	£15.00	£15.00	0.0%	
Eurobin 1100 litre	Annual hire	Discretionary	£176.00	£176.00	0.0%	
Eurobin 1280 litre	Per lift	Discretionary	£16.00	£16.00	0.0%	
Eurobin 1280 litre	Annual	Discretionary	£190.00	£190.00	0.0%	
Skips Light Waste (8 yarder)	Per lift	Discretionary	£274.00	£274.00	0.0%	
Skips Building Material (8 yarder)	Per lift	Discretionary	£331.00	£331.00	0.0%	
Special Collections (Minimum Charge)	One off	Discretionary	£79.00	£79.00	0.0%	
Confidential Waste Collection	One off	Discretionary	£64.00	£64.00	0.0%	
To purchase Eurobins:						
240 litre		Discretionary	£52.00	£52.00	0.0%	
360 litre		Discretionary	£95.00	£95.00	0.0%	
660 litre		Discretionary	£370.00	£370.00	0.0%	
770 litre		Discretionary	£390.00	£390.00	0.0%	
1100 litre		Discretionary	£420.00	£420.00	0.0%	
1280 litre		Discretionary	£430.00	£430.00	0.0%	
CHARITY/EDUCATIONAL ESTABLISHMENT WASTE CHARGES						
Sacks (per 50 sacks)	Per 50	Discretionary	£42.00	£42.00	0.0%	
Paladin hire	Per lift	Discretionary	£8.00	£8.00	0.0%	
Paladin hire	Annual hire	Discretionary	£111.00	£111.00	0.0%	
Wheelie Bin 240 litre	Per lift	Discretionary	£4.00	£4.00	0.0%	
Wheelie Bin 330/360 litre	Per lift	Discretionary	£6.00	£6.00	0.0%	
Eurobin 550/660 litre	Per lift	Discretionary	£6.40	£6.40	0.0%	
Eurobin 550/660 litre	Annual hire	Discretionary	£120.00	£120.00	0.0%	
Eurobin 770/800 litre	Per lift	Discretionary	£7.50	£7.50	0.0%	
Eurobin 770/800 litre	Annual hire	Discretionary	£140.00	£140.00	0.0%	
Eurobin 1100 litre	Per lift	Discretionary	£8.00	£8.00	0.0%	
Eurobin 1100 litre	Annual hire	Discretionary	£176.00	£176.00	0.0%	
Eurobin 1280 litre	Per lift	Discretionary	£9.10	£9.10	0.0%	
Eurobin 1280 litre	Annual hire	Discretionary	£190.00	£190.00	0.0%	
Skips Light Waste (8 yarder)	Per lift	Discretionary	£191.00	£191.00	0.0%	
Skips Light Waste (12 yarder) perm	Per lift	Discretionary	£206.00	£206.00	0.0%	
Special Collections (Minimum Charge)	One off	Discretionary	£95.00	£95.00	0.0%	
Confidential Waste Collection	One off	Discretionary	£64.00	£64.00	0.0%	
To buy Eurobins						
240 litre		Discretionary	£52.00	£52.00	0.0%	
360 litre		Discretionary	£96.00	£96.00	0.0%	
660 litre		Discretionary	£370.00	£370.00	0.0%	
770 litre		Discretionary	£390.00	£390.00	0.0%	
1100 litre		Discretionary	£420.00	£420.00	0.0%	
1280 litre		Discretionary	£430.00	£430.00	0.0%	
Duty of Care Document Charge	Quarter	Discretionary	£15.00	£15.00	0.0%	
	Half year	Discretionary	£31.00	£31.00	0.0%	
	Annual	Discretionary	£62.00	£62.00	0.0%	
CLINICAL WASTE CHARGES						
Removal of Bagged Clinical Waste						
Min charge per visit & up to 7 bags (inclusive)	Up to 7 bags	Discretionary	£34.00	£34.00	0.0%	
Each additional bag over 7 collected	Each bag	Discretionary	£5.40	£5.40	0.0%	
Sharps						
Min charge per visit & up to 5 boxes (inclusive)	Up to 5 boxes	Discretionary	34.00	34.00	0.0%	
Each additional box over 5 collected	Each box	Discretionary	5.40	5.40	0.0%	
PARKING						
PARKING PERMITS						
Blue Badge						
Blue Badge processing		Statutory Maximum Limit	£0.00	£0.00	0.0%	Up to £10 set by government
Associated residents permit for Blue Badge holders		Discretionary	£0.00	£0.00	0.0%	
Blue Badge replacement for lost 1st one in 3 years		Statutory Maximum Limit	£0.00	£0.00	0.0%	Up to £10 set by government
Blue Badge replacement for stolen 1st one in 3 years		Statutory Maximum Limit	£0.00	£0.00	0.0%	Up to £10 set by government
Blue Badge replacement for lost subsequent ones in 3 years		Statutory Maximum Limit	£10.00	£10.00	0.0%	Up to £10 set by government

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
All Diesel Vehicles - Surcharge in additional to Standard Resident Permit Prices - subject to some vehicle-type policy exemptions					
1 month permit	Discretionary		£8.00	N/A	New charge
3 month permit	Discretionary		£24.00	N/A	New charge
6 month permit	Discretionary		£48.00	N/A	New charge
12 month permit	Discretionary		£96.00	N/A	New charge
Residents Parking Permit - based on CO2 emissions					
Band A - (up to 100g/km) - 1 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 3 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 6 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - (up to 100g/km) - 12 month permit	Discretionary	£0.00	£0.00	0.0%	
Band B - (101-110g/km) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (101-110g/km) - 3 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (101-110g/km) - 6 month permit	Discretionary	£7.75	£7.95	2.6%	
Band B - (101-110g/km) - 12 month permit	Discretionary	£15.50	£15.90	2.6%	
Band C - (111-120g/km) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band C - (111-120g/km) - 3 month permit	Discretionary	£7.00	£7.20	2.9%	
Band C - (111-120g/km) - 6 month permit	Discretionary	£14.00	£14.35	2.5%	
Band C - (111-120g/km) - 12 month permit	Discretionary	£28.00	£28.70	2.5%	
Band D - (121-130g/km) - 1 month permit	Discretionary	£6.25	£6.35	1.6%	
Band D - (121-130g/km) - 3 month permit	Discretionary	£18.50	£18.95	2.4%	
Band D - (121-130g/km) - 6 month permit	Discretionary	£37.00	£37.90	2.4%	
Band D - (121-130g/km) - 12 month permit	Discretionary	£74.00	£75.80	2.4%	
Band E - (131-140g/km) - 1 month permit	Discretionary	£7.50	£7.70	2.7%	
Band E - (131-140g/km) - 3 month permit	Discretionary	£22.50	£23.05	2.4%	
Band E - (131-140g/km) - 6 month permit	Discretionary	£45.00	£46.10	2.4%	
Band E - (131-140g/km) - 12 month permit	Discretionary	£90.00	£92.15	2.4%	
Band F - (141-150g/km) - 1 month permit	Discretionary	£8.25	£8.30	0.6%	
Band F - (141-150g/km) - 3 month permit	Discretionary	£24.25	£24.85	2.5%	
Band F - (141-150g/km) - 6 month permit	Discretionary	£48.50	£49.65	2.4%	
Band F - (141-150g/km) - 12 month permit	Discretionary	£97.00	£99.30	2.4%	
Band G - (151-165g/km) - 1 month permit	Discretionary	£10.00	£10.35	3.5%	
Band G - (151-165g/km) - 3 month permit	Discretionary	£30.25	£31.00	2.5%	
Band G - (151-165g/km) - 6 month permit	Discretionary	£60.50	£61.95	2.4%	
Band G - (151-165g/km) - 12 month permit	Discretionary	£121.00	£123.90	2.4%	
Band H - (166-175g/km) - 1 month permit	Discretionary	£11.50	£11.90	3.5%	
Band H - (166-175g/km) - 3 month permit	Discretionary	£34.75	£35.65	2.6%	
Band H - (166-175g/km) - 6 month permit	Discretionary	£69.50	£71.25	2.5%	
Band H - (166-175g/km) - 12 month permit	Discretionary	£139.00	£142.50	2.5%	
Band I - (176-185g/km) - 1 month permit	Discretionary	£14.00	£14.00	0.0%	
Band I - (176-185g/km) - 3 month permit	Discretionary	£40.75	£41.75	2.5%	
Band I - (176-185g/km) - 6 month permit	Discretionary	£81.50	£83.50	2.5%	
Band I - (176-185g/km) - 12 month permit	Discretionary	£163.00	£167.00	2.5%	
Band J - (186-200g/km) - 1 month permit	Discretionary	£17.50	£17.60	0.6%	
Band J - (186-200g/km) - 3 month permit	Discretionary	£51.50	£52.75	2.4%	
Band J - (186-200g/km) - 6 month permit	Discretionary	£103.00	£105.50	2.4%	
Band J - (186-200g/km) - 12 month permit	Discretionary	£206.00	£211.00	2.4%	
Band K - (201- 225g/km) - 1 month permit	Discretionary	£20.00	£20.50	2.5%	
Band K - (201- 225g/km) - 3 month permit	Discretionary	£60.00	£61.50	2.5%	
Band K - (201- 225g/km) - 6 month permit	Discretionary	£120.00	£123.00	2.5%	
Band K - (201- 225g/km) - 12 month permit	Discretionary	£240.00	£246.00	2.5%	
Band L - (226-255g/km) - 1 month permit	Discretionary	£28.00	£28.75	2.7%	
Band L - (226-255g/km) - 3 month permit	Discretionary	£84.00	£86.00	2.4%	
Band L - (226-255g/km) - 6 month permit	Discretionary	£168.00	£172.00	2.4%	
Band L - (226-255g/km) - 12 month permit	Discretionary	£336.00	£344.00	2.4%	
Band M - (256g/km and above) - 1 month permit	Discretionary	£36.50	£37.00	1.4%	
Band M - (256g/km and above) - 3 month permit	Discretionary	£108.50	£111.00	2.3%	
Band M - (256g/km and above) - 6 month permit	Discretionary	£217.00	£222.00	2.3%	
Band M - (256g/km and above) - 12 month permit	Discretionary	£434.00	£444.00	2.3%	
Residents Parking Permit - pre-2001 vehicles - based on engine sizes					
Band A - 1 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 3 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 6 month permit	Discretionary	£0.00	£0.00	0.0%	
Band A - 12 month permit	Discretionary	£0.00	£0.00	0.0%	
Band B - (1-900cc) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (1-900cc) - 3 month permit	Discretionary	£5.75	£6.00	4.3%	
Band B - (1-900cc) - 6 month permit	Discretionary	£7.75	£7.95	2.6%	
Band B - (1-900cc) - 12 month permit	Discretionary	£15.50	£15.90	2.6%	
Band C - (901-1100cc) - 1 month permit	Discretionary	£5.75	£6.00	4.3%	
Band C - (901-1100cc) - 3 month permit	Discretionary	£7.00	£7.20	2.9%	
Band C - (901-1100cc) - 6 month permit	Discretionary	£14.00	£14.35	2.5%	
Band C - (901-1100cc) - 12 month permit	Discretionary	£28.00	£28.70	2.5%	
Band D - (1101-1200cc) - 1 month permit	Discretionary	£6.25	£6.35	1.6%	
Band D - (1101-1200cc) - 3 month permit	Discretionary	£18.50	£18.95	2.4%	
Band D - (1101-1200cc) - 6 month permit	Discretionary	£37.00	£37.90	2.4%	
Band D - (1101-1200cc) - 12 month permit	Discretionary	£74.00	£75.80	2.4%	
Band E - (1201-1300cc) - 1 month permit	Discretionary	£7.50	£7.70	2.7%	
Band E - (1201-1300cc) - 3 month permit	Discretionary	£22.50	£23.05	2.4%	
Band E - (1201-1300cc) - 6 month permit	Discretionary	£45.00	£46.10	2.4%	
Band E - (1201-1300cc) - 12 month permit	Discretionary	£90.00	£92.15	2.4%	
Band F - (1301-1399cc) - 1 month permit	Discretionary	£8.25	£8.30	0.6%	
Band F - (1301-1399cc) - 3 month permit	Discretionary	£24.25	£24.85	2.5%	
Band F - (1301-1399cc) - 6 month permit	Discretionary	£48.50	£49.65	2.4%	
Band F - (1301-1399cc) - 12 month permit	Discretionary	£97.00	£99.30	2.4%	
Band G - (1400-1500cc) - 1 month permit	Discretionary	£10.00	£10.35	3.5%	
Band G - (1400-1500cc) - 3 month permit	Discretionary	£30.25	£31.00	2.5%	
Band G - (1400-1500cc) - 6 month permit	Discretionary	£60.50	£61.95	2.4%	
Band G - (1400-1500cc) - 12 month permit	Discretionary	£121.00	£123.90	2.4%	
Band H - (1501-1650cc) - 1 month permit	Discretionary	£11.50	£11.90	3.5%	
Band H - (1501-1650cc) - 3 month permit	Discretionary	£34.75	£35.65	2.6%	
Band H - (1501-1650cc) - 6 month permit	Discretionary	£69.50	£71.25	2.5%	
Band H - (1501-1650cc) - 12 month permit	Discretionary	£139.00	£142.50	2.5%	
Band I - (1651-1850cc) - 1 month permit	Discretionary	£14.00	£14.00	0.0%	
Band I - (1651-1850cc) - 3 month permit	Discretionary	£40.75	£41.75	2.5%	
Band I - (1651-1850cc) - 6 month permit	Discretionary	£81.50	£83.50	2.5%	
Band I - (1651-1850cc) - 12 month permit	Discretionary	£163.00	£167.00	2.5%	
Band J - (1851-2100cc) - 1 month permit	Discretionary	£17.50	£17.60	0.6%	
Band J - (1851-2100cc) - 3 month permit	Discretionary	£51.50	£52.75	2.4%	
Band J - (1851-2100cc) - 6 month permit	Discretionary	£103.00	£105.50	2.4%	
Band J - (1851-2100cc) - 12 month permit	Discretionary	£206.00	£211.00	2.4%	
Band K - (2101-2500cc) - 1 month permit	Discretionary	£20.00	£20.50	2.5%	
Band K - (2101-2500cc) - 3 month permit	Discretionary	£60.00	£61.50	2.5%	

