Tameside Metropolitan Borough

ASHTON-UNDER-LYNE · AUDENSHAW · DENTON · DROYLSDEN · DUKINFIELD · HYDE · LONGDENDALE · MOSSLEY · STALYBRIDGE

EXECUTIVE CABINET

Day:	**Wednesday**
Date:	**27 March 2019**
Time:	**2.00 pm or on the rise of the Strategic Commissioning Board**
Place:	**Lesser Hall 2 - Dukinfield Town Hall**

Item No.	AGENDA	Page No
1.	**APOLOGIES FOR ABSENCE** To receive any apologies from Members of Executive Cabinet.	
2.	**DECLARATIONS OF INTEREST** To receive any declarations of interest from Members of Executive Cabinet.	
3.	**URGENT ITEMS** To consider any additional items the Chair is of the opinion shall be dealt with as a matter of urgency.	
4.	**ITEMS FOR EXCLUSION OF PUBLIC AND PRESS** To determine any items on the agenda, if any, where the public are to be excluded from the meeting	
5.	**MINUTES**	
a)	**EXECUTIVE CABINET** To consider the minutes of the meeting of Executive Cabinet and Overview (Audit) held on 13 February 2019.	1 - 12
b)	**STRATEGIC COMMISSIONING BOARD** To receive the minutes of the Strategic Commissioning Board meeting held on 13 February 2019.	13 - 20
c)	**STRATEGIC PLANNING AND CAPITAL MONITORING** To consider the minutes and recommendations for approval from the Strategic Planning and Capital Monitoring meeting held on 11 March 2019.	21 - 24
d)	**GREATER MANCHESTER COMBINED AUTHORITY** To receive notification of decision taken at the Greater Manchester Combined Authority meeting held on 1 March 2019.	25 - 34
6.	**CORPORATE RESOURCES**	

From: Democratic Services Unit – any further information may be obtained from the reporting officer or from Robert Landon, Head of Democratic Services, to whom any apologies for absence should be notified.

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JOINT MEETING OF EXECUTIVE CABINET WITH OVERVIEW (AUDIT) PANEL

13 February 2019

Present:	Councillors Warrington (in the Chair) Cabinet Members - Councillors Cooney, Fairfoull, Bray, Feeley, Gwynne, Ryan, Overview Audit Members - Bell, Glover, J. Homer, Pearce, Peet, Ricci	
In Attendance:	Steven Pleasant	Chief Executive
	Sandra Stewart	Director of Governance & Pensions
	Kathy Roe	Director of Finance
	Richard Hancock	Director of Children's Services
	Jeanelle De Gruchy	Director of Population Health
	Ian Saxon	Director of Operations & Neighbourhoods
	Alan Dow	Chair of NHS CCG Tameside & Glossop
	Tom Wilkinson	Assistant Director (Finance)
Apologies:	Councillors Bailey, Buglass and Kitchen	

74 DECLARATIONS OF INTEREST

There were no declarations of interest.

75 EXECUTIVE CABINET

Consideration was given to the Minutes of the meeting of Executive Cabinet held on 23 January 2019.

RESOLVED
That the Minutes of the Meeting of Executive Cabinet held on 23 January 2019 be approved and signed by the Chair as a correct record.

76 STRATEGIC COMMISSIONING BOARD

Consideration was given to the Minutes of the Strategic Commissioning Board meeting held on 23 January 2019.

RESOLVED
That the Minutes of the Strategic Commissioning Board held on 23 January 2019 be received.

77 GREATER MANCHESTER COMBINED AUTHORITY

Consideration was given to a report of the Executive Leader and Chief Executive, which informed Members of the issues considered at recent Greater Manchester Combined Authority meetings.

RESOLVED
That the content of the report be noted.

78 SCRUTINY UPDATE

Consideration was given to a report of the Director of Governance and Pensions summarising the work of the Council's two scrutiny Panels for the period November 2018 to January 2019. The report made particular reference to:

Integrated Care and Wellbeing Scrutiny Panel

- On-going work on Children's Services;
- Impact of Welfare Reforms

Place and External Relations Scrutiny Panel

- Procurement Arrangements;
- Air Quality;
- Welfare Reform.

RESOLVED:
That the update be noted.

79 SCRUTINY REPORT – SUICIDE PREVENTION

Consideration was given to a report of the Chair of the Integrated Care and Wellbeing Scrutiny Panel / Executive Leader / Chair of the Tameside and Glossop Clinical Commissioning Group, which provided recommendations and Executive responses for the improvement of future outcomes in relation to suicide prevention following a review by the Integrated Care and Wellbeing Scrutiny Panel.

It was reported Tameside had a significantly higher rate of suicide than the average in England and this had been the case since 2012. Male suicide rates in the borough were five times higher than female rates, with chosen methods closely aligned with those shown nationally. The suicide rate for men aged 35-64 years (2013-17) was 32.7 per 100,000; the third worst in England.

Evidence suggested that the large majority of people who die by suicide are unknown to mental health services. It is also widely accepted that thresholds to secondary mental health services remain relatively high in order to support individuals with the most complex needs.

The review referred to the 2016 National Confidential Inquiry into Suicide and Homicide by People with Mental Illness (NCISH) which indicated that effective crisis teams can have an essential role in reducing suicides. Included within national priorities is the need to deliver follow-up support for self-harm patients, particularly following A&E attendance. An increase in suicides under the care of crisis teams was attributed to pressures within the system.

When considering the ways that residents are able to access support, at a primary or community level, it would be important to consider the transitional aspects of the system. At any one time there would be a range of residents who are coping; in crisis; requiring additional support; need to be stepped-up to secondary care and those ready to be stepped-down to a community provision with future care planning to be overseen by their GP. This ultimately placed increased pressures on referral demand for GPs and support services such as Healthy Minds.

Tameside and Glossop Strategic Commission was committed to improving the mental health of the population and was working to take forward a number of key service developments. One of these was a new model of care to better meet the needs of people who are not currently covered by NHS services. To do this the 101 Days for Mental Health project had been developed. Building on this, Tameside and Glossop had also been selected by the Innovation Unit to join the Living Well UK programme (one of four sites nationally). The programme would aimed to enable people with mental health needs living in the area to benefit from having a say on how mental health support was developed over the next three years. The new model would seek to improve early intervention and prevention, deliver high quality services and support people to stay well.

Work was being undertaken to deliver a Tameside suicide prevention strategy. The ambition was for a bespoke plan that was fit for purpose and able to address specific challenges for residents. Further engagement with partners was planned to ensure that there is agreement across all key stakeholders with regards to the collective responsibility for making all suicides avoidable.

RESOLVED

(i) That Executive Cabinet commits to work towards achieving a fully co-ordinated approach to reduce suicide prevalence in Tameside and which attempts to reduce the incidence of the identified risk factors.

(ii) That the Strategic Commission explores how current health systems can identify predictors for suicide, such as past episodes of self-harm, and the timescales for contact and support to be established.

(iii) That significant attention is placed on the growing and urgent need to address local contributory factors leading to depression amongst residents.

(iv) That a local review is undertaken to consider the ability of current suicide bereavement support to meet the needs of residents affected.

(v) That options are explored to communicate suicide awareness, risk factors and support mechanisms with local employers of routine and intermediate occupations.

(vi) Targeted work to be undertaken within the most deprived areas, notably a review of the identification and management of depression within primary care in line with NICE guidance.

(vii) That reassurance is sought on the ability of providers to deliver the increased levels of support during the days and weeks that follow a person's discharge from in-patient treatment.

(viii) To review current referral methods and waiting lists for support, with an aim to improve short-term outcomes for residents and to prevent the deterioration of suicide risk factors. To ensure that the contact numbers to access support for any resident in crisis and experiencing suicidal thoughts are well publicised.

(ix) That there is a need for a local suicide prevention plan to be bespoke, bold and ambitious in its ability to address some of the more area specific challenges and to identify those residents in need of help that are unknown to mental health services.

(x) For the Scrutiny Panel to be considered a formal consultee for strategy development and to undertake future monitoring of suicide prevalence.

(xi) To enhance the role and responsibility of lead commissioners within governance arrangements and future delivery of Tameside Self Harm and Suicide Prevention Group.

(xii) That when developing service changes the process is mindful to the potential impacts on the mental health and wellbeing of residents.

(xiii) That a Member Development session be arranged for all Councillors in relation to suicide prevention.

(xiv) That the Integrated Care and Wellbeing Scrutiny Panel be requested to undertake further reviews into causes and prevention of suicide and report to a future meeting.

80 STRATEGIC COMMISSION AND NHS TAMESIDE & GLOSSOP INTEGRATED CARE FOUNDATION TRUST – CONSOLIDATED 2018/19 REVENUE MONITORING STATEMENT AT 30 NOVEMBER 2018 AND FORECAST TO 31 MARCH 2019

Consideration was given to a report of the Deputy Executive Leader / Director of Finance providing an overview on the financial position of the Tameside and Glossop economy in 2018/19. For the year to 31 March 2019 the report forecast that service expenditure will exceed the approved budget in a number of areas, due to a combination of cost pressures and non-delivery of savings.

These pressures were being partially offset by additional income in corporate and contingency which may not be available in future years.

The Strategic Commission was currently forecasting that expenditure for the Integrated Commissioning Fund will exceed budget by £0.4m by the end of 2018/19 due to a combination of non-delivery of savings and cost pressures in some areas. This forecast represented a further improvement on the position reported in prior periods but masked a number of significant cost pressures including a forecast overspend in excess of £7m in Children's Services. This increase in the projected variation since the previous reporting period was primarily related to third party placements expenditure.

The Director of Finance emphasised that there was a clear urgency to implement associated strategies to ensure the projected funding gap in the current financial year is addressed and closed on a recurrent basis across the whole economy. The Medium Term Financial Plan for the period 2019/20 to 2023/24 identified significant savings requirements for future years. If budget pressures in service areas in 2018/19 are sustained, this would inevitably lead to an increase in the level of savings required in future years to balance the budget.

RESOLVED

(i) That the significant level of savings required during 2018/19 to deliver a balanced recurrent economy budget together with related risks contributing to the overall adverse forecast be acknowledged.

(ii) That the significant costs pressures facing the Strategic Commission, particularly in respect of Continuing Healthcare, Children's Social Care and Growth, be acknowledged.

81 BUDGET CONVERSATION 2019/20

Consideration was given to a report of the Executive Leader / Director of Governance and Pensions detailing responses to a public engagement exercise undertaken between 5 December 2018 and 29 January 2019 to understand public priorities for spending within the context of the financial challenges facing public services.

The conversation was used to educate and inform the public on the Strategic Commission's budget and its financial challenges whilst also allowing feedback and ideas on how services can be improved and savings made. The conversation focussed primarily on two questions:

- What do you think should be the spending priorities for the Tameside & Glossop Strategic Commission in 2019/20 and future years; and
- Do you have ideas or suggestions for how we might deliver services more efficiently, save money or raise revenue?

To support the engagement activity, a full programme of communications was undertaken. This included a full suite of infographics used to help explain the Strategic Commission's budget and spend. These were used on social media, the web pages and other publicity material. The public were provided with an opportunity to leave comments and feedback through the Big Conversation – available on both the Council and CCG websites. Posters were also produced to promote the Budget Conversation. Copies were sent to Libraries, Children's Centres, GP Practices and Civic Buildings across the locality.

