



AGENDA FOR THE POLICY AND PERFORMANCE SCRUTINY COMMITTEE

Members of the Policy and Performance Scrutiny Committee are summoned to the meeting which will be held in on, **5 October 2015 at 7.30 pm.**

John Lynch
Head of Democratic Services

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Despatched : 25 September 2015

Membership

Councillors:

Councillor Troy Gallagher (Chair)	Councillor Martin Klute
Councillor Una O'Halloran (Vice-Chair)	Councillor Michael O'Sullivan
Councillor Kaya Comer-Schwartz	Councillor Dave Poyser
Councillor James Court	Councillor Caroline Russell
Councillor Gary Doolan	Councillor Raphael Andrews
Councillor Rakhia Ismail	Councillor Jilani Chowdhury
Councillor Jenny Kay	

Substitutes:

Councillor Alice Perry	Councillor Alex Diner
Councillor Clare Jeapes	Councillor Alice Donovan
Councillor Nick Wayne	Councillor Satnam Gill
Councillor Flora Williamson	Councillor Nurullah Turan
Councillor Mouna Hamitouche	Councillor Robert Khan
MBE	Councillor Paul Smith
Councillor Theresa Debono	Quorum 4 Councillors

A. FORMAL MATTERS

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1. Apologies for Absence
2. Declaration of Substitute Members
3. Declarations of Interest

Declarations of interest

If you have a **Disclosable Pecuniary Interest*** in an item of business:

- if it is not yet on the council's register, you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent;
- you may **choose** to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.

In both the above cases, you **must** leave the room without participating in discussion of the item.

If you have a **personal** interest in an item of business **and** you intend to speak or vote on the item you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent but you **may** participate in the discussion and vote on the item.

***(a) Employment, etc** - Any employment, office, trade, profession or vocation carried on for profit or gain.

(b) Sponsorship - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.

(c) Contracts - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.

(d) Land - Any beneficial interest in land which is within the council's area.

(e) Licences- Any licence to occupy land in the council's area for a month or longer.

(f) Corporate tenancies - Any tenancy between the council and a body in which you or your partner have a beneficial interest.

(g) Securities - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to all members present at the meeting.

4. To approve minutes of previous meeting - to follow
5. Matters Arising from the minutes

6. PUBLIC QUESTIONS

7. Chair's Report

B. ITEMS FOR CALL IN - IF ANY

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C. SCRUTINY AND MONITORING REPORTS

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8.	Scrutiny Review - Tax Avoidance witness evidence - verbal	
9.	Scrutiny Review Knife Crime/Mobile Phone theft - Witness evidence - verbal	
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D.	DISCUSSION ITEMS - IF ANY	Page
E.	REPORT OF REVIEW CHAIRS	Page
F.	MONITORING RECOMMENDATIONS OF SCRUTINY COMMITTEES, TIMETABLE FOR TOPICS, WORK PROGRAMME AND FORWARD PLAN	Page
G.	URGENT NON EXEMPT MATTERS	
	<u>Any non-exempt items which the chair agrees should be considered urgently by reason of special circumstances. The reason for urgency will be agreed by the Chair and recorded in the minutes.</u>	
H.	EXCLUSION OF PUBLIC AND PRESS	
	<u>To consider whether, in view of the nature of the business in the remaining items on the agenda any of them are likely to involve the disclosure of exempt or confidential information within the terms of the access to information procedure rules in the constitution and if so, whether to exclude the press and public during discussion thereof.</u>	
I.	EXEMPT ITEMS	
	<u>The Public may be excluded from meetings whenever it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that exempt information would be disclosed.</u>	
J.	CONFIDENTIAL ITEMS FOR CALL IN - IF ANY	Page
K.	OTHER BUSINESS	Page

The next meeting of the Policy and Performance Scrutiny Committee will be on 2 November 2015. Please note all committee agendas, reports and minutes are available on the council's website:

www.democracy.islington.gov.uk

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Report of: Executive Member for Finance and Performance

Meeting of:	Date	Ward(s)
Executive	24 th September 2015	

FINANCIAL POSITION AT 31st JULY 2015

1. SYNOPSIS

- 1.1 This report presents the forecast outturn position for 2015-16 as at 31st July 2015. Overall, the forecast is a £3.3m General Fund overspend including corporate items. The Housing Revenue Account (HRA) is forecast to break-even over the year. It is forecast that £114.6m of capital expenditure will be delivered in 2015-16.

2. RECOMMENDATIONS

- 2.1. To note the overall forecast revenue outturn for the General Fund of a £3.3m overspend, and that in the event of an overall overspend at the end of the financial year this would be funded from the one-off corporate contingency reserve in the first instance. **(Paragraphs 3.1 and 4.12, Table 1 and Appendix 1)**
- 2.2. To agree that £0.45m of in-year corporate funding is applied to the Environment and Regeneration structural overspend arising due to the Government shelving plans to introduce locally set licensing fees. This is a net nil impact overall as the corporate underspend is reduced, in respect of this applied funding, by the same amount. **(Paragraph 4.5)**
- 2.3. To agree the increase in development management pre-application fees required to cover the additional costs associated with providing this most valued planning service within the agreed timescales. **(Paragraph 4.6 and Appendix 3)**
- 2.4. To note that the HRA is forecast to break-even over the financial year. **(Paragraph 3.1, Table 1 and Appendix 1)**
- 2.5. To note the latest capital position with forecast capital expenditure of £114.6m in 2015-16, to agree the drawdown to the Finance and Resources capital budget from the Invest to Save reserve and to agree capital slippage into future years. **(Paragraphs 6.1 to 6.3, Table 2 and Appendix 2)**

3. CURRENT REVENUE POSITION: SUMMARY

- 3.1. A summary position of the General Fund and Housing Revenue Account is shown in **Table 1** with further detail contained in **Appendix 1**.

Table 1: General Fund and HRA Forecast Outturn

	VARIANCE Month 4 (£000)
<u>GENERAL FUND</u>	
Finance and Resources	0
Chief Executive's	0
Core Children's Services (Excluding Schools)	0
Environment and Regeneration	1,576
Housing and Adult Social Services	1,378
Public Health	0
Net Departments	2,954
Corporate Items	356
TOTAL PROJECTED (UNDER)/OVERSPEND	3,310
<u>HOUSING REVENUE ACCOUNT</u>	
NET (SURPLUS) / DEFICIT	0

4. GENERAL FUND

Finance and Resources Department (zero variance)

- 4.1. The Finance and Resources Department is currently forecasting a break-even position.

Chief Executive's Department (zero variance)

- 4.2. The Chief Executive's Department is currently forecasting a break-even position.

Children's Services (General Fund: zero variance, Schools: -£2.0m)

- 4.3. A break-even position is forecast for the General Fund (non-schools) Children's Services budget. However, within this position a number of pressures against demand led specialist services that materialised in 2014-15 are continuing into 2015-16, especially in relation to unaccompanied asylum seeking children (£0.35m) and special guardianship orders (+£0.2m). Further overspends are materialising against the new remand framework (+£0.35m), leaving care costs (+£0.2m) and secure accommodation costs (+£0.2m). These overspends, totalling (+£1.3m), have been offset fully by forecast underspends across the Learning and Schools and Partnerships and Support Services divisions.

Schools (-£2.0m)

- 4.4. A Dedicated Schools Grant (DSG) underspend of (-£2.0m, 1.2% of DSG) is forecast. This is in the main due to the carry forward of Early Years DSG funding from 2014-15 that will be used to smooth in expected Department for Education (DfE) funding reductions for the statutory entitlement for free childcare for deprived 2-year olds from 2015, now that funding is allocated to local authorities based on take-up.

Environment and Regeneration (+£1.6m)

- 4.5. The Environment and Regeneration Department is currently forecasting a (+£1.6m) overspend. This is after corporate savings of (+£0.5m) being applied to the structural overspend arising due to the Government shelving plans to introduce locally set licensing fees. This is a net-nil impact overall as the Environment and Regeneration Department overspend is reduced, in respect of this applied funding by the same amount. The main variances are as follows:
- 4.5.1. (+£0.3m) due to not implementing in full the withdrawal of the door to door recycling in estates in previous years.
 - 4.5.2. (+£0.35m) delays in re-providing the new refuse fleet pending various pilots and the introduction of a new operating model.
 - 4.5.3. (+£0.25m) loss of grant income from North London Waste Authority (NLWA) following price reductions for recyclable materials.
 - 4.5.4. (+£0.1m) required to keep public conveniences open following a decision to keep facilities open – future funding to be met from advertising concession contract income.
 - 4.5.5. (+£0.6m) structural budget issues within the Public Protection division: (+£0.2m) relating to staff budgets and non-staffing budgets around IT / licensing costs; (+£0.1m) unachievable Houses in Multiple Occupation (HMO) licensing income; (+£0.1m) staff costs that were part funded by 'Smoke-free' grant that is no longer received; (+£0.1m) relating to deteriorating income streams on DVD / music rentals and hall lettings; and (+£0.1m) across various other income streams.

Development Management Pre-Application Fees

- 4.6. Following increased competition from local planning authorities and planning consultants, it has become necessary to increase the hourly rate of temporary officers working in Development Management (Major Applications) Team. Pre-application fees must increase by 15% to cover the additional costs associated with providing this most valued planning service within the agreed timescales.