GENERAL FUND FEES AND CHARGES 2015-16

APPENDIX C

Fee / Charge	Type (Discretionary / Statutory)	Fee or Charge 2014-15	Proposed Fee or Charge 2015-16	% Change	Explanation if % change varies from RPI Quarter 3 Average inflation (2.4%) other than appropriate rounding for the purposes of administration and collection
Band K - (2101-2500cc) - 6 month permit	Discretionary	£120.00	£123.00	2.5%	
Band K - (2101-2500cc) - 12 month permit	Discretionary	£240.00	£246.00	2.5%	
Band L - (2501-2750cc) - 1 month permit	Discretionary	£28.00	£28.75	2.7%	
Band L - (2501-2750cc) - 3 month permit	Discretionary	£84.00	£86.00	2.4%	
Band L - (2501-2750cc) - 6 month permit	Discretionary	£168.00	£172.00	2.4%	
Band L - (2501-2750cc) - 12 month permit	Discretionary	£336.00	£344.00	2.4%	
Band M - (2751cc and above) - 1 month permit	Discretionary	£36.50	£37.00	1.4%	
Band M - (2751cc and above) - 3 month permit	Discretionary	£108.50	£111.00	2.3%	
Band M - (2751cc and above) - 6 month permit	Discretionary	£217.00	£222.00	2.3%	
Band M - (2751cc and above) - 12 month permit	Discretionary	£434.00	£444.00	2.3%	
Motorcycle Parking Permits					
Solo Motorcycle - 1 month permit	Discretionary	£6.50	£6.50	0.0%	
Solo Motorcycle - 3 month permit	Discretionary	£12.50	£12.70	1.6%	
Solo Motorcycle - 6 month permit	Discretionary	£24.75	£25.35	2.4%	
Solo Motorcycle - 12 month permit	Discretionary	£49.50	£50.70	2.4%	
Residents Match day permit - valid only during match or event days	Discretionary	£0.00	£0.00	0.0%	
Hire Car permit (linked to hire car vouchers)	Discretionary	£13.40	£13.75	2.6%	
Residents permit - black taxi driver concession - one band lower than the norm	Discretionary	Various	Various	N/A	
Residents Parking Permit refunds for unused permits (per complete month, based on annual permit surrender)					
Band A	Discretionary	£0.00	£0.00	0.0%	
Band B	Discretionary	£1.30	£1.30	0.0%	
Band C	Discretionary	£2.35	£2.40	2.1%	
Band D	Discretionary	£6.20	£6.30	1.6%	
Band E	Discretionary	£7.50	£7.70	2.7%	
Band F	Discretionary	£8.25	£8.30	0.6%	
Band G	Discretionary	£10.25	£10.35	1.0%	
Band H	Discretionary	£11.75	£11.90	1.3%	
Band I	Discretionary	£14.00	£14.00	0.0%	
Band J	Discretionary	£17.75	£17.60	-0.8%	
Band K	Discretionary	£20.00	£20.50	2.5%	
Band L	Discretionary	£28.25	£28.75	1.8%	
Band M	Discretionary	£37.00	£37.00	0.0%	
Admin fee - refund handling charge	Discretionary	£21.75	£22.25	2.3%	
Diesel vehicle surcharge refund - 1 month	Discretionary		£8.00	N/A	New charge
Visitor parking vouchers					
Half hour vouchers (books of 20)	Discretionary	£8.80	£10.40	18.2%	Has to be in 20p multiples
3-hour vouchers (books of 10)	Discretionary	£24.40	£29.20	19.7%	Has to be in 20p multiples
All day voucher	Discretionary	£11.20	£13.40	19.6%	
Half hour vouchers (concessionary)	Discretionary	£4.60	£5.20	13.0%	Has to be in 20p multiples
3-hour vouchers (concessionary)	Discretionary	£12.20	£14.60	19.7%	Has to be in 20p multiples
All day voucher (concessionary)	Discretionary		£6.70	N/A	New concession
E-visitor voucher charges (per hour)	Discretionary	£1.00	£1.20	20.0%	Not yet implemented
E-visitor voucher charges (concessionary)	Discretionary	£0.50	£0.60	20.0%	Not yet implemented
Hire car permit holder vouchers - half hour (books of 20)	Discretionary	£7.00	£8.40	20.0%	Has to be in 20p multiples
Hire car permit holder vouchers - 3 hour (books of 10)	Discretionary	£20.20	£24.20	19.8%	Has to be in 20p multiples
1-hour business voucher (books of 10)	Discretionary	£11.20	£11.40	1.8%	Has to be in 10p multiples
New parents vouchers - 40 hours free	Discretionary	£0.00	£0.00	0.0%	
1-hour business visitor vouchers	Discretionary	£49.60	£50.80	2.4%	Has to be in 20p multiples
Business Visitor parking vouchers					
Business visitor Half hour vouchers (books of 20)	Discretionary	£12.40	£12.80	3.2%	Has to be in 20p multiples
Business visitor All day voucher	Discretionary	£27.50	£28.15	2.4%	
E-business visitor voucher charges (per hour)	Discretionary	£1.20	£1.40	16.7%	Not yet implemented
Other permits					
Doctors parking permit - annual	Discretionary	£237.50	£243.20	2.4%	
(New Doctors parking place installation - includes 1 permit)	Discretionary	£2,685.00	£2,749.50	2.4%	
Essential Services Permit - annual (formerly Teacher Permit)	Discretionary	£335.00	£343.00	2.4%	
Business permit - annual (under 150kg/m2 or up to 1600cc)	Discretionary	£670.00	£686.00	2.4%	
Business permit - annual (under 150kg/m2 or up to 1600cc) 2nd permit	Discretionary	£890.00	£911.40	2.4%	
Business permit - annual (over 151kg/m2 or over 1600cc)	Discretionary	£1,110.00	£1,136.60	2.4%	
Business permit - annual (over 151kg/m2 or over 1600cc) 2nd permit	Discretionary	£1,320.00	£1,351.60	2.4%	
Business permit - electric	Discretionary	£516.00	£528.40	2.4%	
Business permit - annual permit linked to vouchers scheme	Discretionary	£16.75	£17.15	2.4%	
Match day and event day trader permits - annual	Discretionary	£610.00	£624.60	2.4%	
Permission to Park - per day	Discretionary	£23.25	£23.80	2.4%	
Permission to Park - per week	Discretionary	£95.00	£97.30	2.4%	
Permission to Park - per month	Discretionary	£377.00	£386.00	2.4%	
Universal all-zone permit - annual only (1-25 fleet vehicles)	Discretionary	£3,670.00	£3,760.00	2.5%	
Universal all-zone permit - annual only (26-50 fleet vehicles)	Discretionary	£2,440.00	£2,499.00	2.4%	
Universal all-zone permit - annual only (50+ fleet vehicles)	Discretionary	£1,240.00	£1,270.00	2.4%	
Universal permit - discounted fee for electric vehicles	Discretionary	£2,660.00	£2,720.00	2.3%	
Universal permit - discounted fee for registered charities	Discretionary	£2,660.00	£2,720.00	2.3%	
Car club permit	Discretionary	£222.00	£227.30	2.4%	
Trader's Permit	Discretionary	£22.25	£22.80	2.5%	
PARKING PLACE SUSPENSIONS					
Permission to place a licensed skip in a parking place - no dedicated suspension	Discretionary	£55.75	£57.00	2.2%	
Suspension admin charge (non residents) - first day	Discretionary	£180.00	£184.00	2.2%	
Suspension admin charge (residents) - first day	Discretionary	£88.00	£90.00	2.3%	
Suspension admin charge (all applicants) - subsequent days, per day	Discretionary	£27.50	£28.15	2.4%	
Yellow line essential parking waiver (day rate)	Discretionary	£55.00	£56.30	2.4%	
PAY AND DISPLAY TARIFFS					
Minimum made order - band 1 (per hour)	Discretionary	£1.20	£1.20	0.0%	No change - dependent on occupancy
Minimum made order - band 2 (per hour)	Discretionary	£1.80	£1.80	0.0%	No change - dependent on occupancy
Minimum made order - band 3 (per hour)	Discretionary	£2.00	£2.00	0.0%	No change - dependent on occupancy
Minimum made order - band 4 (per hour)	Discretionary	£2.40	£2.40	0.0%	No change - dependent on occupancy
Minimum made order - band 5 (per hour)	Discretionary	£3.00	£3.00	0.0%	No change - dependent on occupancy
Minimum made order - band 6 (per hour)	Discretionary	£3.60	£3.60	0.0%	No change - dependent on occupancy
Minimum made order - band 7(per hour)	Discretionary	£4.00	£4.00	0.0%	No change - dependent on occupancy
Minimum made order - band 8 (per hour)	Discretionary	£4.80	£4.80	0.0%	No change - dependent on occupancy
Minimum made order - band 9 (per hour)	Discretionary	£5.00	£5.00	0.0%	No change - dependent on occupancy
Minimum made order - band 10 (per hour)	Discretionary	£5.40	£5.40	0.0%	No change - dependent on occupancy
Minimum made order - band 11 (per hour)	Discretionary	£6.00	£6.00	0.0%	No change - dependent on occupancy
Motorcycle P&D					
All day parking band 1	Discretionary	£0.50	£0.50	0.0%	Not yet implemented
All day parking band 2	Discretionary	£1.00	£1.00	0.0%	Not yet implemented
All day parking band 3	Discretionary	£1.20	£1.20	0.0%	Not yet implemented
All day parking band 4	Discretionary	£1.50	£1.50	0.0%	Not yet implemented
All day parking band 5	Discretionary	£1.80	£1.80	0.0%	Not yet implemented
All day parking band 6	Discretionary	£2.20	£2.20	0.0%	Not yet implemented
Abandoned vehicle disposal					
Removal of abandoned vehicle from private land	Discretionary	£200.00	£200.00	0.0%	