RESOLVED
That the report be noted.

82 COUNCIL BUDGET 2019/20

Consideration was given to a report of the Executive Leader / Director of Finance setting out the detailed revenue budget proposals for 2019/2020 and the Medium Term Financial Plan for the period 2019 to 2023, including the proposed Council Tax increase for 2019/2020. The proposed budget was set in the context, once again, of cuts in Government funding to all councils and significant the significant impact of demographic changes and demand pressures across the economy. Children's Social Care and Continuing Health Care were identified as particularly significant pressures and budgets included significant Targeted Efficiency Programme (TEP) savings targets which needed to be delivered to achieve a balanced position by 31 March 2019.

It was reported 2019/20 was the fourth and final year of a four year funding settlement for the Council. This four year settlement had provided the Council with some certainty over funding levels, but has nonetheless resulted in year on year funding reductions. The 2019/20 resourcing assumptions were based on the information included in the provisional 2019/20 Local Government Finance Settlement announced in December 2018. Beyond 2020, assumptions had been made based on intelligence gathered from the HM Treasury's budget in October 2018. Whilst the budget proposals for 2019/20 presented a balanced position the projected gap for 2020/21 and beyond was significant. This was due in part to the expected funding reductions and significant uncertainty around the allocation of Local Government Funding after 2019, but is also driven by forecast demographic and other cost pressures, particularly in Adults and Children's services.

It was reported that after taking account of budget pressures, additional income and savings identified for delivery in 2019/20, the total net budget requirement for the Council was £196,803k. Before any increase in Council tax levels, the resource available in 2019/20 was £193,290k, leaving a gap of £3,513k. The gap of £3,513k could be closed through an increase in Council Tax of 3.99%. This was made up of a 1% for the Adult Social Care Precept and a 2.99% general increase in Council Tax. For a typical band A property in Tameside a 3.99% increase in Council Tax would equate to an increase of £37.58 per year, or 72 pence per week.

A three year Capital programme had been approved in October 2017 with Capital investment in 2017/18 being £51,385k with forecast and planned investment over the period 2018/19 to 2020/21 of £158,723k. Future investment plans were subject to available resources and the realisation of available capital receipts; however, the current plans would see investment in excess of £200million over the four year period 2017 to 2021. In accordance with the CIPFA prudential code work had been undertaken to assess the additional capital demands for the next five years on top of the current approved investment programme. The capital strategy indicated that the level of investment required over the next five years was £123m which was in addition to the current programme and earmarked schemes.

The Pay Policy Statement had been revised to take into account the Council's approach to severance payments in excess of £95K in line with guidance received from the Department for Communities and Local Government. This pay policy would be applied for the year 2019/20 unless replaced or varied by Full Council. The purpose of the Pay Policy Statement was to ensure transparency and accountability with regard to the Council's approach to setting pay. The Pay Policy Statement has been approved by Council and was publicised on the Council's website in accordance with the requirements of the Localism Act 2011 in March each year.

In relation to the Treasury Management Strategy Members were informed that as at 31 March 2018 the Council had £127m of investments which needed to be safeguarded, and £112m of long term debt, which had been accrued over the years to help to fund the Council's capital investment programmes. The Council was the lead authority responsible for the administration of the debt of the former Greater Manchester County Council, on behalf of all ten Greater Manchester Metropolitan Authorities. As at 31 March 2018, this represented a further £77m of debt. The Treasury Management Strategy set out the estimated borrowing requirement for both Tameside

MBC and the Greater Manchester Metropolitan Debt Administration Fund (GMMDAF), together with the strategy to be employed in managing the debt position.

RESOLVED
That the following recommendations outlined in Section 11 of the submitted report be RECOMMENDED to Council for approval subject to any final minor changes to the final figures:

- **(i) That the significant financial challenges and risks facing the Council be noted;**
- **(ii) That the budgeted net expenditure for the financial year 2019/20 of £196,803k as set out in section 3 and Appendix 1 of the submitted report be approved whilst noting the significant pressures outlined in Appendix 2;**
- **(iii) That the proposed savings to be delivered by management outlined in section 3 and Appendix 3 of the submitted report be approved noting the additional detail provided in appendices 7 to 15.**
- **(iv) That an uplift to fees and charges as set out in appendix 21 of the submitted report be approved;**
- **(v) That an increase in the child allowance fees payable to Tameside Foster Carers and Relative Carers for the financial year 2019/20 in line with the weekly minimum rates as determined by the department of Education, together with a corresponding increase to the related allowances payable be approved;**
- **(vi) That an increase in the personal allowance rate payable in 2019/20 to eligible and relevant care leavers living independently, to the same level as the Job Seekers Allowance rate payable for 18-24 year olds as determined by the Department for Work and Pensions be approved;**
- **(vii) That delegated authority to the Directors (in consultation with the Section 151 officer) to agree any uplifts required to other contractual rates from 1 April 2019, which Directorates will manage within their approved budgets for 2019/20 be approved;**
- **(viii) That the use of £9,300k of reserves to fund further investment in Children's Services improvements as set out in appendix 4 of the submitted report be approved;**
- **(ix) That a 3.99% increase to Council Tax for Tameside MBC for 2019/20, consisting of a 2.99% general increase and 1% Adult Social Care precept be approved;**
- **(x) That the budget projections set out in section 6 assume a 2.99% per annum increase in general Council Tax through to 2023/24 be noted;**
- **(xi) That the Council accepts the advice of the Section 151 Officer regarding the robustness of the estimates made for the purposes of the budget calculations and the adequacy of the proposed financial reserves. Following this, that the Council determines that the estimates are robust for the purpose of setting the budget and that the proposed financial reserves are adequate.**
- **(xii) That the Reserves Strategy and an increase to the General Fund minimum balance to £28.2m (funded from the Medium Term Financial Strategy Reserve) as set out in appendix 6 of the submitted report be approved;**
- **(xiii) That following year end the Director of Finance will present a review of reserves report to Executive Cabinet be noted;**
- **(xiv) The position on the Capital Programme as detailed in Section 8 and Appendix 17 of the submitted report previously approved by Executive Cabinet, and the forecast future investment requirements be noted;**
- **(xv) That the Pay Policy Statement for 2019/20 as set out in section 9 and Appendix 18 of the submitted report be noted;**
- **(xvi) That the Treasury Management Strategy 2019/20, which includes the proposed borrowing strategy, Annual Investment Strategy and Minimum Revenue Provision Policy as detailed in Appendix 19 of the submitted report be approved;**
- **(xvii) That the Capital Strategy 2019/20 a detailed in Appendix 20 of the submitted report be approved.**

83 CAPITAL MONITORING PERIOD 9 2018/19

Consideration was given to a report of the Deputy Executive Leader / Director of Finance summarising the 2018/19 capital expenditure monitoring position at 31 December 2018. Members were informed there was a projected capital investment in 2018/19 of £56.441m by March 2019. This was significantly less than the original budgeted capital investment for 2018/19, and was in part due to project delays that are being experienced following the liquidation of Carillion.

There had been changes to the 2018/19 Capital Programme which had resulted in a £9.939m reduction since the period 6 monitoring report. These were largely due to the re-profiling of £10.796m into 2019/20 approved in period 6. After period 6 re-profiling there is a balance of £0.857m compared to the budget for period 9.

The current forecast was for service areas to have spent £56.463m on capital investment in 2018/19, which is £9.827m less than the current capital budget for the year. A Capital Programme Review outlined how the proposed programme, along with additional emerging pressures, needed to be reprioritised in line with current available resources. A reprioritisation exercise was ongoing which sought to determine which schemes that had been earmarked but not fully approved should proceed, and which should be temporarily placed on hold. It was proposed that the capital investment programme was re-profiled to reflect current information. Proposed re-profiling of £9.308m into the next financial year was identified in within the individual service area tables in Appendix 3 of the submitted report. Approved re-profiling at Quarter 1 was £16.753m and £10.796m at Quarter 2.

RESOLVED

(i) That the reprofiling of £9.308m of capital budgets as set out in Appendix 3 of the submitted report to reflect up to date investment profiles be updated;

(ii) That the removal of £0.500m from the Capital Programme Disabled Facilities Grants budget be approved and ring fenced reserve for a new financial assistance policy as outlined in paragraph 4.4 of the submitted report;

(iii) That the changes to the Capital Programme as set out in Appendix 1 of the submitted report be approved

(iv) That the updated Prudential Indicator position set out in Appendix 5 of the submitted report be approved;

(v) That the current capital budget monitoring position be noted;

(vi) That the resources currently available to fund the Capital Programme be noted;

(vii) That the updated capital receipts position be noted.

(viii) That the timescales for review of the Council's three year capital programme be noted.

84 CORPORATE PLAN

Consideration was given to a report of the Executive Leader / Assistant Director Policy, Performance and Communications seeking approval of adoption of the Corporate Plan 2019-2026. The high level outcomes set out in the plan were subject to further refinement through implementation groups and Boards.

It was explained that the Corporate Plan was Tameside & Glossop Strategic Commission's (Council and CCG) key underpinning policy document and sets the framework for all policy and strategy documentation. The proposed Plan covered a seven year time frame (2019- 2026) setting out the aspirations of the Council and CCG to deliver improved outcomes for the local community. The Plan was set out across the life course and reflects the importance of a vibrant place and economy in delivering our aspirations. It contained a series of statements regarding the vision for the people and place of Tameside and Glossop. The document also set out a series of reform principles which underpin the delivery of the strategy and will enable the workforce and stakeholders to understand the way in which both organisations work.

RESOLVED
That the Corporate Plan 2019-2026 be approved for adoption.

85 PROPOSED INCREASE IN RECOVERY COSTS

Consideration was given to a report of the Deputy Executive Leader / Assistant Director Exchequer, which sought approval for an application to the Tameside Magistrates' Court for an increase in the costs of the recovery of council tax and business rates.

The overall cost of recovery of council tax and business rates is reviewed each year to ensure that the costs of recovery were current and levied against debtors in accordance with the Council Tax (Administration and Enforcement) Regulations 1992 Regulation 34 and business rates, in accordance with the Non-Domestic Rating (Collection and Enforcement) (Local Lists) Regulations 1989, Regulation 12 (6).

The Council had to take recovery action to recover council tax and business rates debts through the Magistrates Courts. Members were informed that from April 2017 to end of March 2018 in excess of 26,000 council tax summonses were issued plus over 19,608 for council tax from 1 April 2018 to October 2018, with a combined summons debt value of £9.7m and summons costs totalling £976k. In respect of business rates in excess of 679 summonses had been issued from 1 April 2018 to October 2018 with a value of £3m and summons costs totalling £21k. Arrears continue to be recovered until such time that the debt is repaid, and which can take several years.

RECOMMENDED:
That an application to the Magistrates be approved to request the following:
(i) That the cost of a Council Tax summons to be increased from £81.50 to £86 from 1 April 2019;
(ii) That the cost of a Business Rates summons to be increased from £123.50 to £129 from 1 April 2019

86 COUNCIL TAX LONG TERM EMPTY DWELLINGS

Consideration was given to a report of the Deputy Executive Leader / Assistant Director Exchequer seeking approval of a long term empty property charge.