Housing and Adult Social Services (+£1.4m)

- **Adult Social Care (zero variance)**

- 4.7. Adult Social Care is currently forecasting a break-even position. Within this position, there is a (+£0.6m) pressure relating to a delay in the achievement of the saving to reduce grants to voluntary and non-statutory services, offset by a (-£0.6m) non-recurring underspend due to delay in implementation of Care Act projects.

- **Housing General Fund (+£1.4m)**

- 4.8. The Housing General Fund continues to be impacted by increased demand for temporary accommodation (TA) and the increased cost of supplying it, exacerbated by ongoing changes to the housing benefit regulations and the changes to the welfare support system. This has resulted in a net financial pressure of (+£1.5m) in 2015-16 of which the majority is due to not being able to secure nightly booked accommodation at rates that are below or equal to the Local Housing Allowance. This is offset partly by staffing underspends across the department (-£0.1m).

Public Health (zero variance)

- 4.9. Public Health is funded via a ring-fenced grant of £25.4m for 2015-16. The grant is currently forecast to be spent in line with the overall allocation, with any underspend at

year-end ring-fenced and carried forward to the following year earmarked for Public Health. However, there is a risk that this position will change upon confirmation of the in-year Government cuts to the public health grant currently being consulted upon.

Corporate Items (+£0.35m)

- 4.10. The Council continues to follow a successful Treasury Management Strategy of shorter-term borrowing at low interest rates. The current forecast is that this will save the General Fund (-£1.8m) in interest charges over the financial year. The Treasury Management Strategy is kept under constant review to ensure that available resources are optimised and the longer-term interest rate position reviewed.
- 4.11. These savings are offset by:
- 4.11.1. Pump-priming one-off investment to accommodate the move of the Area Housing Office at Old Street to Finsbury Library (+£0.5m) and to identify new opportunities for maximising the Council's income (+£0.2m), including the collection of business rates.
- 4.11.2. Corporate savings of (+£0.45m) being applied to the structural overspend in Environment and Regeneration arising due to the Government shelving plans to introduce locally set licensing fees. This is a net-nil impact overall as the Environment and Regeneration Department overspend is reduced, in respect of this applied funding, by the same amount.
- 4.11.3. (+£0.2m) relating to a settled claim against 3 privately owned mature London Plane trees that had been proven to cause subsidence. Due to strong public support, the Council argued for retaining the trees and won the appeal for the trees to be retained. The claimants then proceeded with repairs of £350k. The Council have fought this and negotiated down from an initial claim of £350k to a settled claim of £190k.
- 4.11.4. (+£0.8m) uncontrollable pressure due to the Council's statutory duty to provide assistance to all destitute clients who are Non-European Union nationals and can demonstrate need under Section 21 of the National Assistance Act, 1948. This is commonly referred to as No Recourse to Public Funds (NRPF).

Contingency Reserve

- 4.12. There is a one-off corporate contingency reserve of £3.5m to provide some resilience against any short-term budget pressures arising from savings risks or changes in Government policy. In the event of an overall General Fund overspend at the end of the financial year this would be funded from the corporate contingency reserve in the first instance.

5. HOUSING REVENUE ACCOUNT

- 5.1. The HRA is forecast to be balanced in 2015-16. The variances are as follows:
- 5.1.1. Non-recurring impact of repairs re-integration (+£1.4m), partially offset by lower than anticipated expenditure on In-House Repairs Team sub-contractors (-£0.5m) and lower expenditure relating to voids (-£0.5m).
- 5.1.2. Other HRA non-recurring pressures including improvements to open spaces and CCTV and heating refunds in respect of 2014-15 (+£0.9m).
- 5.1.3. Other HRA recurring pressures including lower than budgeted rent, service charges and other income (+£0.6m) and the impact of welfare reforms (+£0.7m).

- 5.1.4. *The above pressures of (+£2.6m) are offset by:*
- 5.1.5. Additional commercial property income and reduced management costs (-£1.0m).
- 5.1.6. Lower than budgeted PFI contractual inflation (-£0.7m).
- 5.1.7. Higher than budgeted Right to Buy administration grant income due to higher than anticipated Right to Buy sales (-£0.3m).
- 5.1.8. Increase parking income arising from the increase in charges for non-residents and the diesel levy (-£0.3m).
- 5.1.9. Higher than budgeted commission from Thames Water (-£0.2m).
- 5.1.10. Reduced energy costs (-£0.1m).

6. CAPITAL PROGRAMME

- 6.1. It is forecast that £114.6m of capital expenditure will be delivered by the end of the year. This is set out by department in **Table 2** below and detailed at **Appendix 2**.

Table 2: 2015-16 Capital Programme by Department at Month 4

Department	2015-16 Capital Budget	2015-16 Forecast Expenditure	Forecast Slippage (to)/from Future Years
	(£m)	(£m)	(£m)
Housing and Adult Social Services	83.9	68.7	(15.2)
Children's Services	24.3	18.1	(6.2)
Environment and Regeneration	32.1	23.3	(8.8)
Finance and Resources	4.5	4.5	-
Total	144.8	114.6	(30.2)

- 6.2. The Finance and Resources capital budget includes a recommended drawdown of £3.0m from the funding previously set aside in the Invest to Save reserve towards the Digital Transformation projects taking place to transform the way Islington works with and for local residents.

Forecast Slippage

- 6.3. Under the Council's financial regulations, approval of slippage over £1m on an individual capital scheme is a function of the Executive.

Housing and Adult Social Services (£15.2m)

- 6.3.1. New Homes Programme (£12.4m) – The first quarterly review in 2015-16 indicates deliverable new homes capital expenditure of £28.7m in 2015-16, resulting in forecast slippage of £12.4m into future years. The Council remains on target to deliver 500 social rented new builds by 2019.
- 6.3.2. Major Works and Improvements Programme (£2.8m) – This relates to a number of committed schemes that it is now considered will not progress on site as quickly as originally anticipated.

Children's Services (£6.2m)

- 6.3.3. Dowry Street scheme (3.0m) – Re-profiling of scheme across 2016-17 and 2017-18 due to a delay in the Education Funding Agency (EFA) signing the funding agreement.
- 6.3.4. Other Schools (£3.2m) – This relates to external funding that is in the process of being allocated to school capital schemes.

Environment and Regeneration (£8.8m)

- 6.3.5. Fleet Replacement (£3m) – Due to extended lead times on all vehicle purchases some orders will not be completed until 2015-16.
- 6.3.6. External Wall Insulation (£2.1m) – Due to aborted schemes and funds to be re-allocated to new schemes.
- 6.3.7. Combined Heat and Power Phase 2 (£2.0m) – Due to delays in the planning process.
- 6.3.8. Leisure (£0.9m) – Due to changes in the forecast cash flow of leisure schemes.
- 6.3.9. Greenspace (£0.8m) – Due to delays in the expected commencement of greenspace schemes.

7. IMPLICATIONS

Financial Implications

- 7.1. These are included in the main body of the report.

Legal Implications

- 7.2. The law requires that the Council must plan to balance its spending plans against resources to avoid a deficit occurring in any year. Members need to be reasonably satisfied that expenditure is being contained within budget and that the savings for the financial year will be achieved, to ensure that income and expenditure balance.

Environmental Implications

- 7.3. This report does not have any direct environmental implications.

Resident Impact Assessment

- 7.4. A resident impact assessment (RIA) was carried out for the 2015-16 Budget Report approved by Full Council. This report notes the financial performance to date but does not have direct policy implications, so a separate RIA is not required for this report.

Background papers: None

Responsible Officer:

Mike Curtis
Corporate Director of Finance and Resources

Report Author:

Martin Houston
Strategic Financial Advisor

Signed by



Executive Member for Finance and
Performance

11 September 2015

Date

Appendix 1 - Revenue Budget Monitoring Month 4 2015-16

GENERAL FUND				
Department / Service Area	Original Budget	Current Budget	Forecast Outturn	Variance Month 4
	£'000	£'000	£'000	£'000
FINANCE AND RESOURCES				
Corporate Director of Finance and Resources	(62)	1,103	1,103	0
Property Services	(1,800)	(373)	(373)	0
Digital Services and Transformation	562	(1,500)	(1,500)	0
Financial Management	(5,732)	(1,623)	(1,623)	0
Financial Operations	6,911	6,569	6,569	0
Internal Audit	588	596	596	0
Total	467	4,772	4,772	0
CHIEF EXECUTIVE'S DEPARTMENT				
Chief Executive	(16)	0	0	0
Governance and Human Resources	1,140	330	330	0
Strategy and Community Partnerships	5,478	6,279	6,279	0
Total	6,602	6,609	6,609	0
CHILDREN'S SERVICES				
Learning and Schools	27,763	25,891	23,256	(2,635)
Partnerships and Support Services	9,292	11,648	10,928	(720)
Targeted and Specialist Children and Families	36,889	38,697	39,997	1,300
Total	73,944	76,236	74,181	(2,055)
ENVIRONMENT AND REGENERATION				
Directorate	(1,387)	(1,384)	(1,384)	0
Planning and Development	2,484	2,642	2,642	0
Public Protection	9,685	10,390	10,941	551
Public Realm	19,782	21,262	22,287	1,025
Total	30,564	32,910	34,486	1,576
HOUSING & ADULT SOCIAL SERVICES				
Temporary Accommodation (Homelessness Direct)	1,391	1,391	2,918	1,527
Housing Needs (Homelessness In-Direct)	2,000	2,000	1,948	(52)
Housing Benefit	880	880	880	0
Housing Strategy & Development	231	231	175	(56)
Housing Administration	2,291	1,944	1,944	0
Housing General Fund Total	6,793	6,446	7,865	1,419
Adult Social Care	30,917	30,133	30,115	(18)
Integrated Community Services	13,554	13,537	12,914	(623)
Strategy & Commissioning	30,355	30,393	30,993	600
Adult Social Services Total	74,826	74,063	74,022	(41)
HASS Total	81,619	80,509	81,887	1,378