<u>HRA MEDIUM TERM FINANCIAL STRATEGY</u>	2014-15	2015-16	2016-17	2017-18
	Approved	Proposed	Estimate	Estimate
	£m	£m	£m	£m
HOUSING REVENUE ACCOUNT:				
<u>HRA INCOME:</u>				
Income From Dwellings				
Tenants Rents	147.7	152.3	158.2	164.5
Tenants Service Charges	10.3	10.5	10.7	11.0
Income From Dwellings	158.0	162.8	169.0	175.5
Commercial Property Rents	1.7	1.7	1.8	1.8
Heating Charges (Tenants and Leaseholders)	2.3	2.4	2.5	2.7
Leaseholder Annual Service Charges	7.3	7.1	7.2	7.4
Leaseholder Charges for Major Works	2.1	2.1	2.2	2.3
Other fees	0.1	0.1	0.1	0.1
Leaseholder Charges	9.5	9.3	9.5	9.7
Other Charges for Services and Facilities	3.9	4.1	4.2	4.6
Private Finance Initiative Government Subsidy	22.9	22.9	22.9	22.9
Interest Receivable	0.4	2.0	2.8	3.5
Transfers from the General Fund for Shared Services	0.8	0.9	0.9	0.9
GROSS INCOME SUB TOTAL	199.5	206.0	213.6	221.6
<u>HRA EXPENDITURE:</u>				
General Management	45.8	48.6	49.4	50.1
Private Finance Initiative - Payments	39.3	40.1	40.7	41.5
Special Services	15.0	16.0	16.5	17.1
Repairs and Maintenance	23.1	29.7	30.2	30.8
Rents, Rates, Taxes and Other Charges	0.7	0.8	0.8	0.8
HRA Contributions to the Capital Programme	10.6	10.4	10.6	10.9
Interest Charges on Debt	14.6	14.5	15.8	17.3
Provision For Debt Repayment	17.2	12.7	15.4	18.3
Depreciation - Contribution to the Major Repairs Reserve (to fund the Capital Programme)	28.8	29.5	30.3	31.1
Total Capital Financing Costs	60.6	56.8	61.5	66.7
Increase In Bad Debt Provision	0.8	0.8	0.8	0.8
HRA Contingency	3.5	3.0	3.0	3.0
GROSS EXPENDITURE SUB TOTAL	199.5	206.0	213.6	221.6
HRA IN-YEAR DEFICIT (+) / SURPLUS (-)	0.0	0.0	0.0	0.0

HRA FEES AND CHARGES 2015-16**Tenant Service Charges and Digital TV Charges**

	Proposed weekly charge or compensation sum
Caretaking and Cleaning	£7.10
Estate Services (estate lighting, communal estate and grounds maintenance)	£2.91
Tenant Service Charge	£10.01
Digital TV	£0.31
Compensation for loss of caretaking service	£1.70 per day (after 5 consecutive days of lost service)
Note: The weekly tenant service charge for caretaking and estate services increases in line with inflation (2.3% RPI Sept.14) from £9.78 in 2014-15 to £10.01 in 2015-16, an increase of 23p per week.	

Heating and Hot Water Charges

	Bedsit Weekly Charge £	1-Bed Weekly Charge £	2-Bed Weekly Charge £	3-Bed Weekly Charge £	4-Bed Weekly Charge £
Heating and Hot Water	10.33	11.45	13.58	15.98	18.10
Heating Only (60% Full Charge)	6.20	6.87	8.15	9.59	10.86
Spa Green (18 hours/day, 18c at night)	10.98	12.17	14.43	16.98	19.24
Bunhill Energy Network (St Luke's, Stafford Cripps and Redbrick)	9.39	10.41	12.34	14.53	16.46
Note: Charges for 2015-16 have been frozen in absolute terms at 2014-15 rates.					

APPENDIX D2

Estate Parking Charges

	EMISSION BANDS / CHARGES			
CARBON EMISSION AND ENGINE SIZES:	BAND A	BAND B	BAND C	BAND D
Carbon CO2 Rating G/km (Grams per kilometre)	0-120	121-150	151-185	186+
Engine Size CC (Cylinder Capacity)	0-1100	1101-1399	1400-1850	1851+
	Weekly Charge £	Weekly Charge £	Weekly Charge £	Weekly Charge £
LBI Residents:				
- Garage	9.07	18.13	18.13	19.93
- Car Cage	4.24	8.47	8.47	9.32
- Parking Space	2.32	4.63	4.63	5.09
- Internal Garage	6.25	12.48	12.48	13.74
Non LBI Residents:				
- Garage	17.29	34.55	34.55	37.99
- Car Cage	8.12	16.15	16.15	17.77
- Parking Space	4.76	10.14	10.14	13.94
				£
Garages Used For Non-Vehicle Storage – LBI Residents				19.93
Garages Used For Non-Vehicle Storage – Non LBI Residents				37.99
A 50% or 100% discount is offered on all vehicle parking charges to holders of an Islington Council disability parking blue badge				
VAT will be added to the above charges where applicable				
Note: LBI Resident Charges increase in line with inflation (2.3% RPI September 2014). For example the charge to an LBI resident for a garage with a Band B vehicle increases by 41p from £17.72 to £18.13.				
Non LBI Resident charges have been increased to more closely reflect current market rates.				

Concierge Service Charges

	Weekly Charge £
Category A (Concierge Office in Block)	7.06
Category B (Concierge Office in Estate)	5.29
Category C (Concierge Office – Remote multiple cameras)	3.18
Category D (Concierge Office – Remote a small number of cameras)	1.00
Note: Charges increase in line with inflation (2.3% RPI September 2014). For example the charge to tenants who receive a Category B service increases by 12p from £5.17 to £5.29.	
Introduction of new Cat.D £1 charge to enable service expansion and ASB issues to be addressed through maximising monitoring capacity at Concierge Offices whilst keeping charges to an affordable level.	

APPENDIX D2

Parking Charge Notices (PCN)

	Council Estates £
Parking Charge Notices	100.00
Parking Charge Notices (Paid within 14 days of issue)	60.00
Note: The maximum charges for unauthorised parking on council estates (off-street parking) are fixed by the British Parking Association on behalf of the Home Office. For on-street parking (outside council estates), the Council charges between £80 and £130 depending on the seriousness of the offence.	

Storage Units

	Weekly Charge £
LBI Residents	1.63
Non-LBI Residents	3.25
Note: Charges increase in line with inflation (2.3% RPI September 2014). The charge to residents has increased by 4p from £1.59 to £1.63 and that for non-residents has increased by 7p from £3.18 to £3.25.	

CAPITAL PROGRAMME 2015-18

APPENDIX E1

DEPARTMENT / BUDGET HEADING	2015-16 Total Programme £000	2016-17 Total Programme £000	2017-18 Total Programme £000	Total Programme 2015-16 to 2017-18 £000	Total Corporate Funding 2015-16 to 2017-18 £000	Capital Allowance Scheme
HASS						
Aids and Adaptations	2,340	2,411	2,483	7,234	0	Yes
Other Adult Social Services Capital	1,038	0	0	1,038	86	Yes
ADULT SOCIAL SERVICES	3,378	2,411	2,483	8,272	86	
Major Works and Improvements	40,345	41,016	41,046	122,407	1,284	Yes
New Homes Programme	40,785	38,433	39,575	118,793	54,102	Yes
HOUSING	81,130	79,449	80,621	241,200	55,386	
SUBTOTAL HOUSING & ADULT SOCIAL SERVICES	84,508	81,860	83,104	249,472	55,472	
CHILDREN'S SERVICES						
Newington Green Refurbishment	250	0	0	250	250	Yes
Moreland School & Children's Centre	6,100	4,000	0	10,100	10,100	Yes
Dowrey Street / Primary Pupil Referral Unit	3,300	0	0	3,300	2,000	Yes
Bridge Free School	3,767	0	0	3,767	0	Yes
Winton Windows	176	0	0	176	176	Yes
Gillespie Windows	79	0	0	79	79	Yes
Sacred Heart School	1,300	0	0	1,300	0	Yes
Bulge Classes	183	0	0	183	183	Yes
PRIMARY SCHOOLS	15,155	4,000	0	19,155	12,788	
Two Year Old Capital	1,010	0	0	1,010	1,010	Yes
EARLY YEARS	1,010	0	0	1,010	1,010	
SUBTOTAL CHILDREN'S SERVICES	16,165	4,000	0	20,165	13,798	
ENVIRONMENT AND REGENERATION						
Archway Development	120	0	0	120	120	Yes
Section 106	2,000	2,000	2,000	6,000	0	Yes
Transport Planning	0	50	0	50	50	Yes
PLANNING AND DEVELOPMENT	2,120	2,050	2,000	6,170	170	
Disabled Facilities	601	601	601	1,803	0	Yes
Empty Properties	100	0	0	100	100	Yes
Private Sector Housing	1,400	1,300	1,000	3,700	3,700	Yes
PUBLIC PROTECTION	2,101	1,901	1,601	5,603	3,800	
Energy Saving Council Buildings	1,904	0	0	1,904	1,904	Yes
Combined Heat & Power	3,425	3,425	0	6,850	6,050	Yes
External Wall Insulation	2,203	0	0	2,203	2,203	Yes
Greenspace	807	0	0	807	807	Yes
Highways	1,400	1,400	1,400	4,200	4,200	Yes
Leisure	3,380	2,449	825	6,654	6,654	Yes
Traffic & Engineering	3,606	4,200	2,500	10,306	5,100	Yes
Vehicles	8,500	0	0	8,500	8,500	Yes
PUBLIC REALM	25,225	11,474	4,725	41,424	35,418	
SUBTOTAL ENVIRONMENT AND REGENERATION	29,446	15,425	8,326	53,197	39,388	
FINANCE & RESOURCES						
Corporate ICT Programme	1,500	1,500	1,500	4,500	4,500	
SUBTOTAL FINANCE & RESOURCES	1,500	1,500	1,500	4,500	4,500	
TOTAL	131,619	102,785	92,930	327,334	113,158	

Decision-Making Responsibility for the 2015-16 Capital Programme Traffic and Transportation Schemes

The traffic and transportation schemes listed below have been allocated funding from a range of sources and are likely to be progressed during 2015-16. All schemes are subject to consultation. Formal decisions are normally only required for schemes that require a traffic management order.

Scheme	Ward/s	Funding	Decision-making responsibility	Details of funding allocation
TRAFFIC & ENGINEERING: Schemes funded by Transport for London				
Finsbury Park Town Centre Area Improvements Scheme	Finsbury Park, Tollington and Highbury West.	£370,000 (LIP year 2 of 2. Scheme total £930,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Archway Public Realm Improvements	Hillrise, Junction	£250,000 (LIP year 2 of 2, scheme total £330,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Highbury and Islington Station Square	St Mary's, Highbury East	£20,000 (LIP year 2 of 3, scheme total £60,000).	Executive	Funding allocated by Executive, 17 October 2013
Junction Road Safety and Environmental Scheme	Junction	£250,000 (LIP year 2 of 3, scheme total £400,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
New North Road Safety and Environmental Scheme	St Peter's	£110,000 (LIP year 2 of 2, scheme total £230,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Nags Head Safety and Environmental Improvement scheme	Holloway, Highbury West, Finsbury Park, St George's	£120,00 (LIP year 2 of 2, scheme total £150,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Tufnell Park Road Safety and Environmental Improvements Scheme	St George's Junction	£228,000 (LIP year 2 of 2, scheme total £260,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Safer Routes to Estates	Various	£80,000 (LIP year 2 of 3, scheme total £245,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Central Street Masterplan	Bunhill	£77,000 (LIP year 2 of 3, scheme total £336,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Borough wide road safety schemes	Various	£285,000 (LIP year 2 of 3, scheme total: £855,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Caledonian Road Declutter Improvements	Caledonian Barnsbury	£20,000 (LIP 2 of 2 year, scheme total £80,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013

APPENDIX E2

Scheme	Ward/s	Funding	Decision-making responsibility	Details of funding allocation
Air Quality Schemes	Various	£20,000 (LIP year 2 of 3, scheme total £60,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Scotability	Various	£80,000 (LIP LTF year 2 of 3, scheme total £240,000)	Corp. Director of Environment and Regeneration*	Funding allocated by Executive, 17 October 2013
Principal road maintenance	Various	£380,000	Corp. Director of Environment and Regeneration	TfL Principal road maintenance allocation