Section 11B of Local Government Finance Act 1992 amended by Rating (Property in Common Occupation) and Council Tax (Empty Dwellings) Act 2018 provides that local authorities may increase the charge for empty dwellings dependant on the period of time that the property had been empty. As such the Council had undertaken a consultation exercise on proposed changes between 10 December 2018 to 18 January 2019.

The consultation was open to all members of the public via the Big Conversation web-site. Empty property owners were advised of the consultation by letter with a total of 1093 letters being sent to empty property owners who had a property empty for more than one year. This included empty properties that were currently exempt from Council Tax and which may at a point in the future attract the empty property charge where the exemption ceases. Overall 37 comments were received which is just 3.3% of the letters that were sent to empty property owners or just 0.03% of all Council Tax properties in Tameside.

Members were informed of the 1,837 (1.8% of all properties liable for Council Tax) that were empty and could be occupied, 1,155 had been empty for less than a year, of those 825 have been empty for less than 6 months, 682 properties had been empty for over one year. Therefore, it was suggested that 0.6% of all residential properties in Tameside are long term empty, or a third of all empty properties are considered to be long term empty.

Members were informed that the proposal had the potential to increase housing supply in the Borough and boost the local economy by bringing empty residential properties back into use, in accordance with the general policy of seeking to apply the minimum levels of discount from council tax where this would lead to increased revenue to the Council and bring empty properties back into residential use.

RESOLVED

(i) That from 1 April 2019 200% Council Tax is charged on properties that have been empty for more than 2 years;

(ii) That from 1 April 2020 200% Council Tax is charged on properties that have been empty for more than 2 years and less than 5 years and 300% is charged for properties that have been empty for more than 5 years;

(iii) That from 1 April 2021 200% Council Tax is charged on properties that have been empty for more than 2 years and less than 5 years; and 300% is charged for properties that have been empty for more than 5 years and less than 10 years; 400% is charged for properties that have been empty for more than 10 years

87 BUSINESS RATES

Consideration was given to a report of the Deputy Executive Leader / Assistant Director Exchequer seeking approval of changes to the Councils Discretionary Rate Relief Scheme.

Members were advised retail discount is a fully funded discretionary relief that may be awarded from April 2019, following guidance received from Ministry of Housing, Communities and Local Government (MHCLG) in November 2018. Retail Discount may be awarded to:

- Occupied hereditaments (businesses) with a rateable value of less that £51,000 and
- Hereditaments that are wholly or mainly being used as shops, restaurants, cafes and drinking establishments.

The value of this government funded relief available for each property for 2019-20 and 2020-21 under this scheme is one third reduction on the amount of business rates payable, and which may be awarded after mandatory reliefs and other discretionary reliefs have been applied. This excludes any payments made under the Hardship scheme which in itself is discretionary. To qualify for the relief the business should be wholly or mainly being used as a shop, restaurant, cafe or drinking establishment.

RESOLVED

That changes to the Councils Discretionary Rate Relief Scheme be approved in accordance with Section 47 of the Local government Finance Act 1988 by granting Retail Discount to:

- **Eligible occupied retail properties;**
- **With a rateable value of less than £51,000; and,**
- **The value of the discount should be one third of the bill and should be awarded after mandatory reliefs and other discretionary reliefs funded by section 31 have been applied.**

88 INVESTMENT IN A NEW EARLY HELP IT SOLUTION

Consideration was given to a report of the Executive Member for Children's Services / Director of Children's Services, which sought approval of investment in the procurement of an Early Help IT system and allocation of additional staffing resources to support the implementation and maintenance of the software.

Members were informed that implementation of the software package would facilitate efficiency improvements within Children's Services particularly in supporting the Early Help service to deliver a number of strategic objectives in their improvement plan.

RESOLVED

(i) That a £0.204m (year one) investment in the procurement of an Early Help IT system as detailed within the submitted report be approved;

(ii) That the financing arrangements for the licensing and support of the IT solution as detailed in Appendix A of the submitted report be approved;

(iii) That the additional staffing resource and costs to ensure that the system is implemented and maintained appropriately from year two onwards as detailed in Appendix A of the submitted report (£0.101m in year two, increasing by inflation each year thereafter) be approved.

89 PROPOSAL TO MAKE A DIRECT AWARD FOR INTERIM SERVICES TO SKYLAKES A SPECIALIST CHILDREN'S SOCIAL CARE AGENCY

Consideration was given to a report of the Executive Member for Children's Services / Director of Children's Services, which updated Executive Cabinet on an Executive decision taken by the Deputy Executive Leader, Executive Member (Children's Services), Director of Finance and Director of Governance and Pensions which approved the engagement of a specialist agency to provide a self-contained social work team along with its own management, family and business support capacity to lift circa 200 Child in Need cases out of our locality services. Approval was also given to the necessary additional budget of £0.302m and to agree to waiving Procurement Standing Order F1.4 to make a direct award of a contract to Skylakes.

RESOLVED

a) **That Executive Cabinet endorse the proposed approach;**
b) **That expenditure be allocated of £0.308 million (contract value of £0.302 million with car mileage charged as an additional cost estimated at £0.006 million) to this proposal ;**
c) **That an exception to procurement standing orders so that a direct award can be made to Skylakes, be approved.**

90 INCREASED CAPACITY WITHIN THE TRANSITION SUPPORT SERVICE

Consideration was given to a report of the Executive Member for Children's Services / Director of Children's Services seeking approval for the publication of Tameside's Local Offer to Care Leavers and an increase in capacity to the transition support service under the management agreement.

Tameside's Local Offer to Care Leavers outlined a full support offer and entitlements as set out as a requirement in the Children and Social Work Act 2017. In line with the Corporate Plan the proposal provides evidence to the Local Authority commitment to improve the quality of social care practice by having a consistent and robust local offer that provides clarity in relation to entitlements and support offer from both Children's Services and partner agencies. The transition support service development will improve placement stability for looked after children and reduce the impact of adverse childhood experiences

RESOLVED

a) **That publication of the Local Offer to Care Leavers be approved;**

b) **That the increase in capacity to the transition support service under the management agreement be approved as detailed in Appendix 2 of the submitted report.**

91 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:
That under Section 100(a) of the Local Government Act 1972 the press and public be excluded for the following item of business on the grounds that:

(i) **It involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act;**
(ii) **In all circumstances the public interest in maintaining the exemption outweighs the public interest in disclosing the information as disclosure would or would be likely to prejudice commercial interests.**

92 MANCHESTER AIRPORT GROUP

Consideration was given to a report of the Deputy Executive Leader / Director of Finance, which detailed plans for investment into the Manchester Airport Group of companies to bring forward additional car parking provision in order to support continued passenger growth and sets out proposals for the Council together with the other nine district Councils within Greater Manchester to invest in and support the proposal.

RESOLVED

(i) **That the proposed arrangements to provide investment by way of purchase of equity in the Manchester Airport Group alongside the other nine district councils to provide additional car parking provision, to ensure future growth, details of which are set out in the body of the report, be noted;**
(ii) **That the Council approve a capital budget increase of £5.6m (£3.7m in 2019/20 and £1.9m in 2020/21) funded by prudential borrowing;**
(iii) **That Council be recommended to approve the increase in capital budget and expenditure of £5.6m funded by prudential borrowing;**
(iv) **That authority be delegated to the Borough Solicitor and Director of Finance in consultation with the Deputy Executive Leader, to negotiate and finalise the detailed contractual and commercial arrangements in respect of the proposed investment;**
(v) **That the Borough Solicitor be authorised to enter into any necessary agreements or documents to give effect to the above recommendations.**

CHAIR

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STRATEGIC COMMISSIONING BOARD

13 February 2019

Commenced: 1.00 pm **Terminated:** 2.20 pm

Present:	Dr Alan Dow (Chair) – NHS Tameside and Glossop CCG Councillor Brenda Warrington – Tameside MBC Councillor Bill Fairfoull – Tameside MBC Councillor Warren Bray – Tameside MBC Councillor Gerald Cooney – Tameside MBC Councillor Oliver Ryan – Tameside MBC Steven Pleasant – Tameside MBC Chief Executive and Accountable Officer for NHS Tameside and Glossop CCG Dr Christine Ahmed – NHS Tameside and Glossop CCG Dr Vinny Khunger – NHS Tameside and Glossop CCG Dr Ashwin Ramachandra – NHS Tameside and Glossop CCG Carol Prowse – NHS Tameside and Glossop CCG
In Attendance:	Richard Hancock – Director of Children's Services Kathy Roe – Director of Finance Sandra Stewart – Director of Governance Jeanelle De Gruchy – Director of Population Health Jessica Williams – Interim Director of Commissioning Maggie Murdoch – Lay Advisor for Public and Patient Involvement Simon Brunet – Head of Policy, Performance and Intelligence Trevor Tench – Service Unit Manager, Joint Commissioning Ali Rehman – Integrated Performance and Intelligence Manager Lynne Jackson – Quality Lead Manager
Apologies for Absence:	Councillor Allison Gwynne – Tameside MBC Councillor Leanne Feeley – Tameside MBC Dr Jamie Douglas – NHS Tameside and Glossop CCG

92. DECLARATIONS OF INTEREST

There were no declarations of interest submitted by Members of the Strategic Commissioning Board.

93. MINUTES OF THE PREVIOUS MEETING

The Minutes of the previous meeting held on 23 January 2019 were approved as a correct record.

94. CORPORATE PLAN

Consideration was given to a report of the Executive Leader / Assistant Director (Policy, Performance and Communications) providing an update on the development of the Tameside and Glossop Corporate Plan, the high level objectives contained within and the framework and system architecture proposed to enable and assess effective delivery.

Set out across the life course, the Plan covered a seven year time frame (2019-2026) and reflected the importance of a vibrant place and economy in delivering aspirations for Tameside and Glossop. The document also set out a series of principles underpinning the delivery of the strategy which would be subject to further refinement through implementation groups and Boards.

It was proposed that this high level vision would be supported by a detailed implementation plan grouped into:

- Starting Well;
- Living Well;
- Vibrant Economy;
- Great Place;
- Ageing Well.

Each of these strands would be directed and supported by a Board and a separate implementation group and an example of how this would work through for the Starting Well strand of the Corporate Plan was highlighted.

An initial populated draft of a high level scorecard, attached to the report at Appendix 3, would be further refined and developed as each of the implementation groups and Boards were established. The scorecard would be reported to the Strategic Commissioning Board on a quarterly basis.

It was proposed that this high level document would form the basis of a conversation with the partners, key stakeholders and public, primarily through the Partnership Engagement Network, about how the plan would be delivered.

RESOLVED
That the Tameside and Glossop 'Our People, Our Place, Our Plan', be approved for formal adoption by the Strategic Commissioning Board.

95. BUDGET CONVERSATION 2019/20

Consideration was given to a report of the Executive Leader and Director of Governance and Pensions, providing the findings from the conversation on the 2019/20 budget for the Tameside and Glossop Strategic Commission (Tameside MBC and NHS Tameside and Glossop Clinical Commissioning Group). The Strategic Commission continued to face major financial challenges with savings of £70 million required over the next five years.

The Budget Conversation approach supported the public (local residents, businesses, patients and service user) in understanding the tough choices and decisions required when shaping the Strategic Commission budget and also to understand the public's priorities. The engagement took the form of a conversation with the public on providing sustainable public services for the future, and encouraging residents to see themselves as citizens, not just consumers of services. The public were encouraged to leave comment and feedback through the Big Conversation including ideas and suggestions for saving money and improving services. The conversation had also been undertaken via attendance at existing meetings / forums supported by an extensive communications campaign.