Appendix 1 - Revenue Budget Monitoring Month 4 2015-16

Department / Service Area	Original Budget £'000	Current Budget £'000	Forecast Outturn £'000	Variance Month 4 £'000
PUBLIC HEALTH				
NHS Health Checks	371	371	371	0
Obesity and Physical Activity	1,009	1,009	1,009	0
Other Public Health	(20,739)	(20,557)	(20,557)	0
Sexual Health	8,273	8,392	8,392	0
Smoking and Tobacco	786	786	786	0
Substance Misuse	8,466	8,347	8,347	0
Children and Young People	1,834	1,834	1,834	0
	0	182	182	0
Less Projected Ring-Fenced Schools Related Underspend	0	0	2,055	2,055
Less Projected Ring-Fenced Public Health Underspend	0	0	0	0
GROSS DEPARTMENT TOTAL	193,196	201,218	204,172	2,954
CORPORATE ITEMS				
Corporate and Democratic Core / Non Distributed Costs	16,675	15,130	15,130	0
Other Corporate Items	4,204	4,130	5,486	1,356
Corporate Financing Account	(16,129)	(16,129)	(17,929)	(1,800)
Levies	22,247	22,247	22,247	0
Transfer to/(from) Reserves	14,293	7,890	7,890	0
Specific Grants	(16,103)	(16,103)	(16,103)	0
Core Government Funding / Council Tax	(218,651)	(218,651)	(218,651)	0
No Recourse to Public Funds	268	268	1,068	800
Corporate Items Total	(193,196)	(201,218)	(200,862)	356
TOTAL NET OF CORPORATE ITEMS	0	0	3,310	3,310

Appendix 1 - Revenue Budget Monitoring Month 4 2015-16

HOUSING REVENUE ACCOUNT(HRA)					
Department / Service Area	Original Budget £'000	Current Budget £'000	Latest Actual £'000	Forecast Outturn £'000	Variance Month 4 £'000
Dwelling Rents	(162,778)	(162,778)	(40,549)	(162,500)	278
Non Dwelling Rents	(1,708)	(1,708)	(1,313)	(2,508)	(800)
Heating Charges	(2,357)	(2,357)	(589)	(2,017)	340
Leaseholders Charges	(9,348)	(9,348)	(2,337)	(9,348)	0
Other Charges for Services and Facilities	(3,870)	(3,870)	(636)	(4,642)	(772)
PFI Credits	(22,855)	(22,855)	0	(22,855)	0
Interest Receivable	(2,044)	(1,544)	0	(1,544)	0
Contribution from General Fund	(852)	(852)	0	(852)	0
Gross Income	(205,812)	(205,312)	(45,424)	(206,266)	(954)
Repairs and Maintenance	29,748	29,748	9,213	30,248	500
Revenue Contribution to Capital	10,359	10,359	0	10,159	(200)
General Management	48,803	47,547	7,337	49,001	1,454
PFI Payments	40,114	40,114	13,767	39,414	(700)
Special Services	15,530	16,786	3,198	16,686	(100)
Rents, Rates, Taxes and Other Charges	739	739	319	739	0
Capital Financing Costs	56,769	56,269	0	56,269	0
Bad Debt Provisions	750	750	0	750	0
HRA Contingency	3,000	3,000	0	3,000	0
Gross Expenditure	205,812	205,312	33,834	206,266	954
Drawdown from HRA Balances	0	0	0	0	0
Net (Surplus) / Deficit	0	0	(11,590)	0	0

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Appendix 2: Capital Monitoring Month 4 2015-16

	2015-16 Budget Monitoring						
	Original Budget	Budget Changes During the Year	Revised Budget	Forecast Outturn	Forecast Re-profiling (to)/from 2015-16	Expenditure to Date	% Budget Spent to Date
	£m	£m	£m	£m	£m	£m	£m
CHILDREN'S SERVICES							
Dowery Street Pupil Referral Unit	3.3	(0.3)	3.0	3.0	0.0	0.1	5%
Early Years Two Year Old Places	1.0	0.0	1.0	1.0	0.0	0.2	22%
Mechanical Schemes	0.0	0.1	0.1	0.1	0.0	0.0	10%
Moreland Primary School	6.1	2.1	8.3	8.3	0.0	0.4	5%
Newington Green Primary School Refurbishment	0.3	0.7	0.9	0.9	0.0	0.3	38%
Other Schools	0.0	4.9	4.9	1.9	(3.0)	0.0	0%
Primary Bulge Classes	0.2	0.3	0.5	0.2	(0.2)	0.2	33%
Primary Capital Scheme	0.0	0.2	0.2	0.2	0.0	0.1	30%
Sacred Heart Primary School Extension Grant	1.3	0.0	1.3	1.3	0.0	1.3	100%
The Bridge Free School	3.7	0.0	3.7	0.7	(3.0)	0.0	0%
Windows Scheme	0.3	0.2	0.5	0.5	0.0	0.1	13%
Total Children's Services	16.1	8.2	24.4	18.1	(6.2)	2.7	11%
ENVIRONMENT AND REGENERATION							
Boiler Replacement Programme	0.0	0.1	0.1	0.1	(0.0)	0.0	57%
Combined Heat and Power	3.4	0.2	3.6	1.6	(2.0)	0.2	4%
Disabled Facilities	0.6	0.4	1.0	1.0	0.0	0.2	20%
Energy Saving Council Buildings	1.9	0.0	1.9	1.9	0.0	0.0	0%
Greenspace	0.8	1.6	2.4	1.6	(0.8)	0.2	8%
Highways	1.4	0.2	1.6	1.6	(0.0)	0.3	18%
Ironmonger Row Baths	0.0	(0.1)	(0.1)	0.0	0.1	0.0	-11%
Leisure	3.4	0.9	4.3	3.4	(0.9)	0.8	19%
Other Energy Efficiency	2.2	0.1	2.3	0.1	(2.2)	0.0	0%
Planning and Development	2.1	(1.9)	0.3	0.3	0.0	0.1	20%
Private Sector Housing	1.5	(0.2)	1.4	1.4	0.0	(0.0)	-2%
Traffic and Engineering	3.6	0.7	4.3	4.3	(0.0)	0.2	4%
Vehicles	8.5	0.6	9.1	6.1	(3.0)	0.5	6%
Total Environment and Regeneration	29.4	2.7	32.1	23.3	(8.8)	2.4	8%
HOUSING AND ADULT SOCIAL SERVICES							
HOUSING							
Housing Improvements	40.3	1.7	42.0	39.2	(2.8)	5.1	12%
New Build	40.8	0.3	41.1	28.7	(12.4)	5.5	13%
Total Housing	81.1	2.0	83.2	67.9	(15.3)	10.6	13%
ADULT SOCIAL SERVICES							
Adaptations	2.6	(2.6)	0.0	0.0	0.0	0.3	0%
Care Services	1.0	(0.3)	0.7	0.7	(0.0)	0.0	5%
Total Adult Social Services	3.6	(2.9)	0.7	0.7	(0.0)	0.3	44%
Total Housing and Adult Social Services	84.8	(0.9)	83.9	68.6	(15.3)	10.9	13%
FINANCE AND RESOURCES							
Digital Transformation	1.5	3.0	4.5	4.5	0.0	2.7	59%
Total Finance and Resources	1.5	3.0	4.5	4.5	0.0	2.7	59%
TOTAL CAPITAL PROGRAMME	131.8	13.0	144.9	114.6	(30.3)	18.7	13%

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Appendix 3 - Development Management Pre-Application Fees

Fee / Charge	Existing (£)	New (£)	Increase (%)
Householder application	220.00	255.00	15.9%
Householder application with site visit	360.00	415.00	15.3%
Householder follow up meeting /site visit	140.00	165.00	17.9%
Listed building consent	330.00	380.00	15.2%
Listed building consent with site visit	470.00	545.00	16.0%
Listed Building consent follow up meeting	140.00	165.00	17.9%
Small scale minor application (up to 3 residential units, or 499 sq.m commercial)	500.00	575.00	15.0%
Small scale minor application with site visit	730.00	840.00	15.1%
Small scale minor follow up meeting	360.00	415.00	15.3%
Larger scale minor development (4-9 residential units, or 500-999 sq.m commercial)	1,400.00	1,610.00	15.0%
Large scale minor follow up meeting	750.00	865.00	15.3%
Major application up to 20 units	3,200.00	3,680.00	15.0%
Major application >20 units	4,200.00	4,830.00	15.0%
Major application per extra meeting	1,500.00	1,725.00	15.0%