* Decision to be taken in consultation with the Executive Member for Environment

Economic and Interest Rate Forecast December 2014

	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18
Official Bank Rate													
Upside risk				0.25	0.25	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	0.50	0.50	0.75	0.75	1.00	1.00	1.25	1.25	1.50	1.50	1.75	1.75	1.75
Downside risk			0.25	0.25	0.50	0.50	0.75	0.75	1.00	1.00	1.00	1.00	1.00
3-month LIBID rate													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	0.60	0.75	0.90	1.05	1.20	1.35	1.50	1.60	1.70	1.80	1.90	2.00	2.10
Downside risk	0.15	0.20	0.30	0.40	0.55	0.65	0.75	0.85	-0.95	-0.95	-0.95	-0.95	-1.00
1-yr LIBID rate													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Arlingclose Central Case	1.00	1.05	1.20	1.35	1.50	1.65	1.80	1.95	2.10	2.20	2.30	2.40	2.50
Downside risk	-0.15	-0.20	-0.30	-0.50	-0.55	-0.60	-0.65	-0.70	-0.75	-0.80	-0.80	-0.80	-0.80
5-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	1.45	1.60	1.75	1.90	2.00	2.15	2.25	2.35	2.45	2.50	2.55	2.60	2.60
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.60	-0.65	-0.70	-0.70	-0.70	-0.70
10-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.75	2.80	2.85	2.90	2.95
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60
20-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.55	2.65	2.75	2.85	2.95	3.00	3.05	3.10	3.15	3.20	3.25	3.30	3.30
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.50	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60
50-yr gilt yield													
Upside risk	0.35	0.40	0.45	0.50	0.50	0.50	0.50	0.50	0.50	0.55	0.55	0.55	0.55
Arlingclose Central Case	2.65	2.70	2.80	2.90	3.00	3.05	3.10	3.15	3.20	3.25	3.30	3.55	3.60
Downside risk	-0.35	-0.35	-0.35	-0.40	-0.45	-0.50	-0.55	-0.55	-0.55	-0.60	-0.60	-0.60	-0.60

Underlying Assumptions:

- The UK economic recovery has continued. Household consumption remains a significant driver, but there are signs that growth is becoming more balanced. The greater contribution from business investment should support continued, albeit slower, expansion of GDP in 2015.
- We expect consumption growth to slow, given softening housing market activity, the muted outlook for wage growth and slower employment growth. The subdued global environment suggests there is little prospect of significant contribution from external demand.
- Inflationary pressure is currently low (annual CPI is currently 1.3%) and is likely to remain so in the short-term. Despite a correction in the appreciation of sterling against the US dollar, imported inflation remains limited. We expect commodity prices will remain subdued given the weak outlook for global growth.

APPENDIX F1

- The Monetary Policy Committee's (MPC) focus is on both the degree of spare capacity in the economy and the rate at which this will be used up, factors prompting some debate on the Committee.
- Nominal earnings growth remains weak and below inflation, despite large falls in unemployment, which poses a dilemma for the MPC. Our view is that spare capacity remains extensive. The levels of part-time, self-employment and underemployment are significant and indicate capacity within the employed workforce, in addition to the still large unemployed pool. Productivity growth can therefore remain weak in the short term without creating undue inflationary pressure.
- However, we also expect employment growth to slow as economic growth decelerates. This is likely to boost productivity, which will bear down on unit labour costs and inflationary pressure.
- In addition to the lack of wage and inflationary pressures, policymakers are evidently concerned about the bleak prospects for the Eurozone. These factors will maintain the dovish stance of the MPC in the medium term.
- The continuing repair of public and private sector balance sheets leave them sensitive to higher interest rates. The MPC clearly believes the appropriate level for Bank Rate for the post-crisis UK economy is significantly lower than the previous norm. We would suggest this is between 2.5 and 3.5%.
- While the ECB is likely to introduce outright QE, fears for the Eurozone are likely to maintain a safe haven bid for UK government debt, keeping gilt yields artificially low in the short term.
- The probability of potential upside risks crystallising has waned a little over the past two months. The primary upside risk is a swifter recovery in the Eurozone.

Capital Expenditure						
			2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
General Fund			37,973	50,489	23,336	12,309
HRA			56,014	81,130	79,449	80,621
TOTAL CAPITAL EXPENDITURE			93,987	131,619	102,785	92,930

The above capital expenditure figures for 2015-16 to 2017-18 are based on the capital programme at Appendix E1.

Capital Financing Requirement						
			2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
General Fund			126,706	122,452	118,368	114,447
HRA			442,261	442,261	442,261	442,261
Other Long Term Liabilities			163,105	154,606	145,259	134,947
TOTAL CAPITAL FINANCING REQUIREMENT			732,072	719,319	705,887	691,655

The Capital Financing Requirement (CFR) represents the Council's underlying need to borrow for a capital purpose and is in effect the level of capital assets on the Council's balance sheet that need to be financed from borrowing. Other long-term liabilities include items such as PFI schemes and finance leases.

Actual External Debt						
						31.3.14 £000s Actual
Borrowing						298,000
Other Long Term Liabilities						163,000
TOTAL EXTERNAL DEBT						461,000

This is the actual external debt that the Council held at 31st March 2014. Other long-term liabilities include items such as PFI schemes and finance leases.

Operational Boundary for External Debt						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Borrowing		466,500	458,400	488,000	503,700	522,700
Other Long Term Liabilities		153,000	153,000	145,000	135,000	125,000
TOTAL OPERATIONAL BOUNDARY		619,500	611,400	633,000	638,700	647,700

The Operational Boundary for External Debt is based on the probable level of external debt during the course of the year. It is not a limit and actual borrowing could vary around this operational boundary for short periods during the year. It acts as an early warning indicator to ensure that the authorised limit is not breached. It also provides scope for the Council to borrow in advance of need. Other long-term liabilities include items such as PFI schemes and finance leases.

Authorised Limit for External Debt						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Borrowing		516,500	508,400	538,000	553,700	572,700
Other Long Term Liabilities		163,000	163,000	155,000	145,000	135,000
TOTAL AUTHORISED LIMIT		679,500	671,400	693,000	698,700	707,700

The Authorised Limit for External Debt sets the maximum level of external debt that the Council can incur during the course of the year. It is the Council's expected maximum borrowing need with headroom for unexpected cashflow and scope to borrow in advance of need. Other long-term liabilities include items such as PFI schemes and finance leases.

Ratio of Financing Costs to Net Revenue Stream						
		2014-15 %	2015-16 %	2016-17 %	2017-18 %	
		Revised	Estimate	Estimate	Estimate	
General Fund		3.3%	2.3%	2.3%	2.3%	
HRA		15.7%	12.2%	13.3%	14.5%	

This indicator measures the Council's net capital financing costs as a proportion of its revenue stream for both the General Fund and the HRA. Most of the Council's debt relates to the HRA, explaining why the HRA ratio is significantly higher.

Incremental Impact of Capital Expenditure Plans						
			2014-15 £ Revised	2015-16 £ Estimate	2016-17 £ Estimate	2017-18 £ Estimate
Band D Council Tax			£0.00	£0.00	£0.00	£0.00
Average Weekly Housing Rents			£0.00	£0.00	£0.00	£0.00

This indicator measures the incremental revenue cost of the non-housing capital programme as a proportion of Band D council tax and the housing capital programme as a proportion of average weekly housing rents. Both are nil for all years because none of the current year and future capital programme is funded from additional borrowing.

Adoption of CIPFA's Treasury Management Code of Practice
The Council formally adopted CIPFA's Code of Practice on Treasury Management on 26th February 2002 and CIPFA's revised Code of Practice on Treasury Management on 25th February 2010.

Upper Limit for Fixed Interest Rate Exposure						
	31.3.14 £000s Existing (Benchmark) Level	2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Net principal relating to fixed rate borrowing/investments	276,000	340,000	340,000	345,000	345,000	345,000

This indicator identifies a maximum limit for the level of debt (net of investments) taken out at fixed rates of interest and its purpose is to help the Council to manage its exposure to adverse movements in interest rates.

Upper Limit for Variable Interest Rate Exposure						
	31.3.14 £000s Existing (Benchmark) Level	2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Net principal relating to variable rate borrowing/investments	138,000	170,000	170,000	175,000	175,000	175,000

This indicator identifies a maximum limit for the level of debt (net of investments) taken out at variable rates of interest and its purpose is to help the Council to manage its exposure to adverse movements in interest rates.

Maturity Structure of New Fixed Rate Borrowing						
				31.3.14 Existing (Benchmark) Level %	2015-16 Upper Limit %	2015-16 Lower Limit %
Under 12 months				14.0%	100%	0%
12 months and within 24 months				7.0%	100%	0%
24 months and within 5 years				7.0%	100%	0%
5 years and within 10 years				8.0%	100%	0%
10 Years and within 20 years				24.0%	100%	0%
More than 20 years				40.0%	100%	0%

These limits are set to reduce the Council's exposure to large fixed rate sums of borrowing falling due for refinancing in any one year.

Upper Limit for Total Principal Sums Invested for over 364 Days						
		2014-15 £000s Approved	2014-15 £000s Revised	2015-16 £000s Estimate	2016-17 £000s Estimate	2017-18 £000s Estimate
Total principal sum invested		40,000	40,000	30,000	30,000	30,000

These limits are set to reduce the need for the early sale of an investment, and are based on the availability of investments at each year-end.

Credit Risk
The Council considers security, liquidity and yield in that order when making investment decisions. It uses credit ratings along with a range of other criteria such as sovereign support mechanisms, credit default swaps and share prices to assess the credit strength of a counterparty. A full description of credit criteria used is included in the Council's Treasury Management Strategy.

Islington Council Specified Investments

All "Specified Investments" listed below must be sterling-denominated, with maximum maturity one year.

** If forward deposits are to be made, the forward period plus the deal period should not exceed one year in aggregate.

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
Debt Management Agency Deposit Facility* (DMADF) * this facility is at present available for investments up to 6 months	Yes	Government-backed.	In-house and by external fund managers	1 year *
Term Deposits with the UK Government or other UK Local Authorities	Yes	High security although the majority of Local Authorities do not have credit rating with one of the three recognised credit rating agencies.	In-house and by external fund managers	1 year
Term Deposits with credit-rated deposit or UK Government backed (banks and building societies), including callable deposits.	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30 m per institution Plus Council Bankers Overnight, weekend & Public Sector Reserve – Maximum of £10m For late funds only	In-house and by external fund managers	1 year

APPENDIX F3

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
<p>Certificates of Deposit issued by credit-rated deposit takers (banks and building societies) up to 1 year.</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	<p>Fitch IBCA Short-term F1</p> <p>Maximum 10% of fund with fund manager.</p>	To be used in house or by fund managers;	1 year
<p>Gilts : with maturities up to 1 year</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	<p>Government-backed</p> <p>Minimum credit rating: AA+</p>	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose.</p> <p>(2) trading by external cash fund manager(s) only subject to the guidelines agreed.</p>	1 year
<p>Money Market Funds</p> <p><i>These funds do not have any maturity date</i></p>	Yes	<p>Minimum credit rating: AAA</p>	In-house and by external fund managers subject to the guidelines agreed.	subject to cash flow / liquidity
<p>Forward deals with credit rated or UK government backed banks and building societies plus other Local Authorities < 1 year (i.e. negotiated deal period plus period of deposit)</p>	Yes	<p>Minimum Short Term Ratings</p> <p>Fitch F1 Moody's P-1 S & P A-1</p> <p>Minimum Long term Ratings</p> <p>Fitch A+ Moody's A1 S & P A+</p> <p>Maximum Deposit</p> <p>£30m per institution</p>	In-house and fund managers	1 year in aggregate
<p>Gilt Funds and other Bond Funds (dependent on set-up structure)</p>	Yes	<p>Minimum Rating:</p> <p>Fitch: A+ Moody's: A1 S&P: A+</p>	<p>External fund managers only subject to guidelines agreed</p> <p>*Important : In choosing the manager we will ensure that the fund is not a body corporate by virtue of its set up structure</p>	