The key headlines from the Budget Conversation 2019/20 were:

- Undertaken between 5 December 2018 and 29 January 2019.
- Information on the Budget Conversation was directly e-mailed to over 15,500 individual contracts.
- Information was shared directly with over 115 groups / networks.
- Over 100 Budget Conversation social media posts reached followers almost 90,000 times.
- A total of 731 engagements based on:
    - 501 survey responses;
    - 211 contacts at dedicated engagement, drop-in sessions and other meetings;
    - 17 e-mails;
    - 2 letters in The Reporter.

- The full list of key themes emerging from the survey in response to the following two questions were detailed in Appendix A to the report:
  - What do you think should be the spending priorities for the Tameside and Glossop Strategic Commission in 2019/20 and future years?
  - Do you have ideas or suggestions for how we might deliver services more efficiently, save money or raise revenue?

The findings from the budget conversation exercise would be used, in conjunction with other considerations, to inform the Council's budget setting process. Feedback on the results would also be provided to the public, staff, partners and engaged groups and a summary infographic report produced and shared on Tameside Council's and the Clinical Commissioning Group's website.

RESOLVED
That the content of the report be noted.

96. STRATEGIC COMMISSION AND NHS TAMESIDE AND GLOSSOP INTEGRATED CARE FOUNDATION TRUST - CONSOLIDATED 2018/19 REVENUE MONITORING STATEMENT AT 31 DECEMBER 2018 AND FORECAST TO 31 MARCH 2019

The Director of Finance presented a report providing an overview on the financial position of the Tameside and Glossop economy in 2018/19. For the year to 31 March 2019, the report forecast that service expenditure would exceed the approved budget in a number of areas due to a combination of cost pressures and non-delivery of savings. These pressures were being partially offset by additional income and contingency which might not be available in future years.

The Strategic Commission was currently forecasting that expenditure for the Integrated Commissioning Fund would exceed budget by £0.4m by the end of 2018/19 due to a combination of non-delivery of savings and cost pressures in some areas. This forecast represented a further improvement on the position reported in prior periods but masked a number of significant cost pressures including a forecast overspend in excess of £7m in Children's Services. This increase in the projected variation since the previous reporting period was primarily related to third party placements expenditure.

The Director of Finance emphasised that there was a clear urgency to implement associated strategies to ensure the projected funding gap in the current financial year was addressed and closed on a recurrent basis across the whole economy. The Medium Term Financial Plan for the period 2019/20 to 2023/24 identified significant savings requirements for future years. If budget pressures in service areas in 2018/19 were sustained, this would inevitably lead to an increase in the level of savings required in future years to balance the budget.

RESOLVED
(i) That the significant level of savings required during 2018/19 to deliver a balanced recurrent economy budget together with the related risks contributing to the overall adverse forecast be acknowledged.
(ii) That the significant cost pressures facing the Strategic Commission, particularly in respect of Continuing Healthcare, Children's Social Care and Growth be acknowledged.

97. QUALITY ASSURANCE REPORT

The Director of Quality and Safeguarding presented a report providing the Strategic Commissioning Board with assurance that robust quality assurance mechanisms were in place monitoring the quality of the services commissioned. It also highlighted any quality concerns and provided assurance as to the action being taken to address such concerns.

In particular, it was noted that there had been significant improvement in the percentage of care homes as good and outstanding for the Tameside and Glossop locality and this progress had been acknowledged by the GM Partnership in a recent Quarter 3 meeting. Currently there was only one operational home within the Tameside and Glossop locality with an inadequate rating.

The Tameside and Glossop Integrated Care Foundation Trust continued to investigate the reasons for the increase in both the Summary Hospital-level Mortality Indicator and the Hospital Standardised Mortality Rate and were working in partnership with a peer Trust. No concerns had been identified regarding the quality of care provided. Hypotheses that the increase potentially related to coding of sepsis but also some early concerns that the number of patients opting out of their GP data being shared could also be impacting on the position. These issues were being explored further.

RESOLVED
That the content of the Quality and Assurance update report be noted.

98. PERFORMANCE UPDATE

The Assistant Director (Policy, Performance and Communications) presented a report providing the Strategic Commissioning Board with a Health and Care performance update at February 2019. The Health and Social Care dashboard was attached at Appendix 1 to the report and the measures for exception reporting and those on watch were highlighted as follows:

EXCEPTIONS (areas of concern)	1	A&E- 4 hour Standard
	3	Referral To Treatment-18 Weeks
	11	Cancer 62 day referral to treatment
	40	Direct Payments
	45	65+ at home 91days
ON WATCH (monitored)	7	Cancer 31 day wait
	11	Cancer 62 day wait from referral to treatment
	41	Learning Disability service users in paid employment

Reference was made to updates on issues raised by Members of the Board, which were outside the Health and Care Dashboard and other data or performance issues that the Strategic Commissioning Board needed to be aware of relating to:

- NHS 111;
- 52 Week Waiters;
- A&E at Manchester University Hospital NHS Trust;
- Elective Waiting Lists.

RESOLVED
That the content of the performance update report be noted.

99. ENGAGEMENT UPDATE

Consideration was given to a report of the Executive Leader, the Lay Advisory for Public and Patient Involvement and Assistant Director (Policy, Performance and Communications) providing an assurance update on the delivery of engagement and consultation activity in 2018. The work was undertaken jointly by both Tameside Council and NHS Tameside and Glossop Clinical Commissioning Group as the Strategic Commission and supported by a single integrated team. Engagement was relevant to all aspects of service delivery, all communities and wider multi-agency partnership working. The approach was founded on a multi-agency conversation about ‘place shaping’ for the future prosperity of the area and communities.

The key headlines were reported as follows:

- Facilitated over 30 thematic Tameside and / or Glossop engagement projects.
- Received over 5,000 engagement contacts (excluding attendance at events / drop-ins).
- Delivered four Partnership Engagement Network conferences attended by nearly 300 delegates.
- Supported 19 engagement projects at the Greater Manchester level.
- Promoted 31 national consultations where the topic was of relevance to and / or could have an impact on Tameside and Glossop.
- Agreed and implemented a Tameside and Glossop Engagement Strategy (which was co-designed with the Partnership Engagement Network).
- Achieved Green Star (including four out of five domains as outstanding) in the public and patient participation Improvement and Assessment Framework.
- Undertook the first joint budget consultation exercise for Tameside Council and NHS Tameside and Glossop Clinical Commissioning Group.
- Established the Partnership Engagement Network family, a database of residents, patients and stakeholders who received a monthly digest of all live engagement and consultation for them to access from one place.

The Lay Advisor for Public and Patient Involvement made reference to a recent successful event where 50 plus delegates were in attendance including members of the public, patients and representative from the voluntary and community sector.

In conclusion, it was reported that NHS North West and NHS England had asked Tameside and Glossop to showcase its approach at a number of Improvement and Assessment Framework workshops and webinars to help areas prepare for this year's assessment.

The Board commented favourably on the approach outlined in the report and the significant amount of work that had been undertaken effectively and efficiently.

RESOLVED
That the content of the report be noted and the ongoing delivery of engagement activity across the Strategic Commission be supported.

100. INVESTMENT IN A NEW EARLY HELP IT SOLUTION

The Executive Member (Children's Services) and Director of Children's Services presented a report advising that the Early Help service did not currently benefit from a dedicated Early Help IT system and consequently operated on an IT Social Care system, which did not support the objectives of Early Help.

It was explained that the current system was not designed specifically around the Early Help operating model, and although adjustments had been made to accommodate the requirements of Early Help, there were significant limitations centred around the system's inability to support multi-agency access, an approach that the Council had a clear commitment to. Whilst it was possible to maintain the status quo, this would directly and detrimentally impact on the ability of the service to deliver a number of strategic objectives in their improvement plan.

Reference was made to the benefits of the proposed investment in a new Early Help IT solution were outlined including the following:

- Invest to save to reduce demand on social care;
- Effective case management;
- Multiple agency access;
- Increased capacity in service;
- Improved management information;

- Early Help Assessments (CAFs) in a single database.

A summary of the proposed investment for Years 1 to 5 of the system implementation, funded via additional base budget that would be allocated to the Governance and Pensions directorate from year one 2019/20, was detailed in Appendix A to the report.

RESOLVED

(i) That approval be given to a £0.204 million (year one) investment in the procurement of an Early Help IT system and the financing arrangements for the licensing and support of this IT solution.

(ii) That approval be given to the additional staffing resource and costs required to ensure that the system was implemented and maintained appropriately from year two onwards at a cost of £0.101 million, increasing by inflation each year thereafter.

101. PROPOSAL TO CONSULT WITH KEY STAKEHOLDERS AND INDIVIDUALS ON CHANGING MANUAL HANDLING ASSESSMENT

Consideration was given to a report of the Executive Leader and Director of Adult Services seeking permission to consult with key stakeholders and individuals on changing the manual handling policy with a view to subsequently seeking authorisation to proceed with the establishment of a single handed care team for an initial two year period.

A number of local authorities had used and championed single handed care over recent years and the approach and real-life evidence had demonstrated that individuals were able to manage well with lone carers and preferred the flexibility this provided. Many people wished to participate in their care and preferred the one-to-one relationship that single carer packages afforded them.

Providers had been consistent in highlighting the difficulties they routinely faced providing staff to undertake transfer risk assessed as requiring two staff. One of the most significant impacts of this was delayed hospital discharge.

In addition, there were clearly financial benefits across the health and social care economy by embracing a comprehensive switch to single handed care, principally in the number of home care hours commissioned.

It was intended to establish a community based single handed care team, initially of a two year fixed term basis, with close links to the Hospital and other services that would have the sole function of embedding safe, single handed care, as normal practice across all sectors within the Tameside MBC footprint.

It was proposed that consultation would take place for a six week period from mid-February 2018 with those people currently affected by the proposal and potential service users who could be affected in the future. The consultation would be undertaken in two ways:

- On-line, utilising the Big Conversation;
- A questionnaire by all six support at home providers with people they supported currently requiring double handed care.

In conclusion, it was stated that the proposal was consistent with the overall aims of the Council, the wider Care Together programme and the GM Transformation programme. The proposal would deliver savings whilst also building capacity in home care and assisting with the planned reduction in residential and nursing placement. Additionally, it would help providers co-produce and deliver more person centred / outcomes focused care and support.

In response to assurances sought by the Board, the process for providers accessing the new equipment was outlined and current service users would have their support reviewed on a case by case basis.

RESOLVED
That approval be given to a consultation exercise being undertaken from mid-February to mid-April 2019 with current service users directly affected by the proposed change of policy and practice, potential service users, and the general public to seek their views.

102. DATE OF NEXT MEETING

To note that the next meeting of the Strategic Commissioning Board will take place on Wednesday 27 March 2019.

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STRATEGIC PLANNING AND CAPITAL MONITORING PANEL

11 March 2019

Present: Councillors Warrington (Chair), Cooney, Fairfoull and McNally

In Attendance:

Cllr Peter Robinson	
Stephen Pleasant	Chief Executive
Sandra Stewart	Director of Governance & Pensions
Tom Wilkinson	Assistant Director of Finance
Ian Saxon	Director of Operations & Neighbourhoods
Emma Varnam	Assistant Director (Operations & Neighbourhoods)
Nigel Gilmore	Head of Strategic Infrastructure

Apologies for Absence: Councillors Dickinson, Gwynne, B. Holland and Newton.