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ISLINGTON

Annual Report of the Executive Member for Finance & Performance

Cllr Andy Hull

Policy and Performance Scrutiny Committee
5 October 2015

Budget

- Delivered a balanced 2014-15 budget at year end
- Prepared and passed the council's 2015-16 budget, delivering a further £37 million of necessary savings as a result of government cuts, meaning that we have now in total had to reduce spending by £150 million since 2010
- Developed the council's budget strategy, process and timeline for 2016-19



Welfare Reform

- Jointly founded and led the national 'Keep The Safety Net' campaign
- Aim was to save the Local Welfare Provision Fund from being cut by the government
- Resulted in rescuing £74m of the fund across England, including £560,000 in Islington
- Allocated Discretionary Housing Payment to help those affected by welfare reforms remain in their homes whilst seeking more affordable accommodation / looking for work
- We are one of the few councils in the country who has spent their entire DHP allocation, supporting residents in financial hardship (often as a result of welfare reforms) to the maximum allowed

Financial management

- Annual accounts for 2014-15 signed off with no qualifications or issues
- The Annual Governance Report approved by Audit Committee demonstrates our internal controls remain good in spite of significant cuts
- Embedded the council's new financial management model, saving £1 million
- Collected more council tax, contributing £1.9 million to savings targets



Financial management (continued)

- Continued effective management of our Treasury function (cash and loans), delivering additional savings when opportunities arise without undue risk
- Delivered £7.8m of savings across the Finance & Resources department in the last financial year
- Overall, the council's financial management function remains strong and resilient, securing sound stewardship of public money



Procurement

- Agreed new Procurement Strategy 2015–20
- Implemented new governance arrangements to reduce bureaucracy
- Appropriate contracts now in place for all external spend
- Commissioning & Procurement Board supporting and challenging all procurements to reduce costs and improve effectiveness
- All new national transparency requirements delivered
- Training delivered to businesses including local small- and medium-sized enterprises (SMEs) and the voluntary sector



Customer service

- Continued to make services available online, with an upward trend in online transactions and particular success on council tax queries which can now be handled online
- On track to hit ambitious target to reduce telephone calls and visits into Contact Islington
- More people than ever are paying council tax by direct debit
- Benefit processing times continue to be in the top quartile for London



Developing Digital / Online services

- Developed and published Islington Digital Strategy 2014–18
- Established and chaired the Members' Digital Sounding Board
- Supported channel shift activity by making services available online, such as Registrars' Services and Schools Admissions
- Incrementally launching the new Islington Council website (beta version)
- Prepared proposals to share our ICT service with Camden Council - will deliver savings and provide opportunities for improved services

Information management

- Achieved a 'reasonable assurance' following an audit by the Information Commissioner's Office carried out in February 2015
- This is the second best of four possible levels
- Recognition of the good processes we have in place to protect personal data



Internal audit, investigations and risk management

- Re-let our internal audit contract with six other London boroughs, delivering volume discounts and greater cross-borough working
- Completed the internal audit plan for 2014-15 with high levels of implemented recommendations and customer satisfaction. Prepared and embarked on fully consulted, risk-based plan for 2015-16.
- Revised the corporate anti-fraud strategy and policies to maximise the benefits from corporate anti-fraud resources
- Refreshed and rolled out the revised corporate risk management framework, resulting in a more relevant set of data and officer engagement

Legal services

- Successfully threatened judicial review of the government's decision to cut the local welfare provision fund - led to a proper consultation and partial restoration of the fund (see welfare reform above)
- Successful challenged the decision on Islington's Article 4 direction, leading to the government accepting additional areas in the borough where permitted development rights (effectively allowing offices to convert to residential use) would not apply
- Supported adoption of the Preventing Wasted Housing Supply Supplementary Planning Document
- Saving £693,000 in 2014-15 in respect of Ordinary Residence matters through work in relation to the responsibilities of other councils



Human resources

- Integration of repairs service and concierge service staff under TUPE
- Adoption of important new and revised employment policies including:
 - Disciplinary procedure
 - Workplace Resolution Policy (replacing the grievance procedure)
 - Market Supplements Policy
 - Voluntary Redundancy procedure
- Schools HR successfully taking responsibility for a number of new schools outside Islington
- Achieved Timewise accreditation



Democratic Services



- Smooth delivery of the General Election in Islington in May 2015, with our borough being the second in London to declare
- Implementation of Modern.Gov for committee papers
- Managed introduction of individual voter registration



Fairness

- Continued leadership on the Living Wage e.g. successfully campaigning with Citizens UK and fans for Arsenal and the rest of the Premiership to commit, as a start, to paying the Living Wage to all their directly employed staff
- Planning next steps for the Living Wage campaign in Islington ahead of Living Wage Week in November 2015
- Supporting the work of the London Fairness Commission



Performance

- Reviewed and refreshed the council's suite of corporate performance indicators – including equality targets – setting new challenging targets for 2015-16 with the Policy and Performance Committee's approval
- Held Monthly Performance Panels (MPPs) with the Leader, Chief Executive and relevant Executive Members and Corporate Directors to hold departments to account for their performance
- MPP sessions also include monthly monitoring of council-wide performance against corporate indicators and quarterly monitoring of complaints reports and benchmarking data from across London



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**Chief Executive's Department
Town Hall, Upper Street, London N1 2UD**

Report of: Assistant Chief Executive, Governance and HR

Meeting of:	Date	Agenda item	Ward(s)
Policy and Performance Scrutiny Committee	5 Oct 2015		All

Delete as appropriate	Exempt	Non-exempt
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Subject: Recruitment of agency staff to directly employed posts

1 Synopsis

- 1.1 This report provides information concerning the recruitment of agency staff to permanent posts as requested by the committee and arising out of the report the committee received on the council's use of agency staff in June 2015.

2. Recommendations

- 2.1 To note the contents of the report.
- 2.2 To consider whether to recommend that the Audit Committee review the Council's approach to recruiting agency staff to permanent posts.

3 Background

- 3.1 Following a review of the council's use of agency staff by the Policy & Performance Scrutiny Committee, the Executive agreed that the committee should be provided with bi-annual update reports on agency use. The most recent such report was received by the committee on 1 June 2015. Arising out of the content of that report, and mention of a relevant policy from 2009 during discussion of it, the committee asked for a report providing further detail concerning the recruitment of agency staff to directly employed positions in the council. This process is commonly referred to as "temp to perm" and this description is used in the rest of this report.

- 3.2 This report sets out the current policy position in respect of temp to perm recruitment and the steps the council intends to take to clarify the process. It also outlines the legal and HR context which is relevant to this issue for the future.

Provisions in Policy Documents

- 3.3 In 2009, a document entitled Temp to Perm Strategy was developed. This is contained in Appendix 1. The document refers to discussion with the trade unions prior to implementation. It is believed that this discussion did take place and the strategy was implemented. It is unclear whether there was ever a formal review of the strategy.
- 3.4 The strategy states that use of the process it sets out is conditional on, among other things:
1. the vacancy being covered by the agency worker must be an established, permanent vacancy, supported by signed establishment maintenance forms
 2. the manager has interviewed the agency worker to assess suitability for a permanent position and confirmed that the agency worker wishes to become permanent.
- 3.5 Historically, the purpose of the strategy is understood to have been to encourage agency staff covering posts to which it has been difficult to recruit, for example social workers, to become direct employees. In principle, the strategy commends a fast-tracked approach for the direct appointment of suitable agency workers.
- 3.6 The council's Recruitment Guidelines contain the following statement in respect of recruitment and agency staff:

"All permanent posts must be openly advertised and the recruitment process followed. Any person employed as an Agency temporary worker may be recruited into a permanent role if they are successful as a result of the recruitment process and subject to their contractual commitments."

This (as detailed below) reflects a number of legal obligations imposed upon the council and is directly at odds with aspects of the 2009 strategy.

Information as to past practice

- 3.7 2009 Strategy - A number of individual agency staff obtained permanent contracts relying on the 2009 strategy. No central record was kept of the occasions on which this was the case and so it is not possible to say how many cases there were. It is believed that the posts concerned were generally hard to recruit to posts such as social work posts.
- 3.8 "Amnesty" exercises

In 2010, the People Board (an officer level body that considered HR and organisational development matters on behalf of the Chief Executive's Corporate Management Board) agreed that a "temp to perm" exercise be offered to managers to address the number of agency assignments which had lasted for more than 12 months. The average assignment at the time was over a year and more than half of the agency staff workforce had been at LBI for at least 6 months. The exercise was subject to compliance with the council's obligations to redeployees. The amnesty did not use the 2009 strategy. The criteria were:

- Agency worker has been in assignment for 12 months.
- A vacant permanent post or funding for a permanent post exists.
- Financial analysis shows that it is cheaper for the worker to be employed directly by LBI.
- The redeployment process has been exhausted.
- No restructures or headcount reductions are planned for the service area in question.
- The post does not belong to someone who is on an extended period of absence through maternity, career break etc.