*** These are open-end

APPENDIX F3

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
<p><i>mutual funds investing predominantly in UK Government gilts and corporate bonds. These funds do not have any maturity date and would hold highly liquid instruments.</i></p>				
<p>Treasury bills [Government debt security with a maturity less than one year and issued through a competitive bidding process at a discount to par value]</p>	Yes	Government-backed	In- house or External fund managers subject to the guidelines and parameters agreed	1 year
<p><i>Custodial arrangement required prior to purchase</i></p>				
<p>Bonds issued by a financial institution that is guaranteed by the United Kingdom Government (as defined in SI 2004 No 534) with maturities under 12 months</p>	Yes	AA+ (Government-backed)	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose</p> <p>(2) trading by external cash fund manager(s) only subject to guidelines agreed</p>	1 year
<p><i>Custodial arrangement required prior to purchase</i></p>				
<p>Bonds issued by multilateral development banks (as defined in SI 2004 No 534) with maturities under 12 months</p>	Yes	AAA	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose</p> <p>(2)) trading by external cash fund manager(s) only subject to guidelines agreed</p>	1 year
<p><i>Custodial arrangement required prior to purchase</i></p>				

Investment	Repayable/ Redeemable within 12 months?	Security / Minimum Credit Rating **	Circumstance of use	Max period
UK Sterling Denominated Corporate Bonds issued by UK PLC`s or Public Sector Bodies (From 01/04/2012)	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £10m per institution	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2)) trading by external cash fund manager(s) only subject to guidelines agreed	1 year

*****Open ended funds continually create new units (or shares) to accommodate new monies as they flow into the funds and trade at net asset value (NAV).**

Islington Council Non Specified Investments

<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u>	<u>Maximum Maturity of Investment</u>
						£M	
Term deposits with UK government or other local authorities (with maturities in excess of 1 year)	No	No	High security although the majority of Local Authorities do not have credit rating with one of the three recognised credit rating agencies	No	In-house and fund managers	100	5 years
Term deposits with credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year	No	No	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution		In-house and fund managers	100	5 years
Certificates of Deposit with credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year <i>Custodial arrangement required prior to purchase</i>	No	Yes	Minimum Short Term Ratings Fitch F1 Moodys P-1 S & P A-1 Minimum Long term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution	No	To be used by fund managers. To be used in-house "buy and hold" or trade after consultation / advice from Arlingclose.	100	5 years
Callable deposits with	No	No	Minimum Short Term Ratings	NO	To be used by fund	100	5 years in aggregate

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<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
credit rated deposit takers or UK government backed (banks and building societies) with maturities greater than 1 year			Fitch F1 Moodys P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moodys A1 S & P A+ Maximum Deposit £30m per institution.		managers. To be used in-house "buy and hold" or trade after consultation / advice from Arlingclose.		
UK government gilts with maturities in excess of 1 year <i>Custodial arrangement required prior to purchase</i>	No	Yes	Government backed	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation / advice from Arlingclose (2) for trading: by external cash fund manager(s) only subject to the guidelines and parameters agreed with them.	100	10 years including but also including the 10 year benchmark gilt
Sovereign issues ex UK Government gilts : any maturity <i>Custodial arrangement required prior to purchase</i>	No	Yes	AAA	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2) for trading: by	100	10 years

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<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
<p>Forward deposits with credit rated or UK government backed banks and building societies plus other Local Authorities for periods > 1 year (i.e. negotiated deal period plus period of deposit)</p>	No	No	<p>Minimum Short Term Ratings Fitch F1 Moody's P-1 S & P A-1</p> <p>Minimum Long Term Ratings Fitch A+ Moody's A1 S & P A+</p> <p>Maximum Deposit £30m per institution For Maturities > 2 years Long Term Minimum AA</p>	No	<p>external cash fund manager(s) only subject to the guidelines and parameters agreed with them</p> <p>To be used by fund managers.</p> <p>To be used in-house after consultation/ advice from Arlingclose</p>	100	5 years in aggregate
<p>Bonds issued by a financial institution that is guaranteed by the United Kingdom Government (as defined in SI 2004 No 534) with maturities in excess of 1 year</p> <p><i>Custodial arrangement required prior to purchase</i></p>	Yes	Yes	AA+ / government guaranteed	No	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose</p> <p>(2) for trading: by external cash fund manager(s) only, subject to guidelines and parameters agreed</p>	100	10 years
<p>Bonds issued by multilateral development banks (as defined in SI 2004 No 534) with maturities in excess of</p>	Yes	Yes	AAA or government guaranteed	No	<p>(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose</p>	100	10 years

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<u>Investment</u>	<u>Share/ Loan Capital?</u>	<u>Repayable/ Redeemable within 12 Months?</u>	<u>Security / Minimum Credit Rating **</u>	<u>Capital Expenditure?</u>	<u>Circumstance of Use</u>	<u>Maximum Held at Any One Time During the Year</u> £M	<u>Maximum Maturity of Investment</u>
1 year <i>Custodial arrangement required prior to purchase</i>					(2) for trading: by external cash fund manager(s) only, subject to the guidelines and parameters agreed with them		
UK Sterling Denominated Corporate Bonds issued by UK PLC's or Public Sector Bodies (From 01/04/2012)	No	No	Minimum Short Term Ratings Fitch F1 Moody's P-1 S & P A-1 Minimum Long Term Ratings Fitch A+ Moody's A1 S & P A+ Maximum Deposit £10m per institution	No	(1) Buy and hold to maturity or trade: to be used in-house after consultation/ advice from Arlingclose (2) for trading: by external cash fund manager(s)	100 Max £10m per institution	10 years

LENDING LIST AS AT 15.12.14

APPENDIX F4

Minimum Criteria	A+	F1	A1	P-1	A+	A-1								
	Fitch L/T	Fitch S/T	Moody's L/T	Moody's S/T	S & P L/T	S & P S/T	Sovereign Rating - F/M/S&P	5 year CDS	Share Price	Maximum Limit - £	Maximum Term	Arlingclose Current Advice	LBI Position	
UK Banks														
Barclays	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU	50	239	30,000,000	36 Months	Limit to 100 Days		
HSBC	AA-	F1+	Aa3	P-1	AA-	A-1+	AA+/Aa1/AAU	43	608	30,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Lloyds	A	F1	A1	P-1	A	A-1	AA+/Aa1/AAU	49	75	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
RBS	A	F1	Baa1	P-2	A-	A-2	AA+/Aa1/AAU	49	382	30,000,000	36 Months	SUSPENDED	SUSPENDED	
Santander UK	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU/ BBB+/Baa2/BBB(Spain)	66	N/A	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
Standard Chartered	AA-	F1+	A1	P-1	A+	A-1	AA+/Aa1/AAU	92	952	30,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Co-Operative	B*-	B*-	Caa2	NP	N/A	N/A	AA+/Aa1/AAU	N/A	N/A	10,000,000	O/N Weekend	Council Bankers - Overnight liquidity only	Downgraded to sub investment grade Use for late funds overnight only	
UK Building Societies														
Nationwide	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU	N/A	N/A	30,000,000	36 Months	Limit to 6 Months	SUSPENDED	
Non UK Banks														
Australia														
Australia & NZ Banking Group	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAU	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Commonwealth Bank of Australia	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAU	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
National Australia Bank	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAU	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Westpac Banking Group	AA-	F1+	Aa2	P-1	AA-	A-1+	AAA/Aaa/AAU	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Canada														
Bank of Montreal	AA-	F1+	Aa3	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Bank of Nova Scotia	AA-	F1+	Aa2	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Canadian Imperial Bank of Commerce	AA-	F1+	Aa3	P-1	A+	A-1	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Royal Bank of Canada	AA	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Toronto-Dominion Bank	AA-	F1+	Aa1	P-1	AA-	A-1+	AAA/Aaa/AAA	N/A	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Finland														
Nordea Bank	AA-	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AA+	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
France														
BNP Paribas	A+	F1	A2	P-1	A+	A-1	AA+/Aa1/AAU	90	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Credit Agricole CIB	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Credit Agricole SA	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Societe General	A	F1	A2	P-1	A	A-1	AA+/Aa1/AAU	100	N/A	15,000,000	36 Months	SUSPENDED	SUSPENDED	
Germany														
Deutsche Bank	A+	F1+	A3	P-2	A	A-1	AAA/Aaa/AAU	80	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
Netherlands														
ING Bank	A+	F1+	A2	P-1	A	A-1	AAA/Aaa/AA+u	55	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
Rabobank	AA-	F1+	Aa2	P-1	A+	A-1	AAA/Aaa/AA+u	50	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Sweden														
Svenska Handelsbanken	AA-	F1+	Aa3	P-1	AA-	A-1+	AAA/Aaa/AAU	50	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Switzerland														
Credit Suisse	A	F1	A1	P-1	A	A-1	AAA/Aaa/AAU	55	N/A	15,000,000	36 Months	Limit to 100 Days	SUSPENDED	
USA														
JP Morgan Chase	A+	F1	Aa3	P-1	A+	A-1	AAA/Aaa/AA+u	60	N/A	15,000,000	36 Months	Limit to 6 Months	Limit to 6 Months	
Other														
Deutsche Bank Global Liquidity Fund			Aaa / MR1+		AAA m		N/A	N/A	N/A	15,000,000	N/A	Limit to 0.5% of Fund Size (approx £25M)	Limit to 0.5% of Fund Size (approx £25m)	
UK Local Authorities							N/A	N/A	N/A	15,000,000(per authority)	36 Months	OK	OK	
Supra-National Bonds (EIB)	AAA		Aaa		AAA		N/A	N/A	N/A	Unlimited	Unlimited	OK	SUSPENDED	
UK DMADF	AA+		Aa1		AAA		N/A	N/A	N/A	Unlimited	6 Months	OK	OK	

RESIDENT IMPACT ASSESSMENT

Title of plan, policy and/or procedure being assessed	Budget Savings Proposals 2015-16
Name of Service Area Assessed	Council-wide
Staff conducting assessment, including contact details	Lela Kogbara (lela.kogbara@islington.gov.uk) Olvia Fellas (olvia.fellas@islington.gov.uk)
Date of assessment	November to December 2014

1. Introduction

- 1.1 The purpose of this report is to provide an analysis of the likely impact of the Council's budget savings proposals for 2015-16 on residents and employees with different "protected" characteristics as defined by the Equality Act 2010. It also enables consideration of the impact on child poverty and socio-economic disadvantage. The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnerships, race, religion and belief, pregnancy and maternity, sexual orientation, and gender. The Act requires the Council to comply with the Public Sector Equality Duty (PSED) and have "due regard" in the exercise of its functions to the need to:
- Eliminate discrimination, harassment and victimisation;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and those who do not share it.
- 1.2 The precise wording of the PSED is set out at the end of this document (15.1).
- 1.3 This report provides a summary of the more detailed Resident Impact Assessments (RIAs) performed on individual savings proposals. It first considers the resident impacts by service, goes on to consider the cumulative impact on different groups and then considers the impact on employees. In addition, Islington's policy is to assess the socio-economic, human rights and safeguarding impact of proposals, so this report also does that.
- 1.4 A range of savings options have been considered over the last six months. As part of that process, equalities risks have been flagged up and proposals which posed the greatest such risks with insufficient mitigation were ruled out.

2. Synopsis

- 2.1 It is difficult to make savings on the scale required (£37m over the next year) without any impact on residents and there will inevitably be some impact on particular groups, including those with protected characteristics. The Council is not legally obligated to reject savings with negative impacts on any particular groups but must consider carefully and with rigour the impact of its proposals on the PSED (as set out above), take a reasonable and proportionate view about the

overall impact on particular groups and seek to mitigate negative impacts where possible.

- 2.2 Although the resident impact assessment by service identifies some savings proposals where there is a risk of disproportionately negative impacts for some groups, overall there is no group where significant actual negative impacts have been identified that are not mitigated. That is not to say that none of the savings will have a negative impact on anyone with a protected characteristic. But the overall impact is deemed to be relatively minor in relation to the size of the populations with protected characteristics. In this context, the Council's proposals for achieving savings are reasonable overall and take account of the three requirements of the Public Sector Equality Duty.
- 2.3 It is not always possible to anticipate every potential impact and the data available (e.g. on service users) may not always be sufficient to assess risk, so it is possible that in a few cases proposals could unwittingly negatively impact on groups with protected characteristics. The report highlights the following areas where we need to monitor the actual impact on residents and monitor the effectiveness of the proposed mitigation:
 - Community Safety – impact on women of the restructuring relating to Violence Against Women and Girls (VAWG).
 - Adult Social Care – impact on older people and disabled people of the transformation programme under way
 - Temporary Accommodation – impact on the homeless population of the changes proposed
 - Adult Health Improvement Services – impact on men, disabled people, older people and BME people.
 - Staff reorganisations – impact by ethnicity and gender
- 2.4 These and any other unforeseen negative impacts will need to be brought to the attention of management in a timely fashion to facilitate remedial action where this is considered appropriate.