19 DECLARATIONS OF INTEREST

There were no declarations of interest.

20 MINUTES

Consideration was given to the minutes of the meeting of the Strategic Planning and Capital Monitoring Panel held on 26 November 2018

RESOLVED
That the minutes of the Strategic Planning and Capital Monitoring Panel held on 26 November 2018 be agreed as a correct record and signed by the Chair.

21 CAPITAL MONITORING PERIOD 9 2018/19

Consideration was given to a report of the Assistant Director of Finance, summarising the 2018/19 capital expenditure monitoring position at 31 December 2018. There was a projected capital investment in 2018/19 of £56.441m by March 2019. This is significantly less than the original budgeted capital investment for 2018/19, and is in part due to project delays that are being experienced following the liquidation of Carillion.

Members were informed that demand for Capital resources exceeded availability. A reprioritisation exercise was ongoing in order to determine whether schemes that had been earmarked but not fully approved should proceed, and which should be temporarily placed on hold. The report sought a recommendation to re-profile the Capital Investment Programme, leading to a re-profiling of £9.308m of capital budgets as set out in Appendix 3 to reflect up to date investment profiles. Furthermore, embers were asked to remove £0.500m from the Capital Programme to be ring fenced for a new financial assistance policy.

Members were advised that the report had previously been considered at the meeting of Executive Cabinet held on 13 February 2019.

RESOLVED

i. **That the re-profiling of £9.308m of capital budgets as set out in Appendix 3 of the submitted report to reflect up to date investment profile, be noted.**

ii. **That the removal of £0.500m from the Capital Programme Disabled Facilities Grants budget to be placed in a ring fenced reserve for a new financial assistance policy as outlined in paragraph 4.4 of the submitted report, be noted.**
iii. **The changes to the Capital Programme as set out in Appendix 1 of the submitted report be noted.**
iv. **The updated Prudential Indicator position set out in Appendix 5 of the submitted report be noted.**
v. **The current capital budget monitoring position be noted.**
vi. **The resources currently available to fund the Capital Programme.**
vii. **The updated capital receipts position be noted.**
viii. **The timescales for review of the Council's three year capital programme be noted.**

22 VISION TAMESIDE PHASE 2 – PROGRESS UPDATE

Consideration was given to a report of the Director (Operations & Neighbourhoods) seeking a recommendation of approval for virements relating to Vision Tameside and updating Members on the successful completion of the Vision Tameside Phase 2 development.

Following the liquidation of Carillion a revised funding envelope was agreed at Executive Cabinet in December 2018 for the overall Vision Tameside project. The revised budget approved was £62.912m, including the remaining construction costs, public realm and contingency costs. The Director (Operations & Neighbourhoods) reported that an additional £78k of funding for works relating to the third party tenants was required resulting in a revised budget of £62.99m.

The project had been managed through the Council's contract with Inspired Spaces Tameside Limited and externally validated by Cushman and Wakefield who undertook Value for Money Assessments and Project Monitoring, thus ensuring the Council's fiduciary duty to the public purse was protected.

RESOLVED
That Executive Cabinet be recommended to approve the virements and the revised budget set out in Table 1 in Section 3 of the submitted report.

23 CORPORATE LANDLORD CAPITAL EXPENDITURE

Consideration was given to a report of the Director of Operations and Neighbourhoods, which updated members of the Strategic Planning and Monitoring Capital Panel in regard to capital repair spend on the Council's property and sought recommendations to Executive Cabinet that expenditure associated with statutory compliance capital repairs of £133,405.85, be approved.

The Council has a duty to ensure that its buildings provide a safe and effective physical environment for staff and services to operate from. Monitoring and regulation is undertaken by a series of statutory checks across a range of requirements. Checks were carried out at fixed intervals reporting where remedial works were required to ensure statutory compliancy.

Works to date in 2018-19 of £0.159m have been reported to the Strategic Planning and Capital Panel retrospectively as completed, with a further £0.059m being identified within the submitted report.

RESOLVED
That Executive Cabinet be recommended to approve the £59,927.11 of capital spend on statutory compliance repairs on the Councils buildings, as detailed at paragraph 3 of the submitted report.

24 LEISURE ASSETS CAPITAL INVESTMENT PROGRAMME

Consideration was given to a report of the Director of Growth providing an update in relation to the delivery of the Council's capital investment programme to improve sports and leisure facilities, seeking approval for the Director of Growth to be authorised to permanently close and demolish Active Denton (Denton Pool) when the new Tameside Wellness Centre opens in early 2020, approval for a condition survey of Active Ashton to be undertaken, and the approval that the replacement of the Synthetic Turf Pitch at Active Medlock be added to the list of schemes currently under review in the capital programme.

The Strategic Planning and Capital Monitoring Panel were informed the Council's Capital Programme was currently under review in order to facilitate reprioritisation following pressures on the level of capital funding available. In addition, the Council was reviewing its leisure management options to ensure sustainability and improved health outcomes for residents. Consequently, other schemes had been temporarily on hold pending the outcome of these reviews.

RESOLVED
That Executive Cabinet be recommended to approve:

i. **That the Director of Growth be authorised to permanently close and demolish Active Denton (Denton Pool) when the new Tameside Wellness Centre opens in early 2020. The closure is part of the wider asset management plan developed in consultation with members. In addition, the Director of Growth is authorised to establish options for the disposal of the site for best consideration in consultation with members and the local community. A report will be presented to Executive Cabinet setting out the options for disposal and the anticipated impact on the approved Capital Programme.**
ii. **That a condition survey of Active Ashton be undertaken to support the development of an options appraisal for further consideration by members. The cost of the survey to be funded from existing revenue budget.**
iii. **That the replacement of the Synthetic Turf Pitch at Active Medlock be added to the list of schemes currently under review in the capital programme**

25 EDUCATIONAL CAPITAL PROGRAMME 2018/19 UPDATE

Consideration was given to a report of the Director of Growth updating the Panel on the Council's Education Capital Programme and seeking the recommendation of approval of proposed changes to the Education Capital Programme, along with approval for Section 106 request of £69,480 to be used towards the expansion of Yew Tree Primary School.

Members were advised that the School Condition Allocation funded projects over £100k, previously approved, including requirements for additional funding. The amounts earmarked against available funding currently exceed the funding available by £203,613 although it was anticipated that some of these schemes would need to slip into 2019/20 and will be funded from next year's allocation.

Members were further advised a Condition Survey of all schools was being progressed, via the Tameside Investment Partnership, to provide accurate and up to date information on school condition and inform better targeting of increasingly scarce capital resources in an open and transparent manner.

In response to Members questions the Director of Growth informed Members that a number of delays in the programme update were due to delivery of replacement heating systems that were unable to start over the 2018 summer holidays. These schemes were hugely intrusive and could not be carried out at weekends/after school as the heating systems need to be drained. The next opportunity to carry out these works was either at Easter or Whit 2019 or over summer 2019.

RESOLVED

i. **That Executive Cabinet be recommended to approve the proposed changes to the Education Capital Programme as outlined in Appendix 1 (Basic Need Funding Schemes) and Appendix 2 (School Condition Allocation Funding Schemes) of the submitted report.**

ii. **That the RAG status of the Basic Need projects be noted and particular attention be given to those rated as high risk to ensure appropriate actions are being taken.**

iii. **That Executive Cabinet be recommended to approve the Section 106 requests set out in paragraph's 3.9 and 3.10.**

26 OPERATIONS AND NEIGHBOURHOODS CAPITAL PROGRAMME 2018/19 UPDATE

Consideration was given to a report of the Director of Operations and Neighbourhoods providing an update on the major approved capital schemes in the Operations and Neighbourhoods Directorate, including an update on the Council's bid to the GM Mayor's Challenge Fund for Walking and Cycling and on the progress of the Council's bid into the Department for Transport's Safer Roads Scheme.

In considering the schemes Members were advised that an investment of £0.950m had been approved for additional car parks at Darnton Road, Ashton, however construction costs had increased by £0.198m and the addition of electric charging points at a cost of £0.020m. The resulting works would mean the original payback period would be extended due to thwe increased construction costs and revised income projection.

RESOLVED
That the report be noted.

27 SECTION 106 AGREEMENTS AND DEVELOPER CONTRIBUTIONS

Consideration was given to a report of the Director of Growth summarising the current position with regard to receipts received from section 106 (s106) Agreements and Developer Contributions, new s106 Agreements made and sought approval for the drawdown of £34,000 for continuing the highway tree planting programme as well as for the planting of whips and standards on greenspace sites, and approval for the drawdown of £56,600 of Greenspace Contribution from the Section 106 agreement following the development of land on the site at Ashton Foods Ltd., Mackeson Road, Ashton.

As at 31 January 2019 the position for s106 Agreements was £1,203,000 in credit. The position for Developer Contributions as at 31 January 2019 was £229,000 in credit, plus £6,000 received, less approved allocations of £112,000, leaving a balance of £123,000.

RESOLVED

i. **That Executive Cabinet be recommended to approve the s106 agreement and developer contributions approved allocations be added to the Capital Programme**

ii. **That Executive Cabinet be recommended to approve the drawdown of £34,000 of Developer Contributions for continuing the highway tree planting programme as well as for the planting of whips and standards on greenspace sites, as detailed in paragraph 2.10 of the submitted report.**

iii. **That Executive Cabinet be recommended to approve the drawdown of £56,600 Section 106 monies for green space infrastructure across the Borough including improving planters within town centres, planting around War Memorials and cleaning of War Memorials as detailed in paragraph 2.10 of the submitted report.**

CHAIR

Report To:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/ Reporting Officer:	Cllr Brenda Warrington, Executive Leader Steven Pleasant, Chief Executive
Subject:	**AGMA EXECUTIVE BOARD MEETINGS / GREATER MANCHESTER COMBINED AUTHORITY**
Report Summary:	To inform Members of the issues considered at the recent meetings of the AGMA Executive Board and Greater Manchester Combined Authority meeting. Under the GMCA Constitution there are provisions to ensure that GMCA Executive deliberations and decisions are reported to the ten Greater Manchester Councils. In order to meet this requirement the minutes of AGMA Executive Board/Greater Manchester Combined Authority meetings are reported to Executive Cabinet on a regular basis. The minutes of recent meetings of the AGMA Executive Board and the Greater Manchester Combined Authority are appended for Members information.
Recommendations:	That Members note and comment on the appended minutes.
Links to Community Strategy:	The Constitution and democratic framework provides an effective framework for implementing the Community Strategy.
Policy Implications:	In line with council policies.
Financial Implications: (Authorised by the Section 151 Officer)	There are no budgetary implications other than any specific references made in the AGMA Executive Board/Greater Manchester Combined Authority minutes.
Legal Implications: (Authorised by the Borough Solicitor)	Consideration of the AGMA Executive Board/Greater Manchester Combined Authority minutes helps meet the requirements of the AGMA Constitution and helps to keep Members informed on sub-regional issues and enables effective scrutiny.
Risk Management:	There are no specific risks associated with consideration of the minutes.
Access to Information:	The background papers relating to this report can be inspected by contacting Michael Garraway, Democratic Services Business Manager by: phone: 0161 342 3178 e-mail: michael.garraway@tameside.gov.uk