A similar "amnesty" was offered in September 2011 in the period leading up to the introduction of the Agency Worker Regulations.

- 3.9 Cleaning services - 1 November 2010 the council in-sourced its cleaning services from Kier Islington on the ending of the municipal buildings cleaning contract. The service had made a high use of agency staff (49% of the workforce) and a decision was taken to move to a more directly employed workforce. The Agency Workers Regulations did not come into force until 24 December 2011 and so at this time agency staff would not have been able to apply for an internally advertised job. The process for selecting which agency staff to appoint to directly employed roles agreed with the trade unions and implemented in early 2011 was instead based on the redundancy selection criteria in the council's organisational change procedure.
- 3.10 Housing management – following the reintegration of Homes for Islington, an exercise to reduce reliance on agency caretakers was undertaken. The number of agency staff in the service did not exceed the number of available permanent posts. The process agreed was therefore that the agency staff would be interviewed for those available posts.
- 3.11 Public Realm – in a recent exercise in the Public Realm division designed to reduce the use of agency staff in that service, the following process was followed:

Step 1 – Human Resources checked the redeployment pool for possible candidates.

Step 2 – no suitable redeployees were identified, the roles were advertised internally and open to existing agency workers and permanent staff.

Step 3 – A shortened application form was agreed. Support was provided to workers in Street Environment Services on completing the application process.

Step 4 – Managers shortlisted staff for interviews.

Step 5 – Managers conducted interviews/testing (such as vehicle check) and appointments were made. The panel in each case consisted of at least 2 relevant managers.

A second phase of appointments based on this process is being implemented.

- 3.12 The process followed was that provided for in the council's Recruitment and Selection Policy. On the basis that there were more agency staff than available established posts, thus requiring some form of selection process, practically the situation did not lend itself to the application of the 2009 strategy. In addition, the exercise offered an opportunity for promotion and it would have been unfair to exclude permanent staff who may have been waiting for the opportunity to seek a promotion.

Legal and Policy context

- 3.13 Under s7 of the Local Government and Housing Act 1989, the council is required to make appointments based on merit. This will generally require a fair and open competitive recruitment process.
- 3.14 The 2009 strategy document pre-dated the coming into force of the Agency Worker Regulations 2010 and was introduced at a time when agency workers did not have access to internally advertised posts. The position now is that agency staff have, as of day one of their assignment, the right to be informed of any relevant vacancies, in order to be given the same opportunity as a 'comparable worker' to find permanent employment with their hirer.
- 3.15 The council has a legal obligation to seek suitable alternative employment and redeployment for staff facing redundancy. This is reflected in the council's Organisational Change policy. Redeployees are sent details of all roles to which permanent appointment is being considered. Redeployees must be appointed if they meet the essential requirements of a post set out in the person specification. Post are available for other applicants (existing employed staff, agency staff and, where applicable, external applicants) subject to the council complying with its obligations to redeployees.

- 3.16 The aspirations of existing employed staff who wish to progress or change role within the council are also relevant to deciding what recruitment policies are appropriate.
- 3.17 To the extent that the discrete provisions of the 2009 Temp to Perm Strategy would undoubtedly constitute a “provision, criteria or practice” within the meaning ascribed by the Equality Act 2010, the council would need to reflect upon the extent to which the strategy, or any new policy, could be found to operate in an unlawfully discriminatory manner, in the absence of satisfactory and objective justification.
- 3.18 Further resident impact assessment may well be necessary to determine the indirectly discriminatory impact of the strategy, or any new policy, which whilst on the face of matters applying neutrally to all staff, may in fact put those sharing a particular protected characteristic at a particular disadvantage.

The Comensura contract

- 3.19 The 2009 Strategy document refers to fees payable under the Comensura contract where someone supplied to the council via an agency is recruited as a permanent employee. Since the strategy was adopted, Human Resources has negotiated new arrangements with Comensura under which almost all agencies supplying staff to the council no longer charge these fees after the initial 12 weeks of an assignment.

4.0 Implications

Financial implications:

None arising directly from this report.

Legal Implications:

None arising directly from this report.

Environmental Implications:

None

Resident Impact Assessment:

No resident impacts arise directly from this report.

A member of the Committee has queried whether equality observers should be included on recruitment panels. This is understood to mean employees who do not participate in the interviews (and are not part of the decision making process) who are trained in equalities requirements relating to recruitment and observe interviews to check that equalities requirements are complied with. The council does not have employees with this responsibility. However, all staff receive training in equalities issues and the council’s recruitment and selection training provides training on equalities specifically in the context of taking part in a recruitment panel. All panel members are required under the Recruitment and Selection Guidelines to have had recruitment and selection training. The council’s recruitment guide contains

guidance on how to ensure that equalities issues are properly addressed and taken into account in the recruitment process.

5.0 Conclusion

The council has used a variety of approaches over the last 6 years to enable agency staff covering establishment posts to apply to be directly employed by the council. Processes adopted have varied depending upon the circumstances and substantial processes have been the subject of detailed discussion with the trade unions in advance. The legal context has changed in some respects over this period. The Policy and Performance Committee may consider it appropriate to propose to the Audit Committee that a new policy to govern recruitment of agency staff to directly employed posts be developed.

Final report clearance:

Signed by:

Assistant Chief Executive, Governance and HR Date

Received by:

Head of Democratic Services Date

Report Author: Debra Norman, Assistant Chief Executive, Governance and HR

Tel: 020 527 6096

Appendix 1



TEMP TO PERM STRATEGY

CONTENTS

- 1 Background
- 2 Current position
- 3 Benefits of permanent employment
- 4 Comensura
- 5 Process
- 6 Equalities Impact Assessment
- 7 Recommendations

TEMP TO PERM STRATEGY

1. Background

Recruitment difficulties in the various areas of the council have led to extensive use of agency staff, which represents a significant cost to the authority of £18.3M in 2007/8. The highest spend on agency staff fell into the secretarial and administrative grades of almost £5M during the same period.

One of the 5 people priorities for the council is to monitor the use of agency staff in an effective and consistent manner and to improve compliance and to reduce long-term use of agency staff.

A strategy is therefore needed to encourage agency staff to become permanent employees, thus reducing costs and ensuring continuity of knowledge and expertise.

2. Current position

As at 30 September 2008, there were 605 live assignments logged on to the Comensura system with a corresponding spend of £1.6M for that month.

3. The benefits of permanent employment

- Annual leave: Agency staff receive the statutory entitlement of 24 days paid annual leave from their agency, including bank holidays. Working for LBI, they would be entitled to 25 days, plus 5 days for long service (after five years) and five privilege days, as well as eight bank holidays.
- Other leave: generous maternity, paternity, adoption and special leave, plus family friendly policies, remote and smart working
- Sickness:

- Agency staff: SSP only
- Permanent staff: Generous paid sickness absence.
- Training: Permanent staff have access to a wide range of training and development opportunities, including a minimum of 5 days training per annum
- Access to the Local Government Pension Scheme
- Zone 1 & 2 Travel Card (for hard to recruit posts)
- Child Care Vouchers
- Interest free season ticket loans (for hard to recruit posts)
- Employee Assistance Programme
- Access to keyworker housing (for hard to recruit posts)
- Access to Occupational Health Service, free eye tests and contribution towards glasses.
- Discounted rates for leisure and other facilities in the borough.

4. Comensura

Comensura manage the agencies that supply staff to the council. All bookings and temporary staff are managed through this contract. Comensura introduced set pay rates in July 2007 to ensure consistency across the council in agency pay rates and to help control hourly pay costs. Comensura have agreed the following temp to perm fees, according to length of service:

Temp to Perm Fees

For all categories of Temporary Workers excluding Legal, Finance or Executive Roles:

Length of Service	Temp to Perm Fee (%)
Up to 2 weeks	15%
2 - 4 weeks	12.5%
4 - 6 weeks	10%
6 - 8 weeks	7.5%
8 -10 weeks	5%
10 - 12 weeks	2.5%
12 - 14 weeks	2.5%
14 weeks and above	no fee payable

For all qualified Temporary Workers engaged in Legal, Finance or Executive Roles:

Length of Service	Temp to Perm Fee (%)
Up to 13 weeks	15%
13 - 25 weeks	7.5%
26 weeks and above	no fee payable

5 Process to be followed

Where an agency worker has been employed for a minimum continuous period of 3 months and the manager can confirm a good appraisal/supervision rating, the manager can apply this policy if he/she wishes to make the role permanent.

The following conditions must apply:

1. the vacancy being covered by the agency worker must be an established, permanent vacancy, supported by signed establishment maintenance forms
2. the manager has interviewed the agency worker to assess suitability for a permanent position and confirmed that the agency worker wishes to become permanent
3. the manager should advise the agency worker of the benefits of becoming a permanent employee with Islington (see para 3 above)
4. the manager and worker should agree a start date with Islington - the worker will need to give the requisite notice to the agency and the manager will need to notify Comensura that the temp to perm strategy applies
5. the manager should advise the worker that employment via the agency will not count towards continuous service with Islington; this will only begin from the start date of a permanent employment contract.