3. Resident Impact by Service: Areas of Actual and Perceived Risk

- 3.1 The Council has suffered a sharp reduction in Government grant since 2010 and this is set to continue. In addition, demand for services, particularly from vulnerable residents, continues to grow and we face unavoidable rises in some costs. Some challenging choices have to be made and they will have an impact on the services we deliver. Throughout the budget process we have tried to make reductions in a way that is fair and protects those most in need of our support, mostly comprising groups that have historically suffered disadvantage and discrimination.
- 3.2 The service analyses below highlight areas where there are likely to be actual risks relating to budget proposals or where there are likely to be perceived risks. Assurance is given where it is considered that there is no real risk or that the mitigation envisaged is sufficient.

4. Chief Executive's Department

Community Safety Projects

- 4.1 The reduction in project budget is the same as the projected underspend on that budget and so no risks arise from that proposal.

Violence against Women and Girls (VAWG)

- 4.2 The extension of the senior VAWG role to cover all victims and the deletion of the VAWG Project Officer reduces the Council's capacity for work that focuses specifically on vulnerable females and, within that, BME, refugee and Muslim women who are disproportionately affected by specific issues such as Female Genital Mutilation, honour-based violence and trafficking. There could be a risk that any reduction in capacity has a negative impact on these groups. However, additional VAWG capacity has been created as we have significantly mainstreamed VAWG, with 3 new commissioned advice, advocacy and support services, specialist staff at Whittington hospital, GP practice changes, and a newly established, proactive investigation team within Islington police.
- 4.3 The Council is also extending work to cover other vulnerable victims (e.g. victims of religious and homophobic hate crime) and this could result in the total equality focus being greater than it is at present. Working differently and more effectively with offender services and partners could mitigate the aforementioned risks. It will be necessary to monitor what happens in practice and to optimise the overall impact on protected groups.

Merger of 'Strategy, Equality and Performance' with 'Communications'

- 4.4 This proposal and the reduction in staffing it entails could present a risk to the Council demonstrating compliance with the PSED, but this can be mitigated by the relevant managers ensuring equalities priorities are addressed, for instance by setting equality objectives and ensuring that RIAs are done. Only the No Recourse to Public Funds (NRPF) casework team works directly with residents, all of whom are BME and either families with children in need or vulnerable adults (e.g. disabled or mentally ill). The two caseworkers have a steadily growing caseload which now stands at 173 clients in 80 households and so no savings are proposed for this team. Moreover, the existing level of dedicated Equalities resource is to be maintained.

Voluntary Sector

- 4.5 The Local Initiatives Fund (LIF) is allocated by ward councillors to different initiatives each year and so it is difficult to be precise about which protected groups might be affected by a reduction in this budget.

5. Corporate

Premises

- 5.1 No negative impacts are anticipated as a result of property savings. Where organisations working with specific equality groups are affected (e.g. Disability Action in Islington) steps have been taken to ensure that their client groups will still have access to services and that accessibility needs such as premises and

transport will be met. It is also worth noting that the client numbers for these organisations are small compared with the relevant populations.

Council Tax

- 5.2 A comprehensive RIA was undertaken a year ago on the Council Tax Support Scheme and found that sufficient measures had been taken to mitigate impacts on disabled people, older people and families on low incomes. Although no equality data is collected on all those who pay council tax, the main impact will potentially be on people who are not eligible for discounts but with low disposable income on whom any additional financial demands will increase pressure.

Customer Access

- 5.3 No equalities data is collected on residents calling Contact Islington, so it is difficult to identify potential impacts of the move towards self-service. Older residents may be less IT-literate and those without a computer may be less able to access online services. This will be mitigated by having computers available in the customer service centre and in libraries and free wifi access in certain parts of the borough, and assistance will be provided by staff where necessary.

6. Children's Services

- 6.1 Savings proposals for Children's Services will be perceived to disproportionately affect young people. However, it is not anticipated that there will be any significant negative impacts overall because the majority of savings are being achieved by schools picking up costs previously borne by the Council and so in most cases there will be no service loss.

Childcare

- 6.2 Approximately 1,400 families could be affected by these proposals to a greater or lesser extent. Some 250 users are likely to be lone mothers (18 per cent of the total group), while it is estimated that 750 will be from BME communities (55 per cent of the group). It should be noted that these are estimates based on January 2014 census data and proportions of the population with children aged 0-4.
- 6.3 Steps are being taken to further reduce the burden on low-income families. The actual impact will not be known until decisions are made about which income bands are included.

Youth Careers

- 6.4 There is a risk that the proposed savings relating to Youth Careers could have a disproportionate effect on vulnerable young people who constitute the majority of the service caseload as summarised below and within which BME males are over-represented:

Special Educational Needs and Disabilities	500
In care, leaving care or within the Youth Justice System	70
Not in Education, Employment or Training (NEET)	260
At risk of being NEET at the end of Year 11	320

6.5 As part of implementing the recommendations of the Employment Commission, external funds have already been secured to support youth careers work and the Council intends to bid for further funds. Arrangements will be put in place to ensure that the first three groups cited above as a minimum will be provided with a service.

7. Environment and Regeneration

Parks

7.1 In relation to savings on grounds maintenance work in parks, the overall impact on residents is anticipated to be minimal in terms of parks’ usage. 29 per cent of all households live in overcrowded or severely overcrowded housing, so reliance on parks is essential for households with children. Of this group, “Other” ethnic groups have the highest proportion of overcrowded homes (42 per cent).

Refuse and Recycling

7.2 The move from doorstep to communal re-cycling on estates could have a potential impact on older people and disabled people who may not be able to access communal recycling points easily. 27 per cent of residents live in council rental properties. Of this group, 25 per cent are over 65. We do not have data on the number of disabled residents living in council rental properties but it is reasonable to assume that a significant proportion of the 18 per cent of disabled residents in the borough do.

7.3 The introduction of communal green waste and kitchen waste collections could likewise disproportionately affect older or disabled people who may have difficulty accessing recycling centres or local sites. Both these initiatives will be trialled throughout the borough before any wholesale change is implemented and these matters will be fully explored through those trials. We also plan to consider concessionary charges for older people, should it be decided to confirm a charge for the doorstep collection of green waste, and an assisted collection service will be offered where this is needed for disabled residents.

8. Adult Social Services

8.1 We provide a broad range of day activities across the voluntary and non-statutory sector, as well as Council-run provision, providing support to 3,432 adults in total. These cover all service groups, including people with mental health needs, physical impairments, learning disabilities and older people. The profile of users is shown in the table below. This is based on data that are reported to us from external providers, and not all information is available to us at this stage. Therefore, numbers will not all add up to the total number of service users.

Gender	Male	1132	33.0%
	Female	1842	53.7%
Age	18-29	149	4.4%

	30-49	617	18.0%
	50-65	449	13.1%
	65+	1233	35.9%
Ethnic Group	White British	1305	38.0%
	Black British, Caribbean, African and other	483	14.1%
	Irish	199	5.8%
	Asian Indian, Pakistani, Bangladeshi and other	133	3.9%
	White Other	186	5.4%
	Other	770	22.4%
	Not known	358	10.4%

- 8.2 There were 3,516 users of community, nursing and residential care services in 2013-14, some of whom also used day opportunities. The user profile is similar. Some services are under-utilised, with some of the target population not using the services that are commissioned. Additionally, benchmarking information shows that some services are more expensive than comparators in other boroughs and that services are not adequately delivering a 7-day service across the system.
- 8.3 People who use social care services are more likely to have one or more protected characteristics than other residents. Therefore, it might be expected that changes would pose a disproportionate risk to disabled, older, female and BME people due to their higher prevalence in our services. However, all the changes in Adult Social Services are part of a transformation programme that will better integrate adult and health services and invest in activities that support people to be active and connected in the community, which should lead to better outcomes. There is therefore no anticipated negative impact on any groups with protected characteristics.

9. Housing Needs and Strategy

- 9.1 69 per cent of people in temporary accommodation (TA) are women and 48 per cent are from BME backgrounds. The aim of the proposed changes to provision is to continue preventing homelessness and reduce numbers going into TA by incentivising landlords to rent out their properties to TA tenants. The objective is by year 2 to be able to provide more cost effective TA. Clients are assessed on need, circumstances and availability so it is unlikely that this proposal will affect people on the basis of their possession of protected characteristics.

10. Public Health

Adult Health Improvement

- 10.1 The proposal is to achieve savings through contracting efficiencies and delivering interventions in lower cost settings. Services would be redesigned to commission a more integrated adult health improvement 'offer' for our residents, so they could access a range of different interventions in a single setting or via a particular channel e.g. through their local pharmacy, and/or through a single point of assessment and referral (including online). This should offer residents a more integrated package of lifestyle support, particularly for those people with multiple risk factors (smokers, overweight, inactive etc.).
- 10.2 There are some risks for older people, disabled people, men and some ethnic groups.

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- The decommissioning of Bowel Cancer Screening will affect people aged 60-64 years who will not be provided with an endorsement letter or reminder letter as part of the local service. They will, however, still receive all of the standard communications from NHS England about bowel cancer screening and the bowel cancer screening kit through the post. NHS England is also considering setting up a similar national service to our locally commissioned one over the next couple of years.
- There is generally a need for more intensive adult health improvement services for disabled people, such as those with mental health problems.
- The prevalence of unhealthy behaviours varies by race / ethnicity. It will be important that services are delivered proportionate to need and are culturally specific and sensitive if they are to be successful. Bowel Cancer Screening uptake has been noted to be lower in BME groups,
- There are some differences in how men and women engage with services and men generally have poorer health than women in Islington.

10.3 The intention is to ensure through the design and commissioning processes that the needs of these groups are addressed and that any negative consequences that become apparent are mitigated. We will need to ensure age-appropriate models of delivery, addressing the specific needs for adult health improvement of the ageing population. We also need to ensure that any service redesign takes the needs of people with different disabilities into account. There will need to be ongoing monitoring of the actual impacts and the effectiveness of any mitigation.

Sexual Health

10.4 The proposal is to achieve savings by transforming the way we pay providers for sexual health services, redesigning services and reviewing prevention and promotion services.

10.5 The number of Islington residents that need these services is significant. In 2013, the total number accessing genito-urinary medicine (GUM) and sexual reproductive health services were 22,824 and 17,082 respectively. The sexually transmitted infection (STI) rate of 1,875 acute STIs per 100,000 is significantly higher than London and England rates. STI diagnoses vary by age, gender, ethnicity and sexual orientation.

10.6 HIV remains a serious communicable disease for which there is no cure or vaccine. According to the Department for Health's Framework for Sexual Health Improvement in England (2013) the groups most at risk are gay and bisexual men and Black Africans originating from sub-Saharan Africa.

10.7 The proposed service changes should not in themselves have a negative impact on service user experience and should not therefore have a negative equality impact. However, given that new service models are proposed, it is not yet possible to be definite about the impacts and so monitoring will be required.

Substance Misuse

10.8 There are an estimated 15,000 Islington residents that use illicit drugs and Islington is in the top 5 London boroughs for alcohol-related deaths and hospital admissions.

- 10.9 The savings plans are based on streamlining current pathways of care, for example to reduce duplication of services, and enhancing the focus on recovery-oriented services. The plans include re-negotiating and re-tendering the major contracts for drug and alcohol services provided by Camden & Islington Foundation Trust and Whittington Health.
- 10.10 At present the demographic of those using drug and alcohol treatment services in Islington comprises predominantly white males between 40 and 60 years of age. Although there are women, BME groups and younger people (18-24) accessing treatment services, these groups are under-represented in the treatment population in comparison to the estimated need within the local population.
- 10.11 There is a current arrangement in place with Children's Services to ensure priority free access to early years' childcare for parents who require drug or alcohol treatment. The arrangement was set up in order to promote access for women who could require but could not access treatment because of a need for childcare. This arrangement remains in place in order to promote treatment access to women who are traditionally under-represented in treatment services.