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NOTICE OF DECISIONS AGREED AT THE GMCA MEETING HELD ON 1 MARCH 2019

PRESENT:

Greater Manchester Mayor	Andy Burnham (In the Chair)
Bolton	Councillor Linda Thomas
Bury	Councillor Rishi Shori
Manchester	Councillor Richard Leese
Oldham	Councillor Sean Fielding
Rochdale	Councillor Allen Brett
Salford	City Mayor Paul Dennett
Stockport	Councillor Alex Ganotis
Tameside	Councillor Brenda Warrington
Trafford	Councillor Andrew Western
Wigan	Councillor David Molyneux

OTHER MEMBERS IN ATTENDANCE:

Manchester	Councillor Angeliki Stogia
Rochdale	Councillor Janet Emsley
Rochdale	Councillor Sara Rowbotham
TfGMC	Councillor Mark Aldred

OFFICERS IN ATTENDANCE:

GMCA – Chief Executive	Eamonn Boylan
GMCA - Deputy Chief Executive	Andrew Lightfoot
GMCA – Monitoring Officer	Liz Treacy
GMCA – Treasurer	Richard Paver
Office of the GM Mayor	Kevin Lee
Bolton	Tony Oakman
Bury	Geoff Little
Oldham	Helen Lockwood
Manchester	Joanne Roney
Rochdale	Steve Rumbelow
Salford	Jim Taylor
Stockport	Pam Smith
Tameside	Ian Saxon
Wigan	Alison McKenzie-Folan
TfGM	Simon Warburton
GMCA	Julie Connor
GMCA	Simon Nokes
GMCA	Claire Norman
GMCA	Jamie Fallon
GMCA	Nicola Ward

1. APOLOGIES

Apologies were received and noted from Carolyn Wilkins (Helen Lockwood attending) and Steven Pleasant (Ian Saxon attending).

2. CHAIR'S ANNOUNCEMENTS AND URGENT BUSINESS

There were no Chair's announcements or urgent business items.

3. DECLARATIONS OF INTEREST

There were no declarations of interest received in relation to any item on the agenda.

4. MINUTES OF THE GMCA MEETING HELD ON 15 FEBRUARY 2019

RESOLVED/-

That the minutes of the meeting of the GMCA held on 15 February 2019 be approved as a correct record.

5. GMCA OVERVIEW AND SCRUTINY COMMITTEES – FEBRUARY 2019

RESOLVED/-

1. That the minutes of the Economy, Business Growth and Skills Overview and Scrutiny Committee held 8 February 2019 be noted.

2. That the minutes of the Corporate Issues & Reform Overview and Scrutiny Committee held 12 February 2019 be noted.

3. That the minutes of the Housing, Planning & Environment Overview and Scrutiny Committee held 14 February 2019 be noted.

6. HOMELESSNESS – PROPOSAL TO ALLOCATED FUNDING TO LOCAL AUTHORITIES FOR PROVISION OF THE A BED EVERY NIGHT PROGRAMME (KEY DECISION)

RESOLVED/-

1. That the costs and proposed existing contributions to be made by Greater Manchester Local Authorities be noted.

2. That authority be delegated to the GMCA Treasurer to allocate funding to local providers to cover approved and specified costs incurred in the 'A Bed Every Night' programme, where these costs have been assessed and approved by each Greater Manchester Local Authority and confirmed by GMCA.

3. That that the allocation of £1m from the Trailblazer funding to be utilised to deliver Hub provision under the 'A Bed Every Night' programme be approved and that it be noted and agreed that Mayor would allocate £1.1m from the Mayoral Priority budget.

4. That it be noted and agreed that the Mayor make grants to Greater Manchester Local Authorities on the basis outlined in section 3.9 of this report, and that authority be delegated to the GMCA Treasurer to allocate funding to cover approved and specified costs.

5. That the proposal to extend the delivery of the ‘A Bed Every Night’ programme initially until 30th April 2019, be approved, pending further discussions to secure a long-term funding platform and that it be noted that the Mayor of Greater Manchester has allocated up to £250k from the 2019/20 Mayoral Priorities budget and an equal sum from Police & Crime Commission resources.

6. That the proposal to utilise £745k of funding from the Trailblazer programme to Manchester City Council for the development of the Longford Centre as a cross-boundary Hub, fulfilling Theme 2 of the Trailblazer programme be agreed.

7. That the slides, which detail the findings of Dame Louise Casey, be circulated to members of the GMCA.

8. That thanks be recorded to the voluntary and faith sector along with Greater Manchester Local Authorities for their support and dedication to the ‘A Bed Every Night’ programme.

7. CLEAN AIR PLAN – OUTLINE BUSINESS CASE

RESOLVED/-

1. That it be noted that the Greater Manchester Local Authorities were working together to address nitrogen dioxide exceedances at the roadside and that it is predicted that there will be 250 points of exceedance across 152 road links and all ten local authority areas in 2021.

2. That it be noted that Government required Greater Manchester to undertake a feasibility study and as part of that study, to submit an Outline Business Case (OBC) by the end of March 2019.

3. That it be noted that further stakeholder engagement and public consultation was an essential element of the process to help inform and refine ongoing work to produce a Final Business Case by the end of the calendar year.

4. That it be noted that significant financial support from Government would be required to deliver the measures described in the OBC in a way that contributes to GMCA’s wider economic, social and environmental objectives.

5. That the GMCA commend to all Greater Manchester Local Authorities both the collaborative approach adopted to meet Greater Manchester’s NO2 challenge and the key features of the OBC, as set out in this report, noting that the

decision-making with regard to the OBC was for each constituent Local Authority to undertake.

6. That Greater Manchester's clear expectation of Government be reconfirmed in place in support of this plan as follows:

    a) Clear arrangements and funding to develop workable, local vehicle scrappage / upgrade measures

    b) Short term effective interventions in vehicle and technology manufacturing and distribution, led by national Government with local authorities

    c) Replacement of non-compliant buses

    d) A clear instruction to Highways England with regard to air pollution from the strategic highway network in Greater Manchester

7. That thanks be recorded to officers at TfGM and the Local Authorities for their support to Cllr Alex Ganotis in the work to date to deliver the Clean Air Plan Outline Business Case.

8. GREATER MANCHESTER 5 YEAR ENVIRONMENT PLAN (KEY DECISION)

RESOLVED/-

1. That the content of the draft Plan be noted.

2. That authority be delegated to the Chief Executive of GMCA, in consultation with Cllr Alex Ganotis, the Portfolio lead for Green City Region, to make any further amendments to the draft Plan in advance of the Green Summit on 25th March

3. That it be agreed that the draft Plan would be published for the Green Summit on 25 March, with a final version submitted to the GMCA on 29 March 2019 for approval.

9. URBAN INNOVATIVE ACTION – 'IGNITION PROJECT' CONTRACTING WITH EUROPEAN COMMISSION – REQUEST FOR APPROVAL (KEY DECISION)

RESOLVED/-

1. That the projects background, outputs and opportunities, costs and risk management and mitigation measures be noted.

2. That authority be delegated to the Chief Executive of the Combined Authority, in consultation with Cllr Alex Ganotis as the Portfolio Lead for Green City Region, to finalise the arrangements for implementing this project, including awarding the project partners (Annex 01) funding as outlined in Annex 2.

3. That authority be delegated to the GMCA Treasurer to enter into the grant agreement with the EU before the end of March 2019.

4. That authority be delegated to the GMCA Monitoring Officer to put in place all necessary legal documentation to implement the project, including the relevant 'back to back' contracts with partners as outlined in para 3.2.

10. TOWN CENTRE CHALLENGE: FUTURE HIGH STREETS FUND PROSPECTUS (KEY DECISION)

RESOLVED/-

1. That the report be noted.

2. That GMCA agree to support the proposed bids outlined in Section 6 and Appendix 1.

3. That an update on the outcome of the bids be submitted to a future meeting of the GMCA.

11. GREATER MANCHESTER FULL FIBRE PROGRAMME – IMPLEMENTATION (KEY DECISION)

RESOLVED/-

1. That an investment of £1.46M capital from GMCA (Fire & Rescue Service) and £3.384M capital from GMCA (TfGM Urban Traffic Management Control) be approved.

2. That all GM Local Authority partners be requested to make provision for their respective capital investment commitments before the end of March 2019, with formal financial approvals in place before the contracts were awarded in July 2019. Noting that this capital investment was in place of revenue costs for connectivity over a minimum of 20 years.

3. That all GM Local Authority partners be requested to ensure that local project and contract management support was in place for the programme.

4. That it be noted that following the procurement exercise, the £20.465m Department for Digital, Culture, Media & Sport (DCMS) grant for Local Full Fibre Network (LFFN) would be allocated between the GM Local Authorities and the GMCA to maximise full fibre site coverage across each GM Local Authority and GMCA agreement will be sought to the final grant allocations.

5. That the allocation of £835,000, from the DCMS LFFN grant, to Manchester City Council for Public Building Service Upgrade be agreed.

6. That the proposed approach to procurement and contract management be agreed, namely that:

    - The GMCA will be the Framework Authority and will contract directly with the supplier for the delivery of its network connectivity for UTMC assets and Fire and Rescue Service sites.

    - The GM Prospectus is put in place by July 2019 which is a joint agreement by local authorities and the GMCA to adopt common processes and criteria to utilities infrastructure delivery to minimise barriers to investment and reduce roll out costs of utilities works across GM.

    - Participating Local Authorities and the GMCA are requested to agree, and be party to, the Inter Authority Agreement to formalise their participation in the GM Full Fibre Programme and secure Government (DCMS) LFFN grant funding.

7. That authority be delegated to GMCA Treasurer, in consultation with the Cllr Andrew Western, Portfolio Lead for Digital City Region, to approve the selection of up to 2 providers under single supplier framework contracts, to be used by the GMCA and also each participating Local Authority to enter into a contract in their own right for their locality.

8. That the authority be delegated to the GMCA Monitoring Officer to put in place appropriate legal and Inter Authority Agreements.

9. That it be noted that Clinical Commissioning Group assets were no longer part of this project, having secured fibre infrastructure via an alternative route.

12. GREATER MANCHESTER GOOD EMPLOYMENT CHARTER (KEY DECISION)

RESOLVED/-

1. That the model for the GM Good Employment Charter, as set out in the paper, be agreed.

2. That it be agreed that when the detailed work on implementation was complete, a further paper will be submitted to the GMCA, with full revenue implications and identifying funding sources, which could include a limited amount from retained Business Rates as a short term funding source.

13. WORKING WELL (SPECIALIST EMPLOYMENT SUPPORT) (KEY DECISION)

RESOLVED/-

1. That the £4m funding package, as detailed in section 5 of the report be noted, and that it be agreed that the GMCA to proceed with the procurement of the Working Well: Specialist Employment Service.

2. That authority be delegated to the GMCA Chief Executive and GMCA Treasurer, in consultation with the Chief Executive Portfolio Lead for Education, Skills, Work and Apprenticeships, to take all necessary steps to procure the service.

3. That thanks be recorded to Cllr Sean Fielding for the work undertaken to take the Working Well Programme to this next stage.

14. NORTHERN AND TRANSPENNINE EXPRESS RAIL PERFORMANCE

RESOLVED/-

1. That the report be noted.

2. That the Mayor would take comments regarding the continued unsatisfactory performance of the rail network to the next meeting of Transport for the North.