6. Equality Impact Assessment

The application of this strategy will be monitored to ensure there is no adverse impact on any particular groups of staff.

7. Recommendations

1. That this policy be discussed with the trade unions and implemented from a date to be agreed.
2. The implementation of this strategy is reviewed after six months.

January 2009

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Governance and Human Resources

Resources
Town Hall, Upper Street,
London N1 2UD

Report of: Assistant Director Governance and Human Resources

Meeting of	Date	Agenda Item	Ward(s)
Policy and Performance Scrutiny Committee	05 October 2015	G1	All

Delete as appropriate	Exempt	Non-exempt
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**SUBJECT: MONITORING OF RECOMMENDATIONS OF REVIEW COMMITTEES
TIMETABLE FOR TOPICS, POLICY AND PERFORMANCE
COMMITTEE'S WORK PROGRAMME, KEY DECISIONS**

1. Synopsis

To inform the Policy and Performance Scrutiny Committee of the timetable of the Review Committees scrutiny topics for the remainder of the municipal year, the timetable for monitoring the recommendations of the Review Committees, the current situation on the Policy and Performance Scrutiny Committee's work programme, and Key Decisions.

2. Recommendation

That the Policy and Performance Scrutiny Committee note the timetable and the arrangements for monitoring the recommendations of the Review Committees, the current work programme, and the key decisions.

3. Background

Attached to this report are the details of the work programme and timetable for the Review Committees for the remainder of the municipal year, the arrangements for monitoring the recommendations of review committees, key decisions details, and the Policy and Performance Scrutiny Committee's work programme.

PTO

4. Implications

4.1 Environment Implications

None specific at this stage

4.2 Legal Implications

Not applicable

4.3 Financial Implications

None specific at this stage

4.4 Equality Impact Assessment

None specific at this stage

Final Report Clearance

Signed by

Assistant Director Governance and Human
Resources

Date

Received by

Head of Democratic Services

Date

Report Author: Peter Moore
Tel: 020 7527 3252
E-mail: peter.moore@islington.gov.uk

FORWARD PLAN OF KEY DECISIONS



ISLINGTON

KEY DECISIONS TO BE CONSIDERED BY THE EXECUTIVE/COMMITTEES/OFFICERS FOR THE PERIOD TO THE EXECUTIVE MEETING ON 22 OCTOBER 2015 AND BEYOND

Page 45

**Lesley Seary
Chief Executive
Islington Council
Town Hall
Upper Street
London N1 2UD**

Contact Officer: Mary Green
Democratic Services
E-Mail: democracy@islington.gov.uk
Telephone: 020 7527 3005
Website: <http://democracy.islington.gov.uk/>

Published on 1 September 2015

FORWARD PLAN OF KEY DECISIONS

KEY DECISIONS TO BE CONSIDERED BY THE EXECUTIVE/COMMITTEES/OFFICERS

FOR THE PERIOD TO THE EXECUTIVE MEETING ON 22 OCTOBER 2015 AND BEYOND

This document sets out key decisions to be taken by the Executive within the next 28 days, together with any key decisions by Committees of the Executive, individual Members of the Executive and officers. It also includes potential key decisions beyond that period, though this is not comprehensive and items will be confirmed in the publication of the key decisions document 28 days before a decision is taken.

It is likely that all or a part of each Executive meeting will be held in private and not open to the public. This may be because an appendix to an agenda item will be discussed which is likely to lead to the disclosure of exempt or confidential information. The items of business where this is likely to apply are indicated on the plan below.

If you wish to make representations about why those parts of the meeting should be open to the public, please contact Democratic Services at least ten clear days before the meeting.

The background documents (if any) specified for any agenda item below, will be available on the Democracy in Islington web pages, five clear days before the meeting, at this link - <http://democracy.islington.gov.uk/> - subject to any prohibition or restriction on their disclosure. Alternatively, please contact Democratic Services on telephone number 020 7527 3005/3184 or via e-mail to democracy@islington.gov.uk to request the documents.

If you wish to make representations to the Executive about an agenda item, please note that you will need to contact the Democratic Services Team on the above number at least 2 days before the meeting date to make your request.

Please note that the decision dates are indicative and occasionally subject to change. Please contact the Democratic Services Team if you wish to check the decision date for a particular item.

- A key decision is 1. an executive decision (other than a decision which relates to the placement of an individual, be that an adult or child) which is likely to result in expenditure or a receipt which is, or the making of savings which are, significant (i.e. £500,000 revenue or £1m capital), or to have significant effects on those living or working in an area comprising two or more Wards or, in respect of a disposal of land, where the proposed receipt (or reasonable pre-sale estimate in the case of an auction sale) exceeds £1.5m, or in respect of the acquisition of land or property, the proposed expenditure (or reasonable estimate prior to entering into the contract) exceeds £500,000; or
2. a decision to be made by the Chief Executive, Corporate Directors or Assistant Chief Executives to award contracts where the value of the contract is up to £2million revenue expenditure or £5million capital expenditure

FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	If all or part of the item is exempt or confidential this will be stated below and a reason given. If all the papers are publically accessible this column will say 'Open'.	Corporate Director/Head of Service Executive Member (including e-mail address)
1.	Contract award of Bunhill Phase 2	Bunhill	Corporate Director Environment and Regeneration	2 September 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Bram Kainth bram.kainth@islington.gov.uk
2. Page 47	Canal-sourced heat for the Bunhill Heat network	Bunhill	Corporate Director Environment and Regeneration	2 September 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Bram Kainth bram.kainth@islington.gov.uk
3.	Contract award - domestic boiler installation programme with back-up service for responsive and out of hours emergency repairs and servicing	All Wards in the north of the Borough	Corporate Director of Housing and Adult Social Services	3 September 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
4.	Contract award - extra care sheltered housing	All Wards	Executive	24 September 2015	None	Open	Jess McGregor Jess.mcgregor@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
5.	Camden and Islington ICT Shared Service Programme	All Wards	Executive	24 September 2015	None	Open	Mike Curtis Mike.curtis@islington.gov.uk Councillor Andy Hull, Executive Member for Finance & Performance andy.hull@islington.gov.uk
6.	Procurement strategy for sexual health promotion and HIV prevention	All Wards	Director of Public Health	24 September 2015	None	Open	Julie Billett julie.billett@islington.gov.uk
7.	Contract award for housing improvements	All Wards	Corporate Director of Housing and Adult Social Services	24 September 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
8.	Procurement strategy for fire damage reinstatement works to Rollit House	Highbury West	Corporate Director of Housing and Adult Social Services	25 September 2015	None	Open	Sean McLaughlin Sean.mclaughlin@islington.gov.uk

A key decision is 1. an executive decision (other than a decision which relates to the placement of an individual, be that an adult or child) which is likely to result in expenditure or a receipt which is, or the making of savings which are, significant (i.e. £500,000 revenue or £1m capital), or to have significant effects on those living or working in an area comprising two or more Wards or, in respect of a disposal of land, where the proposed receipt (or reasonable pre-sale estimate in the case of an auction sale) exceeds £1.5m, or in respect of the acquisition of land or property, the proposed expenditure (or reasonable estimate prior to entering into the contract) exceeds £500,000; or

2. a decision to be made by the Chief Executive, Corporate Directors or Assistant Chief Executives to award contracts where the value of the contract is up to £2million revenue expenditure or £5million capital expenditure

FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
	9. Procurement strategy for for Anson Road and Tollington Way supported accommodation	St George's/ Finsbury Park	Corporate Director of Housing and Adult Social Services	25 September 2015	None	Open	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
	10. Procurement strategy for refurbishment of passenger lifts at Spa Green Estate, and Margery Street Estate	Clerkenwell	Corporate Director of Housing and Adult Social Services	29 September 2015	None	Open	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
Page 49	Contract award - housing repairs scaffolding (North & South) and roofing and scaffolding repairs and maintenance works	All Wards	Corporate Director of Housing and Adult Social Services	30 September 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
	12 Decision to make Article 4 Direction to remove office to residential permitted development rights	All Wards	Corporate Director Environment and Regeneration	1 October 2015	None	Open	Kevin O'Leary kevin.oleary@islington.gov.uk

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FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
13.	Richard Cloudesley School site development update	Bunhill	Executive	22 October 2015	None	Open	Eleanor Schooling eleanor.schooling@islington.gov.uk Councillor Joe Caluori, Executive Member for Children & Families joe.caluori@islington.gov.uk
14.	Contract award for housing improvements	All Wards	Corporate Director of Housing and Adult Social Services	22 October 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
15	Islington property Company - recommended company structure and project update	n/a	Executive	22 October 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk Councillor James Murray, Executive Member for Housing & Development james.murray@islington.gov.uk

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16	North London Waste Authority menu pricing and Inter Authority Agreement	All Wards	Executive	22 October 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Bram Kainth bram.kainth@islington.gov.uk Councillor Andy Hull, Executive Member for Finance & Performance andy.hull@islington.gov.uk
17	Procurement strategy for mental health housing support services	All Wards	Executive	22 October 2015	None	Open	Jess McGregor Jess.mcgregor@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk
18	Contract award for alcohol misuse residential care service for older men	All	Executive	22 October 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