11. Resident Impact by Protected Characteristic

- 11.1 Equalities analysis shows that users of council services are more likely to be female, young or old (i.e. fewer in the 25 to 50 age bracket), disabled, BME and from lower socio-economic groups. These are therefore the groups most likely to be affected by service changes. However, it is worth noting that universal services have a greater impact than targeted services on all groups.
- 11.2 Data on sexual orientation is not routinely provided by residents accessing services and so the assessment of risks for this group is missing from most of the analysis, although a specific risk is flagged up in relation to the Sexual Health Transformation Programme.
- 11.3 Similarly, data on religion/belief is not routinely provided by residents accessing services. But there is a correlation between some ethnic groups and religion and so it is possible to extrapolate risks.
- 11.4 Although the resident impact assessment by service identifies some savings proposals where there is a risk of disproportionately negative impacts for some groups, overall there is no group where significant actual negative impacts have been identified that are not mitigated. That is not to say that none of the savings will have a negative impact on anyone with a protected characteristic.
- 11.5 Some proposed changes could have impact interdependencies with others, in terms of where service provision is picked up. Some changes cumulatively are more likely to create an adverse impact, even though the individual impact would be negligible. These should be considered together to reduce the risk of impacting negatively upon one or more groups or areas.
- 11.6 Whilst some changes should lead to an improved service, the Council should be aware of multiple changes which may cause disruption or uncertainty for vulnerable groups, and ensure the change is managed and communicated effectively.

11.7 The key issue for the Council to be alert to is potential negative impacts on small numbers of people who may face multiple disadvantage where poverty combines with other characteristics. The council is continuing to fund a range of support, advice, outreach and advocacy services which minimise the likelihood that people will be negatively impacted without any voice or recourse.

Child Poverty and Socio-Economic Disadvantage

11.8 Poverty combined with other characteristics is perhaps the most significant risk for individuals and communities. Islington has the second highest rate of child poverty in the country and of the 15,000 children living in poverty 86% are in workless households and disabled people and certain BME groups are over-represented. We believe that the best way to support people out of poverty is through employment and the Islington Employment Commission was established to look at the best ways of supporting our residents into sustainable employment, including a specific focus on parents. Over £2m has been secured from New Homes Bonus bids to support the implementation of the recommendations of the Employment Commission, and based on the work that the Council has done to date it is reasonable to expect that this will have a positive impact on reducing poverty in general and reducing the disadvantage faced by disabled people and some BME groups.

Disabled People

11.9 As well as mitigating the impacts of proposals relating to services that are specifically for disabled people, the Council needs to ensure that universal services are appropriate and accessible. Several proposals will change services for disabled residents. For individuals affected by more than one of these, this represents significant change which needs to be coordinated, communicated and managed effectively.

12. Staff Equality Impact

12.1 The current equality profile of the Council workforce for each department is as follows:

	Chief Exec's	Children's Services	E&R	Finance and Resources	HASS	Public Health	Council Total
Total Employees	332	882	1132	750	1368	53	4517
Female	67%	76%	32%	48%	50%	81%	52%
Male	33%	24%	68%	52%	50%	19%	48%
16 to 24	5%	3%	4%	4%	2%	2%	3%
25 to 39	39%	36%	26%	34%	27%	62%	31%
40 to 49	27%	31%	30%	28%	27%	23%	29%
50 to 64	27%	29%	38%	32%	42%	13%	35%
65+	1%	1%	2%	2%	2%	0%	2%
BME Total	36%	40%	24%	45%	37%	15%	35%
Asian							
Bangladeshi	2%	2%	1%	3%	1%	0%	1%
Asian Indian	4%	2%	2%	6%	2%	4%	3%
Asian Other	3%	1%	1%	2%	1%	0%	2%
Asian Pakistani	2%	0%	0%	1%	0%	2%	1%
Black African	4%	7%	5%	13%	12%	2%	9%
Black Caribbean	9%	16%	7%	12%	13%	4%	12%
Black Other	5%	4%	3%	3%	4%	0%	3%
Mixed	5%	5%	3%	3%	2%	2%	3%
Not Declared	3%	7%	16%	5%	15%	15%	11%
Other	2%	2%	3%	3%	2%	2%	2%
White British	45%	34%	43%	36%	31%	49%	37%
White Irish	5%	3%	4%	4%	5%	2%	4%
White Other	11%	16%	13%	11%	12%	19%	13%
Disabled	8%	5%	7%	5%	8%	2%	7%
Not disabled	14%	15%	10%	4%	18%	53%	14%
Not stated	78%	79%	83%	90%	73%	46%	80%
Heterosexual	50%	37%	46%	34%	40%	72%	41%
LGB	5%	3%	3%	3%	3%	0%	3%
Not Stated	44%	59%	50%	64%	57%	29%	56%
Buddhist	0%	1%	1%	0%	1%	0%	0%
Christian	24%	19%	20%	19%	25%	21%	21%
Hindu	2%	1%	1%	2%	1%	0%	1%
Jewish	1%	0%	1%	1%	1%	2%	1%
Muslim	3%	2%	4%	5%	3%	2%	4%
No Religion	9%	4%	9%	5%	6%	19%	6%

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	Chief Exec's	Children's Services	E&R	Finance and Resources	HASS	Public Health	Council Total
Not Known	0%	0%	0%	1%	0%	0%	0%
Not Stated	45%	61%	55%	62%	55%	27%	56%
Other Religion	10%	9%	5%	3%	6%	19%	6%
Pagan	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	2%	1%	3%	1%	1%	6%	2%
Roman Catholic	2%	1%	2%	1%	1%	4%	1%
Sikh	1%	0%	0%	0%	0%	2%	0%

12.2 Our overall staffing numbers are at an all-time high following the Kier TUPE in August 2014. Based on the data available from London Councils we have just overtaken Camden and are now the 4th largest council in London by headcount. We now have 48.4 per cent of the workforce made up of males, the highest proportion on record. 6.7 per cent of staff have declared a disability and 35 per cent of staff are from a BME background.

12.3 Evidence suggests that the equality issues that arise from Islington Council reorganisations have their roots not in the reorganisations themselves but in historic issues such as horizontal and vertical professional segregation which extend well beyond Islington's boundaries. Examples include men, women and people from different social classes being steered towards (or choosing) to go into different professions; and e.g. a high proportion of qualified accountants from Black African backgrounds never progressing to senior financial strategy/policy roles.

12.4 Services have just embarked upon reorganisation proposals and there will be individual equality impact assessments for these. Until reorganisations are completed it is not possible to know what the actual impacts will be but there are a few risks to flag up at this stage:

- Correlation analysis shows that divisions where the savings are being made have higher concentrations of female and BME staff.
- There are very high numbers of BME staff in Service Finance and so a large number of BME staff's posts will be deleted as a result of the savings proposals. Although it is unlikely that this will be disproportionate within the service itself, it may have an impact on disproportionality for the Council as a whole.
- Of the 179 employees that have applied for voluntary redundancy, disabled and non-BME employees are over-represented.
- BME staff make up approximately 42 per cent of scale 1 – SO1 roles, meaning any reorganisations focused on administrative functions may impact BME staff more.

12.5 The high proportion of "not stated" for disability, sexual orientation and faith is a concern as it makes it impossible to assess the actual impact of reorganisations.

12.6 To address the high numbers of BME staff at scale 1 – SO1 roles, the Council has developed an Inspiring Leadership (IL) initiative to inspire people from BME backgrounds to be leaders and to encourage existing BME leaders to provide

inspiration. For all staff, periods of organisational change can be an unsettling and anxious time. Human Resources provide a range of support to staff including free training opportunities, information, support and guidance. Staff whose posts are being deleted are also able to apply for other vacancies across the Council through the redeployment pool. Working Transitions provide support to staff who are unable to be redeployed within the Council and are coming to the end of their employment. Support includes face to face career coaching, telephone coaching, job information, company research, a career manual, job databases and a personal help line.

13. Safeguarding Implications

13.1 The Corporate Director of Children's Services and the Service Director for Adult Social Services have reviewed all the savings proposed and have confirmed that there are no inherent safeguarding risks that arise as a result of them.

14. Human Rights Implications

14.1 In assessing human rights implications, we have looked at the cumulative impact of changes that could give rise to human rights implications. There is a need to ensure we provide the right resources to ensure fair access to assessing needs, and access to services and support. **There are no potential human rights breaches arising from any of the proposals.**

15. Public Sector Equality Duty

15.1 Section 149 of the Equality Act 2010 provides that:

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

...

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

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(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) tackle prejudice, and

(b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

age;
disability;
gender reassignment;
pregnancy and maternity;
race;
religion or belief;
sex;
sexual orientation

15.2 The savings proposed for 2015-16 are in keeping with the requirements of this legal duty.

Pay Policy Statement 2015/16 in Accordance with the Localism Act 2011

1 Chief Officer Pay Scales

The council's chief officers as defined in the Localism Act are its Chief Executive, senior officers reporting to the Chief Executive (Corporate Directors and Assistant Chief Executives) and senior officers reporting to the Corporate Directors and Assistant Chief Executives.

The council's Chief Executive is paid on a spot salary of £160,000.

Some officers who are chief officers, as defined in the Localism Act, are paid on the National Joint Council for Local Government Service salary scale which is the scale which applies to most council employees.

All other chief officers are paid on the council's chief officer pay scale. This salary scale which comprises five separate salary bands is locally determined.

Percentage increases in cost of living are usually applied in line with the national pay negotiations of the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities or the National Joint Council for Local Government Services. Those officers on the chief officer scale received a pay award of 2.0% covering the period 01 January 2015 – 31 March 2016. Other officers received a 2.2% increase covering the period 1 January 2015 – 31 March 2016.

The job roles for those paid on the chief officer pay scale are evaluated using the Hay Job Evaluation Scheme and the conditions of service are in the main those of the JNC with slight local variations agreed by the council's Audit Committee. Any new or amended posts established at this level will be evaluated on the same basis, subject to the requirements of the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Progression through a salary scale is not automatic but dependent upon performance as measured by a positive performance appraisal outcome. Success at appraisal is measured not only in terms of annual targets reached but also leadership and other behaviours that have contributed to the council achieving its overall aims and objectives.

The final point on each of the pay bands on the chief officer pay scale is known as a threshold point. This element of pay is available to chief officers who have reached that point in the scale and whose performance in the previous year has received a positive performance appraisal. Continuance on this salary point is again dependent upon receiving a positive performance appraisal outcome in subsequent years and so must be earned back each year.

Table 1 sets out details of the grades and pay bandings and the chief officer posts paid on the chief officer scale as at 31.3.2015 and the pay band which applies to each post.

Table 1

Grade	Pay Banding £	Number of points in pay banding including threshold point	Job role
CO1+	129,675 – 139,407	5	Corporate Director of Children’s Services
CO1	107,862 - 129,741	10	All other Corporate Directors including the Director of Public Health* Director of Schools
CO2	97,657 – 110,451	7	Director, Targetted and Specialist Children Director, Digital Services and Transformation Assistant Chief Executive (Governance and HR) Assistant Chief Executive (Strategy & Community Partnerships) Service Director Planning & Development Service Director Public Protection Director Public Realm Director Property and Procurement Director Financial Management Director Financial Operations and Customer Services Director of Property Services – Housing Director of Housing Operations Service Director, Adult Social Care Camden Assistant Director Op’s & Health Partnerships* Islington Assistant Director Public Health*
CO3	82,207 – 97,228	7	Service Director Service Needs and Strategy Public Health Consultant x 4* Camden Deputy Director Public Health*
CO4	69,845 – 84,998	7	Head of Service - Community Safety Head of Human Resources Head of Schools Human Resources Head of Service - Democratic Services Assistant Director of Law (Corporate and Dispute Resolution) Assistant Director of Law (Commercial and Environment) Head of Partnerships and Service Support

Some senior manager posts which are not chief officer posts for the purposes of the Localism Act are also paid on this salary scale.

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Posts marked with an asterisk are on NHS terms and conditions following a TUPE transfer but are indicated for completeness within the band that most closely matches their NHS band grade.

Where posts which are required by the Localism Act to be included in this statement are not evaluated on the chief officer scale, they will be evaluated on the Great London Provincial Council Job Evaluation Scheme and paid on the National Joint Council for Local Government Services payscale (published [on the council's website](#)); subject to the requirements of the Transfer of Undertakings (Protection of Employment) Regulations 2006.