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	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
19	Adoption of Location and Concentration of Uses Supplementary Planning Document	All Wards	Executive	22 October 2015	None	Open	Karen Sullivan Karen.Sullivan@islington.gov.uk Councillor James Murray, Executive Member for Housing & Development james.murray@islington.gov.uk
20	Contract award - housing repairs IT Solution	All Wards	Corporate Director of Housing and Adult Social Services	17 November 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
21	Contracts award - general build and electrical contracts	All Wards	Corporate Director of Housing and Adult Social Services	18 November 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk

- Page 52
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FORWARD PLAN OF KEY DECISIONS

	Subject/Decision	Ward (s)	Decision taker	Date(s) of decision	Background papers	Is all or part of this item likely to refer to exempt or confidential information and therefore require exclusion of the press and public from the meeting?	Corporate Director/Head of Service Executive Member (including e-mail address)
22	Procurement of business critical software support maintenance	n/a	Executive	26 November 2015	None	Open	Mike Curtis Mike.curtis@islington.gov.uk Councillor Andy Hull, Executive Member for Finance & Performance andy.hull@islington.gov.uk
23	Procurement strategy for community based enablement service for adults	All Wards	Executive	26 November 2015	None	Open	Sean McLaughlin Sean.mclaughlin@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk
24	Procurement strategy for mental health intermediate care pathway	All	Executive	26 November 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

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25	Contract award for housing improvements	All Wards	Corporate Director of Housing and Adult Social Services	26 November 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
26	Contract award for the construction of 47 new homes and associated improvements for the King Square Estate, Goswell Rd EC1V 7PB	Bunhill	Executive	26 November 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor James Murray, Executive Member for Housing & Development james.murray@islington.gov.uk
27	Proposals in relation to services for children with severe and complex needs at Lough Road	All Wards	Executive	26 November 2015	None	Open	Cathy Blair cathy.blair@islington.gov.uk Councillor Joe Caluori, Executive Member for Children & Families joe.caluori@islington.gov.uk

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28	Procurement strategy for a parent carers support service	All	Corporate Director Children's Services	7 December 2015	None	Open	Eleanor Schooling eleanor.schooling@islington.gov.uk Councillor Joe Caluori, Executive Member for Children & Families joe.caluori@islington.gov.uk
29	Contract award for fire damage reinstatement works to Rollit House	Highbury West	Corporate Director of Housing and Adult Social Services	14 December 2015	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
30	Contract award for mental health supported accommodation	All Wards	Executive	14 January 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	George Howard george.howard@nhs.net Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

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31	Procurement of high level care and support for adults with a learning disability at Windsor Street, a new build of 14 units of supported accommodation	All Wards	Executive	14 January 2016	None	Open	George Howard george.howard@nhs.net Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk
32	Contract award for the construction of 23 new homes and re-provision of the Goodinge Community Centre, N7 9GQ	Holloway	Executive	14 January 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor James Murray, Executive Member for Housing & Development james.murray@islington.gov.uk
33	Contract award for housing improvements	All Wards	Corporate Director of Housing and Adult Social Services	14 January 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk

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34	Contract award for adult social care advocacy services	All Wards	Executive	14 January 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Simon Galczynski simon.Galczynski@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk
35	Controlled Parking Zone review	All Wards	Executive	14 January 2016	None	Open	Kevin O'Leary kevin.oleary@islington.gov.uk Councillor Claudia Webbe, Executive Member for Environment & Transport claudia.webbe@islington.gov.uk
36	School admission arrangements 2016-17	All Wards	Executive	4 February 2016	None	Open	Eleanor Schooling eleanor.schooling@islington.gov.uk Councillor Joe Caluori, Executive Member for Children & Families joe.caluori@islington.gov.uk

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37	Contract award for housing improvements	All Wards	Corporate Director of Housing and Adult Social Services	4 February 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
38	Contract award for the construction of 27 new homes and a community centre on the site of Charles Simmons House, WC1X 0HP	Clerkenwell	Executive	4 February 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Maxine Holdsworth maxine.holdsworth@islington.gov.uk Councillor James Murray, Executive Member for Housing & Development james.murray@islington.gov.uk
39	Procurement strategy for domiciliary care	All Wards	Executive	4 February 2016	None	Open	Jess McGregor Jess.mcgregor@islington.gov.uk Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

- Page 58
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40	Contract award for refurbishment of passenger lifts at Spa Green Estate, and Margery Street Estate	Clerkenwell	Corporate Director of Housing and Adult Social Services	5 February 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	Sean McLaughlin Sean.mclaughlin@islington.gov.uk
41	Contract award for mental health intermediate care pathway	All Wards	Executive	19 May 2016	None	Part exempt Information relating to the financial or business affairs of any particular person (including the authority holding that information)	George Howard george.howard@nhs.net Councillor Janet Burgess MBE, Executive Member for Health and Wellbeing janet.burgess@islington.gov.uk

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Membership of the Executive 2015/2016:

Councillors:

Portfolio

Richard Watts	Leader
Janet Burgess	Health and Wellbeing
Joe Caluori	Children and Families
Paul Convery	Community Safety
Andy Hull	Finance and Performance
James Murray	Housing and Development
Asima Shaikh	Economic and Community Development
Claudia Webbe	Environment and Transport

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OUTSTANDING SCRUTINY REVIEWS – UPDATED MAY 2015

SCRUTINY REVIEW	SCRUTINY COMMITTEE	DATE FINAL REVIEW REPORT SUBMITTED TO EXECUTIVE	PERIOD EXECUTIVE MEMBER RESPONSE TO REC'S DUE (3-6 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED TO EXECUTIVE?	12 MONTH REPORT DUE TO ORIGINAL SCRUTINY COMMITTEE	LEAD OFFICER
2012/13:						
GP Appointment Systems	Health Scrutiny	JB 2 Dec & Exec 15 Jan	Jan 2014 – Mar 2014	JB 19 May 2015 & Exec 18 June 2015	TBC	Julie Billett
Air Quality	Regeneration & Employment Review	21 May 2013	June 2013 – Sept 2013	4 Dec 2013 JB 14 Jan 2014 Exec	12 May 2015	Savva Mina Paul Clift
Planning Committee Structure	Regeneration & Employment Review	7 Jan 2014 JB 6 Feb 2014 Exec	March - May 2014	1 April 2014 JB 12 May 2014 Exec	12 Feb 2015	Karen Sullivan
2013/14:						
Business Start Up	Regeneration and Employment Review	3 April 2014 Exec	May 2014 - July 2014	17 July 2014 JB ✓ 18 Sept 2014 Exec	N/A	Lela Kogbara
Procurement	Policy and Performance Scrutiny	1 April 2014 JB 12 May 2014 Exec	May 2014 - July 2014	17 July 2014 JB ✓ 18 Sept 2014 Exec	2 March 2015	Andy Nutter
Blacklisting	Policy and Performance Scrutiny	16 Dec 2013 Leadership 14 Jan 2014 Exec	Jan 2014 -April 2014	6 March 2014 Exec	11 May 2015	Andy Nutter
Private Rented sector	Communities Review	6 March 2014 Exec	N/A	6 March 2014 Exec	March 2015	Jan Hart & Maxine Holdsworth

NEW SCRUTINY REVIEWS 2014/15:

SCRUTINY REVIEW	COMMITTEE	DATE SUBMITTED DUE TO GO TO EXECUTIVE	RESPONSE TO RECOMMENDATIONS DUE (3-6 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED (?)	12 MONTH REPORT DUE TO ORIGINAL REVIEW COMMITTEE	LEAD OFFICER
Income Generation	Policy and Performance	JB 21 April 2015 Exec 21 May 2015	June – Sept 2015	JB 1 Sept 2015 Exec 24 Sept 2015		Kevin O’Leary
Best Team	Policy and Performance	JB 6 Oct 2015 Exec 22 Oct 2015	Oct 2015 – Jan 2016			Lela Kogbara
Estate Services Management	Housing	JB 23 June 2015 Exec 16 July 2015	Sept – Dec 2015	JB 3 Nov 2015 Exec 26 Nov 2015		David Salenius
Scaffolding / Work Platforms	Housing	JB 23 June 2015 Exec 16 July 2015	Aug – Nov 2015	JB 3 Nov 2015 Exec 26 Nov 2015		Simon Kwong
Impact of Early Interventions in preventing escalation to statutory services	Children’s	JB 23 June 2015 Exec 16 July 2015	Aug – Nov 2015	JB 3 Nov 2015 Exec 26 Nov 2015		Nicky Ralph
Community Energy	Environment and Regeneration	JB 6 Oct 2015 Exec 22 Oct 2015	Oct - Dec 2015			Garrett McEntee
Fuel Poverty	Environment and Regeneration	JB 23 June 2015 Exec 16 July 2015	Aug – Nov 2015	JB 3 Nov 2015 Exec 26 Nov 2015		John Kolm Murray
Communal Heating	Environment and Regeneration	JB 6 Oct 2015 Exec 22 Oct 2015	Oct – Dec 2015			Lucy Padfield
Patient Feedback mini scrutiny	Health	JB 1 Sept 2015 Exec 24 Sept 2015	Sept – Dec 2015			Julie Billett

NEW SCRUTINY REVIEWS 2015/16:

SCRUTINY REVIEW	COMMITTEE	DATE SUBMITTED DUE TO GO TO EXECUTIVE	RESPONSE TO RECOMMENDATIONS DUE (3-6 months after submission to Exec)	RESPONSE TO RECOMMENDATIONS SUBMITTED (?)	12 MONTH REPORT DUE TO ORIGINAL REVIEW COMMITTEE	LEAD OFFICER
Smart Cities	Environment and Regeneration	June 2016	Sept - Dec 2016			Anthony Akadiri
CCTV	Environment and Regeneration	June 2016	Sept - Dec 2016			Simon Kwong
Alternative Provision	Children's	June 2016	Sept - Dec 2016			Eleanor Schooling
Capital Programming	Housing	April 2016	July – Oct 2016			Simon Kwong
Responsive Repairs	Housing	July 2016	Oct 2016 – Jan 2017			Simon Kwong
Health implications of damp properties	Health and Care	TBC				
Tax Avoidance	Policy and Performance	TBC				
Knife Crime and Mobile Phone Theft	Policy and Performance	TBC				

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POLICY AND PERFORMANCE SCRUTINY COMMITTEE WORK PROGRAMME 2015/16**11 MAY 2015**

1. Scrutiny Review – BEST team – Witness evidence
2. Revenue Outturn report 2014/15 - Update
3. Progress report back – Scrutiny Review Blacklisting
4. Report of Executive Member Employment
5. Termination Payments
6. Call ins – if any
7. Monitoring report
8. Report of Health and Care Scrutiny Committee Chair

1 JUNE 2015

1. Scrutiny topics 2015/16
2. Terms of Reference, Membership etc.
3. Scrutiny Review – BEST team – witness evidence
4. Use of agency staff
5. Monitoring report
6. Revenue Outturn 2014/15
7. Call ins – if any

29 JUNE 2015

1. Approval of Scrutiny topics 2015/16
2. New scrutiny topic(1) – Tax Avoidance - Presentation and SID
3. Quarter 4 Performance report
4. Presentation from Leader on Executive priorities for 2015/16- Key Decisions/Forward Plan
5. Welfare Reforms update
6. Chief Officers upgrades
7. Call ins (if any)
8. Monitoring report

17 SEPTEMBER 2015

1. Scrutiny Review – BEST team– Final report

2. Report of Procurement Board
3. Performance report – Quarter 1/Sickness absence
4. New scrutiny topic – Tax Avoidance - witness evidence
5. New scrutiny topic –Knife Crime/Mobile Phone theft etc.– Presentation and SID
6. Call ins (if any)
7. Monitoring report

5 OCTOBER 2015

- 1, New topic Scrutiny Review (1) – Tax Avoidance - Witness evidence
2. Report of Executive Member Finance and Performance
3. Financial update
3. Recruiting agency/temporary staff policy
4. New scrutiny topic (2) – Knife Crime/Mobile Phone theft etc. – witness evidence
5. Call ins (if any)
6. Monitoring report

2 NOVEMBER 2015

1. Annual Crime and Disorder report/Presentation Executive Member Community Safety/Youth Crime Strategy
2. Licensing Policy effectiveness
3. Scrutiny Review – Knife Crime/Mobile Phone theft – witness evidence
4. Call ins – if any
5. Monitoring report

7 DECEMBER 2015

1. New scrutiny topic 1) – Tax Avoidance – Witness evidence
2. New scrutiny topic (2) – Knife Crime/Mobile Phone theft- Witness evidence
3. Financial update
4. Quarter 2 Performance report
5. Use of agency staff/Report back from Directorates (from 01/06/2015)
6. Call ins – if any
7. Monitoring report
8. Equal Opportunities Review – Progress (from 01/06/2015)
9. Regrading of Chief Officers
10. Sickness absence

21 JANUARY 2016 – CHECK IF CHANGING WITH 11 FEBRUARY

1. New scrutiny topic (1) – Tax Avoidance – Draft recommendations
2. New scrutiny topic (2) –Knife Crime/Mobile Phone theft etc. –Witness evidence
3. Report of Procurement Board
4. Welfare Reforms update

5.6 Month review of Crime Strategy

6. Call ins – if any

7. Monitoring report

11 FEBRUARY 2016 – CHECK IF CHANGING WITH 21 JANUARY

1. Budget 2016/17

2. VCS Annual report

3. Reports of Review Chairs

4. Scrutiny Review Knife Crime/Mobile Phone theft etc. – Draft recommendations

5. Call ins – if any

14 MARCH 2015

1. Quarter 3 Performance report

2. Financial update

3. Call ins – if any

4. Monitoring report

5. Scrutiny Review –Knife Crime/Mobile Phone theft etc. –Final report

6. Scrutiny Review – Tax Avoidance – Final report

03 MAY 2016

1. Scrutiny topics – 2016/17

2. Call ins – if any

3. Monitoring report

JUNE 2016

Quarter 4 Performance report

Income Generation Scrutiny Review – 12 month report back

JULY 2016

Revenue outturn 2015/16

Welfare Reforms update

DECEMBER 2016

BEST Scrutiny Review – 12 month report back

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POLICY AND PERFORMANCE SCRUTINY COMMITTEE WORK PROGRAMME 2015/16**11 MAY 2015**

1. Scrutiny Review – BEST team – Witness evidence
2. Revenue Outturn report 2014/15 - Update
3. Progress report back – Scrutiny Review Blacklisting
4. Report of Executive Member Employment
5. Termination Payments
6. Call ins – if any
7. Monitoring report
8. Report of Health and Care Scrutiny Committee Chair

1 JUNE 2015

1. Scrutiny topics 2015/16
2. Terms of Reference, Membership etc.
3. Scrutiny Review – BEST team – witness evidence
4. Use of agency staff
5. Monitoring report
6. Revenue Outturn 2014/15
7. Call ins – if any

29 JUNE 2015

1. Approval of Scrutiny topics 2015/16
2. New scrutiny topic(1) – Tax Avoidance - Presentation and SID
3. Quarter 4 Performance report
4. Presentation from Leader on Executive priorities for 2015/16- Key Decisions/Forward Plan
5. Welfare Reforms update
6. Chief Officers upgrades
7. Call ins (if any)
8. Monitoring report

17 SEPTEMBER 2015

1. Scrutiny Review – BEST team– Final report

2. Report of Procurement Board
3. Performance report – Quarter 1/Sickness absence
4. New scrutiny topic – Tax Avoidance - witness evidence
5. New scrutiny topic –Knife Crime/Mobile Phone theft etc.– Presentation and SID
6. Call ins (if any)
7. Monitoring report

5 OCTOBER 2015

- 1, New topic Scrutiny Review (1) – Tax Avoidance - Witness evidence
2. Report of Executive Member Finance and Performance
3. Financial update
3. Recruiting agency/temporary staff policy
4. New scrutiny topic (2) – Knife Crime/Mobile Phone theft etc. – witness evidence
5. Call ins (if any)
6. Monitoring report

2 NOVEMBER 2015

1. Annual Crime and Disorder report/Presentation Executive Member Community Safety/Youth Crime Strategy
2. Licensing Policy effectiveness
3. Scrutiny Review – Knife Crime/Mobile Phone theft – witness evidence
4. Call ins – if any
5. Monitoring report

7 DECEMBER 2015

1. New scrutiny topic 1) – Tax Avoidance – Witness evidence
2. New scrutiny topic (2) – Knife Crime/Mobile Phone theft- Witness evidence
3. Financial update
4. Quarter 2 Performance report
5. Use of agency staff/Report back from Directorates (from 01/06/2015)
6. Call ins – if any
7. Monitoring report
8. Equal Opportunities Review – Progress (from 01/06/2015)
9. Sickness absence
10. Regrading of Chief Officers

21 JANUARY 2016 – CHECK IF CHANGING WITH 11 FEBRUARY

1. New scrutiny topic (1) – Tax Avoidance – Draft recommendations
2. New scrutiny topic (2) –Knife Crime/Mobile Phone theft etc. –Witness evidence
3. Report of Procurement Board
4. Welfare Reforms update

5.6 Month review of Crime Strategy

6. Call ins – if any

7. Monitoring report

11 FEBRUARY 2016 – CHECK IF CHANGING WITH 21 JANUARY

1. Budget 2016/17

2. VCS Annual report

3. Reports of Review Chairs

4. Scrutiny Review Knife Crime/Mobile Phone theft etc. – Draft recommendations

5. Call ins – if any

14 MARCH 2015

1. Quarter 3 Performance report

2. Use of agency staff

3. Financial update

4. Call ins – if any

5. Monitoring report

6. Scrutiny Review –Knife Crime/Mobile Phone theft etc. –Final report

7. Scrutiny Review – Tax Avoidance – Final report

03 MAY 2016

1. Scrutiny topics – 2016/17

2. Call ins – if any

3. Monitoring report

JUNE 2016

Quarter 4 Performance report

Income Generation Scrutiny Review – 12 month report back

JULY 2016

Revenue outturn 2015/16

Welfare Reforms update

DECEMBER 2016

BEST Scrutiny Review – 12 month report back

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