Table 2

PO11	£62,460 - £66,366	3	Head of Strategy and Communications Head of Partnerships, Place and Culture Head of Learning Skills and Employment
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Progression through a salary scale is dependent upon performance as measured by a positive performance appraisal outcome in the same way as for posts on the chief officer scale and the same threshold point arrangement as described above is in place.

Full details of the current pay and other remuneration for senior officers together with the organisational structure are published [on the council's website](#). Remuneration information about senior officers is also published annually in accordance with the Accounts and Audit (England) Regulations 2011.

Senior posts which the council shares with another organisation in a shared service or other joint arrangement (e.g. the joint Director of Public Health with LB Camden) are only included in this statement if the postholders are employed by Islington Council. Some joint postholders (e.g. the joint Head of Internal Audit with LB Camden) are employed by partners and are not included.

2 Pay Ratios

The council is committed to tackling income inequality as a means of ensuring a fairer Islington and is setting an example to other local employers by reducing the pay differential between its lowest and highest paid employees.

The council also works with other local employers and its own contractors to establish the London Living Wage as the minimum pay to their staff.

The information below describes the pay ratio between the council's highest paid employee (the Chief Executive who is on a salary of £160,000 per annum*) as at 1 January 2015 and other staff by reference to the following:

- (i) The numerical difference between the highest and lowest paid employees
- (ii) The Mode (most common salary)
- (iii) Median (mid point between highest and lowest salaries)

- (iv) Mean average (the total amount of remuneration paid to employees divided by the number of employees)

Table 2 - Pay Ratios

Reference Point		Annual Salary	Ratio to highest paid employee salary
i)	lowest paid full time council employee – London Living Wage £9.15 per hour <i>(excluding those on training schemes such as the apprenticeship scheme or work placements)</i>	£16,701	1:9.58
ii)	Most common salary paid to a council employee (the mode)	£32,964	1:4.9
iii)	Mid point between the highest and lowest salaries (the median)	£30,525	1:5.2
iv)	Average salary (the mean)	£30,564	1:5.2

The Islington Fairness Commission, set up by the council in June 2010 to look into how to make the borough a fairer place, produced its final report in June 2011 which recommended that the pay ratio between the highest and lowest salaries should be no more than 1:10 and this was adopted as policy by the council in its Corporate Strategy and the current position is that the ratio is slightly less than 1:10.

* This ignores election duty fees which may be received by the Chief Executive as these do not arise in every year and are variable.

3 Recruitment of Chief Officers

Recruitment to all Chief Officers posts is covered by the requirements of the council's Officer Employment Procedure Rules. For full details see [Procedure Rules](#). The appointment of the Chief Executive is subject to the approval of the full Council. The appointment of other chief officers and in some cases their direct reports is by the Personnel Sub-Committee.

The starting salary level of such officers is also agreed by the Personnel Sub-Committee. This Personnel Sub-Committee or the Audit Committee (both of which are politically balanced committees responsible for personnel matters) will also agree the starting salary for any other post where the overall remuneration package on new appointment (excluding pension contributions in accordance with the Local Government Pension Scheme regulations) is to exceed £100k. This ensures that elected councillors are accountable for the salaries of these senior appointments and that they are made in a transparent way without delay to appointment processes.

New entrants to the council are generally appointed to the first point of the pay scale. Only in exceptional circumstances, such as the need to match a candidate's existing salary are appointments made above the first point of the salary scale. All new entrants to the council are placed on a probationary period of six months, regardless of previous local government service, including senior staff. During this time the new recruit is expected to demonstrate their suitability for their job role. Failure to do so could lead to their appointment being terminated. Employees who successfully complete their probationary period, in line with the performance appraisal policy are entitled to a salary increment, if it would otherwise mean that they would have to wait more than twelve months for their next salary increment.

Individuals appointed on an interim basis to cover a vacant Chief Officer post, whether directly employed or engaged through an agency or as a contractor, will normally be paid on a basis which (taking account of the nature of the arrangement with them) provides them with remuneration that is equivalent to the remuneration for the post in accordance with the Chief Officer pay scale, with an appropriate reduction if they are not undertaking the full responsibilities of the post. The council takes a proactive and stringent approach to ensuring that all arrangements are lawful and properly reflect the substance of the relationship between the council and the individual concerned.

4 Pension Arrangements

All employees of the council up to 75 years of age and who have a contract for at least three months service join the Local Government Pension Scheme (LGPS) other than those on NHS terms and conditions. However there is an opt out right, and employees can make their own private pension arrangements.

All senior staff are entitled to be members of the LGPS. This is a contributory scheme, whereby the employee contributes to the scheme from his or her own salary. Employees will contribute 5.5%-12.5% of their salaries according to the figures set out in table 3 below in 2014/15. Government reviews the salary bands annually.

Table 3

Whole time salary	Employee Contribution Rate
Up to £13,500	5.5
£13,501 to £21,000	5.8
£21,001 to £34,000	6.5
£34,001 to £43,000	6.8
£43,001 to £60,000	8.5
£60,001 to £85,000	9.9
£85,001 to £100,000	10.5
£100,001 to £150,000	11.4
More than £150,000	12.5

Employers' contributions to the LGPS vary depending upon how much is needed to ensure benefits under the scheme are properly funded, and are set independently. For full details see: [LGPS](#)

The Council's Flexible Retirement Policy allows employees aged 55 and over who are members of the Local Government Pension Scheme (LGPS) to apply to reduce their working hours or pay grade (stepping down) and to draw pension benefits accrued up until the transfer to flexible retirement.

Where an employee is in receipt of a pension from the council and obtains a job with another local authority or any other employer who participates in the LGPS, they are obliged to notify the council and their pension will then be adjusted so that they are not (with the new job and the pension) drawing more than their original salary.

The NHS scheme is a contributory one and scheme members contribute to the scheme from his or her own salary. Contribution rates for 2014 – 15 vary from 5% for those on a salary of up to £15,431.99 to 14.5 % for employees earning £111,377.00 and over. These rates are subject to review by Government and the employer's contributions are determined by Government.

5 Additional Payments

The council recognises that in certain limited circumstances additional payments may need to be attached to particular posts because of difficulties in recruiting to particular posts or particular employees may need to be remunerated or awarded an additional payment above that of their normal pay scale either for exceptional performance or additional work undertaken. Such payments must be authorised in advance by senior management and details of the nature of and eligibility for those payments which may be made to Chief Officers who are on the chief officer scale are given in table 4 below.

Table 4

Type of allowance	Reason for Payment	Eligible Group
Honorarium payments	Undertaking additional work or project	All employees
Market Supplement	Factor To attract and retain employees with specialist skills in a competitive job market.	All employees in posts that are demonstrated to be hard to recruit to in accordance with the council's Market Supplements Policy.

The Corporate Director Children's Services post has a market supplement attached. The amount of this market supplement is fixed and does not vary year to year. See the [council's website](#) for further details.

A special allowance is paid to the council's monitoring officer, the Assistant Chief Executive (Governance and HR). This is a fixed amount and does not vary year to year. See the [council's website](#) for further details.

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Honoraria payments made to chief officers in accordance with policy are detailed [on the council's website](#)

Any new honorarium payments to chief officers will be agreed by the Chief Executive in consultation with the Chair of the Audit Committee.

Any new market supplement payment which results in the overall remuneration package (excluding pension contributions in accordance with the Local Government Pension Scheme regulations) for a post exceeding £100k, or which affects a post the overall remuneration package for which already exceeds £100k will be approved by the Personnel Sub-Committee or the Audit Committee. Any market supplement which is more than 20% of the evaluated grade for the post, or is more than 15% of the evaluated grade of the post if the number of posts available exceeds 15, will also require approval of Personnel Sub-Committee or the Audit Committee.

There are a few other allowances which are payable to designated employees related to their job role such as on call or standby allowances. Chief Officers do not receive such payments other than those stated above and the council does not make bonus payments to such officers.

Where council officers undertake special duties in relation to the council's election functions, any fees in respect of these duties are paid in addition to their normal remuneration. The rate for these duties is in line with the London Council's Leaders Committee's published Scale of Returning Officers' Fees and Expenses.

Council officers designated as Local Area Liaison Officers to undertake responsibilities under the council's emergency planning Crisis Response Plan in the event of an incident occurring in the borough, may be paid a fixed allowance in respect of this responsibility. See the [council's website](#) for further details.

6 Hours of Work

The basic full time hours of work for council employees are 35 per week. Employees on grades below that of senior officers, who work more than 35 hours per week may claim overtime for additional hours worked, if authorised.

The minimum basic working week for senior officers is 35 a week and additional hours worked above 35 per week per week attract neither payment in respect of overtime nor time off in lieu. Senior officers are contractually required to work flexibly and to undertake reasonable hours of work as necessary to perform the duties of their post. This may involve evening and weekend working.

7 Annual and other Leave Arrangements

Annual leave plays an important part of the council's commitment to work-life balance. The Chief Executive and senior officers of the council on chief officer pay and conditions are entitled to 27 days annual leave and after five years continuous local government service a further 5 days. Other employees receive 25 days annual leave with an additional five days after five year's service. All employees in addition to annual leave receive five privilege days and eight bank holidays per year.

8 Benefits

To maintain employee engagement the council recognises, particularly in the current financial climate that it is important to reward and motivate staff through other non-salaried means. The council promotes a range of benefits which all staff, irrespective of grade, can access. These include salary sacrifice schemes such as child care vouchers and a tax free bike scheme. There are also a number of discounted benefits which are open to all employees such as discounted gym membership which is provided at no cost to the council.

9 Leaving the Council

Employees who voluntarily leave the council are not entitled to a termination payment. Those who volunteer for redundancy under the council's voluntary redundancy scheme receive a payment of £500 in addition to any other entitlements they may have

Employees who are made redundant are entitled to a redundancy payment based on the statutory redundancy scheme with regards the calculation of the number of week's redundancy pay but, as sanctioned in the Local Government (Early Termination of Employment) Discretionary Compensation Regulations, actual salary is used rather than the statutory maximum of £464 per week.

In exceptional circumstances the Council may exercise its powers under the above mentioned Regulations and award a discretionary payment to senior staff in line with the council's discretionary termination compensation policy, for those whose employment is terminated by reason of redundancy or in the interests of the efficiency of the service, including early retirement.

The following factors will be taken into account when deciding whether to award a compensatory payment under these Regulations and, if a compensatory payment is made, the amount of that payment:

- Individual financial and other personal circumstances
- The council's interests, including corporate and service imperatives
- The council's fiduciary duty, including its duty to protect the interests of council tax payers and to exercise prudence and propriety
- Overall work record of the employee, including performance, attendance, length of service, level of responsibility and disciplinary record
- Any other factor relevant to the individual case.

Where a Chief Officer's contract is terminated in the interests of the efficient exercise of the Authority's functions they are contractually entitled to six months notice or may be paid in lieu of notice where their contract provides for this.

The Audit Committee (or its Personnel Sub-Committee) may hear representations in respect of the termination of a Corporate Director's employment in accordance with the JNC terms and conditions of employment for Chief Officers...

In the case of the Chief Executive, the Audit Committee (or its Personnel Sub-Committee) will approve the early retirement of the postholder and agree the award of any discretionary payments in connection with such retirement or redundancy in line with the policy outlined above. No such payments were made in the financial year 2014 - 15.

The Audit Committee (or its Personnel Sub-Committee) will also approve any payment funded by the council in line with the policy outlined above to any other officer which exceeds £100,000. No such payments were made in the financial year 2014 -15. This ensures that elected councillors are accountable for payments made in these circumstances without delay to finalising arrangements.

10 Returning to Work for the Council after Leaving

Employees who leave the council voluntarily without a severance payment are free to apply for jobs that are advertised at their discretion.

Employees who leave the council with a redundancy payment and no enhancement and subsequently apply and are successful for a position within the council must repay any redundancy payment, if the appointment is within a month of their termination date. If the appointment start date is longer than a month the employee can return to work in the position offered but in accordance with the Redundancy Modification Orders, will lose their contractual rights to have their continuous service recognised for all purposes.

Employees who leave the council with an enhanced severance package will not normally be re-employed or engaged under a contract for services for a period of two years.

Employees who leave the council on ill-health retirement with the possibility of a return to work under the Local Government Pension Scheme Regulations or who are granted early retirement will be considered on a case by case basis depending upon the circumstances and having due regard to their termination package.