A link to the full agenda and papers can be found here:

https://www.gmcameetings.co.uk/meetings/meeting/659/greater_manchester_combined_authority

This decision notice was issued Wednesday 6 March 2019 on behalf of Eamonn Boylan, Secretary to the Greater Manchester Combined Authority, Churchgate House, 56 Oxford Street, Manchester M1 6EU. The deadline for call in of the attached decisions is 4.00pm on Wednesday 13 March 2019.

Call-In Process

In accordance with the scrutiny procedure rules, these decisions would come into effect five days after the publication of this notice unless before that time any three members of the relevant Overview and Scrutiny Committee decides to call-in a decision.

Members must give notice in writing to the Chief Executive that they wish to call-in a decision, stating their reason(s) why the decision should be scrutinised. The period between the publication of this decision notice and the time a decision may be implemented is the 'call-in' period.

Decisions which have already been considered by an Overview and Scrutiny Committee, and where the GMCA's decision agrees with the views of the Overview and Scrutiny Committee may not be called in.

Report To:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member / Reporting Officer:	Cllr Fairfoull – Deputy Executive Leader Kathy Roe – Director of Finance Tom Wilkinson – Assistant Director of Finance
Subject:	**STRATEGIC COMMISSION AND NHS TAMESIDE AND GLOSSOP INTEGRATED CARE FOUNDATION TRUST – CONSOLIDATED 2018/19 REVENUE MONITORING STATEMENT AT 31 JANUARY 2019 AND FORECAST TO 31 MARCH 2019**
Report Summary:	As at 31 January 2019 the Integrated Commissioning Fund is forecasting to spend £583.270m against an approved budget of £583.258m, an over spend of £0.012m. Further detail on the economy wide position is included at **Appendix 1**. This forecast is an improved position from the previous month but masks significant and increased pressures in a number of areas, including Children's Services which is now forecasting expenditure to be £8m in excess of budget. Further detail is included at **Appendix 2**. The improved position is due mainly to the release of corporate contingency and improvements in the forecast position for Governance, Growth and Operations & Neighbourhoods. Further detailed analysis of budget performance and progress against savings is included in **Appendix 2.** The Council's Collection Fund update for month 10 is detailed in **Appendix 3.** The forecast position at month 10 shows an improved position with a forecast £0.6m deficit on Council Tax and £1.0m deficit on Non-Domestic Rates (NDR). This is better than the budgeted assumptions, which assumed deficit positions of £1.8m and £5m respectively. The level of provisions required for non-collection and appeals are also forecast to be better than expected but will continue to be monitored. **Appendix 4** details the Council's legally irrecoverable debts over £3,000 that have to be written off in the period October to December 2018.
Recommendations:	Members are recommended to : 1. Acknowledge the significant level of savings required during 2018/19 to deliver a balanced recurrent economy budget together with the related risks which are contributing to the overall adverse forecast. 2. Acknowledge the significant cost pressures facing the Strategic Commission, particularly in respect of Continuing Healthcare, Children's Social Care and Operations & Neighbourhoods, and Growth.
Links to Community Strategy:	Budget is allocated in accordance with the Community Strategy
Policy Implications:	Budget is allocated in accordance with Council Policy

Financial Implications: (Authorised by the Section 151 Officer & Chief Finance Officer)	This report provides the 2018/19 consolidated financial position statement at 31 January 2019 for the Strategic Commission and ICFT partner organisations. For the year to 31 March 2019 the report forecasts that service expenditure will exceed the approved budget in a number of areas, due to a combination of cost pressures and non-delivery of savings. These pressures are being partially offset by additional income in corporate and contingency which may not be available in future years. The report emphasises that there is a clear urgency to implement associated strategies to ensure the projected funding gap in the current financial year is addressed and closed on a recurrent basis across the whole economy. The Medium Term Financial Plan for the period 2019/20 to 2023/24 identifies significant savings requirements for future years. If budget pressures in service areas in 2018/19 are sustained, this will inevitably lead to an increase in the level of savings required in future years to balance the budget. It should be noted that the Integrated Commissioning Fund (ICF) for the Strategic Commission is bound by the terms within the Section 75 and associated Financial Framework agreements.
Legal Implications: (Authorised by the Borough Solicitor)	There is a statutory duty to ensure the Council sets a balanced budget and that it is monitored to ensure statutory commitments are met. There are a number of areas that require a clear strategy to ensure in the face of demand they achieve this.
Risk Management:	Failure to properly manage and monitor the Strategic Commission's budgets will lead to service failure and a loss of public confidence. Expenditure in excess of budgeted resources is likely to result in a call on Council reserves, which will reduce the resources available for future investment. The use and reliance on one off measures to balance the budget is not sustainable and makes it more difficult in future years to recover the budget position.
Access to Information:	Background papers relating to this report can be inspected by contacting : Tom Wilkinson, Assistant Director of Finance, Tameside Metropolitan Borough Council Telephone:0161 342 5609 e-mail: tom.wilkinson@tameside.gov.uk Tracey Simpson, Deputy Chief Finance Officer, Tameside and Glossop Clinical Commissioning Group Telephone:0161 342 5626 e-mail: tracey.simpson@nhs.net David Warhurst, Associate Director Of Finance, Tameside and Glossop Integrated Care NHS Foundation Trust Telephone:0161 922 4624 e-mail: David.Warhurst@tgh.nhs.uk

1. BACKGROUND

1.1 This report aims to provide an overview on the financial position of the Tameside and Glossop economy in 2018/19 at the 31 January 2019 with a forecast projection to 31 March 2019. Supporting details for the whole economy are provided in **Appendix 1.**

1.2 The report includes the details of the Integrated Commissioning Fund (ICF) for all Council services and the Clinical Commissioning Group. The total net revenue budget value of the ICF for 2018/19 is currently £583.258 million.

1.3 It should be noted that the report also includes details of the financial position of the Tameside and Glossop Integrated Care NHS Foundation Trust. This is to ensure members have an awareness of the overall Tameside and Glossop economy position. Reference to Glossop solely relates to health service expenditure as Council services for Glossop are the responsibility of Derbyshire County Council.

1.4 Please note that any reference throughout this report to the Tameside and Glossop economy refers to the three partner organisations namely:

- Tameside and Glossop Integrated Care NHS Foundation Trust (ICFT)
- NHS Tameside and Glossop CCG (CCG)
- Tameside Metropolitan Borough Council (TMBC)

2. FINANCIAL SUMMARY

2.1 As at 31 January 2019 the Integrated Commissioning Fund is forecasting to spend £583.270m against an approved budget of £583.258m, **an over spend of £0.012m**. This forecast is a significantly improved position from the previous month but masks significant and increased pressures in a number of areas, including **Children's Services which is now forecasting expenditure to be £8m in excess of budget.**

2.2 The improved position is due mainly to the release of corporate contingency and improvements in the forecast position for Governance, Growth and Operations & Neighbourhoods. Further detailed analysis of budget performance and progress against savings is included in **Appendix 2.**

2.3 The attached Month 10 Integrated Finance report provides an overview of the financial position across the economy as a whole. **Appendix 2** provides detailed analysis for all service areas in the Strategic Commission.

3. COLLECTION FUND MONITORING AND IRRECOVERABLE DEBTS

3.1 The Collection Fund is a statement that reflects the statutory obligation of the Council as the billing authority to maintain a separate Collection Fund. The Collection Fund statement shows the Council's transactions in relation to the collection from taxpayers of Council Tax and Non-Domestic Rates (NDR) and its distribution to the relevant preceptors and Central Government

3.2 **Appendix 3** to this report provides a summary of the Council's month 10 Collection Fund monitoring. The forecast position at month 10 is a £0.6m deficit on Council Tax and £1.0m deficit on NDR, against a budgeted position of £1.8m and £5m respectively. These deficits were budgeted for due to the decision to draw down from the Council tax collection fund surplus, and due to changes made by government in relation to business rates relief, which meant that they compensated the Council through a direct grant, which sits outside of the collection fund.

3.3 The outlook for the collection fund is therefore much improved. Council Tax collection is forecast to be better due to the amount set aside for non collection being less than budgeted by £1.045m. In relation to business rates, income forecast to be 1.961m more than budgeted, the allowance required for non-collection is £0.368m less than budgeted, the amount of transitional funding required is £1.098m and the provision set aside for appeals is £0.54m less than budgeted for. Appeals in particular can occur at any time, so it is important that this is closely monitored.

3.4 **Appendix 4** details the Council's irrecoverable debts over £3,000 that have been written off in the period October to December 2018 and which the Council has no power to collect in law.

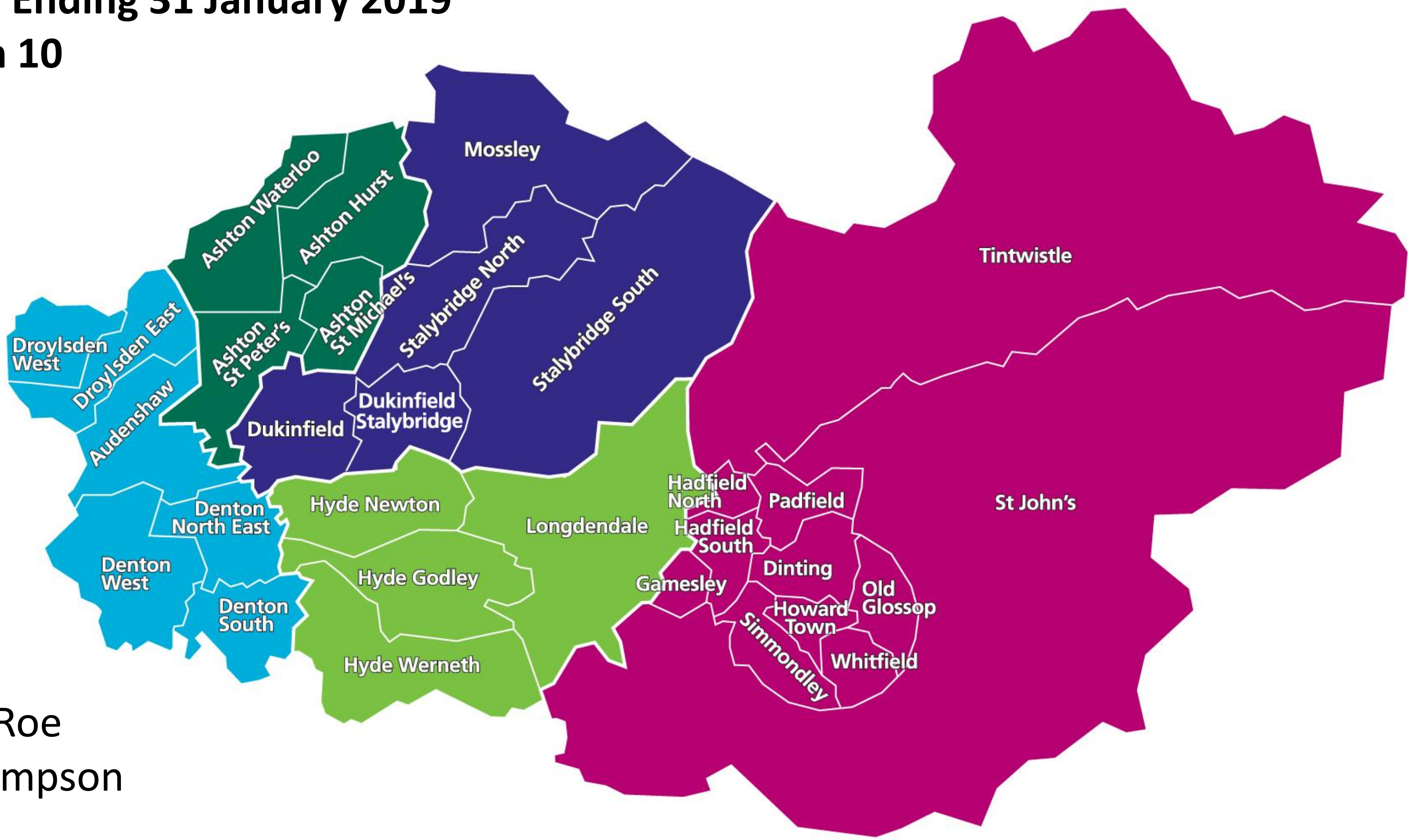
4. RECOMMENDATIONS

5.1 As stated on the front cover of the report.

Tameside and Glossop Integrated Financial Position

financial monitoring statements

Period Ending 31 January 2019
Month 10



Kathy Roe
Sam Simpson

Appendix 1 Contents:

Integrated Financial Position Summary Report

Appendix 2 – Detailed Service Budget Analysis

Appendix 3 – Collection Fund Update

Appendix 4 – Irrecoverable debt write offs

Tameside & Glossop Integrated Economy Wide Financial Position

£8m

Children's Services

Unprecedented levels of demand in Children's Social Care continue and place significant pressures on staff and resources. **Placement costs are the main driver of the forecast £8m in excess of approved budget.**

Message from the DOFs

As we move into the final 2 months of the financial year, the economy wide financial position has improved but the overall picture remains mixed with significant challenges in some areas.

Delivery of further savings and the release of contingencies has resulted in an improvement in the forecast outturn position. However, this improved overall position masks continuing pressures due to the non delivery of savings in some areas, and a further significant deterioration in Children's Services where the forecast overspend has increased from £7.2m to £8m in excess of approved budget. Further details of the key drivers behind this are included at Appendix 2.

Alongside delivery of in year savings, the focus continues to be on the identification of savings to deliver a balanced position for 2019/20 and beyond. Proposed savings will continue to be subject to scrutiny through the 'Star Chamber' process and regular updates will be provided on a periodic basis.

£0.4m

Strategic Commission Forecast

Overall forecast outturn for the Strategic Commission has improved by £0.4m. This is due predominantly to delivery of savings and release of contingencies.

This report covers all spend at Tameside & Glossop Clinical Commissioning Group (CCG), Tameside Metropolitan Borough Council (TMBC) and Tameside & Glossop Integrated Care Foundation Trust (ICFT) . It does not capture any Local Authority spend from Derbyshire County Council or High Peak Borough Council for the residents of Glossop.

	Forecast Position			Variance	
	Budget	**Forecast**	**Variance**	**Previous Month**	**Movement in Month**
CCG Expenditure	396,744	396,744	0	0	0
TMBC Expenditure	186,514	186,526	(12)	(449)	437
Integrated Commissioning Fund	**583,258**	**583,270**	**(12)**	**(449)**	**437**
ICFT - post PSF Agreed Deficit	(19,148)	(19,148)	0	0	0
Economy Wide In Year Deficit	**(19,148)**	**(19,160)**	**(12)**	**(449)**	**437**

Tameside & Glossop Integrated Commissioning Fund

As at 31 January 2019 the Integrated Commissioning Fund is forecasting net spend £583.270m against an approved net budget of £583.258m, with a slight **overspend of £12k**. This forecast is a significantly improved position from the previous month but masks significant and increased pressures in a number of areas, including **Children's Services** which is **now forecasting expenditure to be £8m in excess of budget**. The improved position is due mainly to improvements in the forecast position for the majority of TMBC areas with the exception of Childrens Services.

	Forecast Position					Net Variance	
Forecast Position £000's	**Expenditure Budget**	**Income Budget**	**Net Budget**	**Net Forecast**	**Net Variance**	**Previous Month**	**Movement in Month**
Acute	202,819	0	202,819	203,559	(740)	(867)	127
Mental Health	32,618	0	32,618	33,236	(618)	(657)	39
Primary Care	82,840	0	82,840	82,252	588	504	85
Continuing Care	14,118	0	14,118	16,286	(2,168)	(2,419)	251
Community	29,976	0	29,976	30,189	(213)	(185)	(28)
Other CCG	29,159	0	29,159	26,007	3,151	3,624	(473)
CCG TEP Shortfall (QIPP)	0	0	0	0	0	0	0
CCG Running Costs	5,214	0	5,214	5,214	0	0	0
Adults	82,653	(42,172)	40,480	40,252	228	204	24
Children's Services	46,814	(3,051)	43,763	51,761	(7,998)	(7,189)	(809)
Education	31,212	(25,644)	5,567	5,623	(56)	(273)	217
Individual Schools Budgets	114,919	(114,919)	0	0	0	0	0
Population Health	16,912	(680)	16,232	15,853	379	72	307
Operations and Neighbourhoods	76,782	(26,448)	50,333	50,746	(412)	(932)	520
Growth	42,705	(34,860)	7,846	9,804	(1,958)	(2,410)	452
Governance	88,704	(79,887)	8,818	7,128	1,690	1,101	589
Finance & IT	6,103	(1,550)	4,553	4,147	406	290	116
Quality and Safeguarding	367	(288)	79	71	8	(15)	23
Capital and Financing	10,998	(1,360)	9,638	7,852	1,786	1,580	206
Contingency	4,163	(6,823)	(2,660)	(6,246)	3,586	5,052	(1,466)
Corporate Costs	8,721	(6,857)	1,865	(464)	2,328	2,071	257
Integrated Commissioning Fund	**927,797**	**(344,539)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**
CCG Expenditure	396,744	0	396,744	396,744	0	0	0
TMBC Expenditure	531,053	(344,539)	186,514	186,526	(12)	(449)	437
Integrated Commissioning Fund	**927,797**	**(344,539)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**

Tameside & Glossop Integrated Commissioning Fund

Forecast Position £000's	Forecast Position					Net Variance	
	Expenditure Budget	Income Budget	Net Budget	Net Forecast	Net Variance	Previous Month	Movement in Month
CCG Expenditure	396,744	0	396,744	396,744	0	0	0
TMBC Expenditure	531,053	(344,539)	186,514	186,526	(12)	(449)	437
Integrated Commissioning Fund	**927,797**	**(344,539)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**
A: Section 75 Services	310,643	(41,823)	268,820	269,355	(535)	(592)	57
B: Aligned Services	411,473	(170,213)	241,260	242,565	(1,305)	(1,429)	123
C: In Collaboration Services	205,680	(132,502)	73,178	71,350	1,828	1,572	256
Integrated Commissioning Fund	**927,797**	**(344,539)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**

Continuing Care

This remains a significant financial risk but a financial recovery plan is in place, with detailed updates presented at Finance & QIPP Assurance Group on a quarterly basis.

Whilst still forecasting an **overspend of £2.167m**, the historic growth rates have slowed and we are starting to make inroads into the pressures, including marked reduction in the number of fast track patients.

Contingency

The forecast outturn on Contingency includes additional income in year relating to business rates reliefs, and the release of contingency provisions to support service pressures across the council.

The adverse movement in the forecast outturn since period 9 relates to an expected increase in the provision for non-recovery of debtors. A review of debtor balances is in progress and the level of provision will be reviewed in before year end.

Governance

The forecast outturn for Governance is now showing an **underspend against budget of £1.6m**. This is due to a number of factors including budget savings which have already been identified as savings for 2019/20, and underspends on staffing costs across the service.

A service review/redesign currently in progress is likely to result in some cost pressures for future years.

Children's Services

Children's Social Care continues to present the single greatest financial risk for 2018/19, and is the most significant risk area for the medium term financial sustainability of the Council.

The forecast outturn position of **£8m in excess of budget** has significantly deteriorated since the last period as forecast reductions in placements numbers and costs are not yet being achieved. **Further detail is included at Appendix 2.**

Tameside & Glossop Integrated Commissioning Fund

Forecast Position £000's	YTD Position			Forecast Position			Variance	
	Budget	Actual	Variance	Budget	Forecast	Variance	Previous Month	Movement in Month
Acute	168,198	169,308	(1,109)	202,819	203,559	(740)	(867)	127
Mental Health	27,318	27,899	(581)	32,618	33,236	(618)	(657)	39
Primary Care	68,700	68,235	465	82,840	82,252	588	504	85
Continuing Care	11,694	13,158	(1,464)	14,118	16,286	(2,168)	(2,419)	251
Community	24,979	25,104	(125)	29,976	30,189	(213)	(185)	(28)
Other CCG	26,040	23,255	2,785	29,159	26,007	3,151	3,624	(473)
CCG TEP Shortfall (QIPP)	0	0	0	0	0	0	0	0
CCG Running Costs	3,251	3,221	30	5,214	5,214	0	0	0
Adults	33,733	42,730	(8,996)	40,480	40,252	228	204	24
Children's Services	36,469	42,282	(5,813)	43,763	51,761	(7,998)	(7,189)	(809)
Education	31,212	17,563	13,649	5,567	5,623	(56)	(273)	217
Individual Schools Budget	0	0	0	0	0	0	0	0
Population Health	13,527	14,042	(515)	16,232	15,853	379	72	307
Operations and Neighbourhoods	41,944	45,799	(3,855)	50,333	50,746	(412)	(932)	520
Growth	6,538	11,062	(4,524)	7,846	9,804	(1,958)	(2,410)	452
Governance	7,348	7,823	(474)	8,818	7,128	1,690	1,101	589
Finance & IT	3,794	3,813	(19)	4,553	4,147	406	290	116
Quality and Safeguarding	66	(49)	114	79	71	8	(15)	23
Capital and Financing	8,032	1	8,031	9,638	7,852	1,786	1,580	206
Contingency	(2,216)	(871)	(1,345)	(2,660)	(6,246)	3,586	5,052	(1,466)
Corporate Costs	1,554	(2,029)	3,583	1,865	(464)	2,328	2,071	257
Integrated Commissioning Fund	**512,181**	**512,343**	**(163)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**

	Forecast Position			Forecast Position			Variance	
	Budget	Forecast	Variance	Budget	Forecast	Variance	Previous Month	Movement in Month
CCG Expenditure	330,180	330,180	0	396,744	396,744	0	0	0
TMBC Expenditure	182,000	182,164	(163)	186,514	186,526	(12)	(449)	437
Integrated Commissioning Fund	**512,181**	**512,343**	**(163)**	**583,258**	**583,270**	**(12)**	**(449)**	**437**

Tameside Integrated Care Foundation Trust Financial Position

SUMMARY

- **Revenue -** For the financial period to the 31st January 2019 the Trust has reported a net deficit of c.£20.117m, pre-Provider Sustainability Funding (PSF), which is £277k better than plan. The in month position for January reported a £1.485m deficit, £101k better than plan.
- **Trust Efficiency programme (TEP) -** The Trust delivered £1.038m of savings in month, this is an underachievement against target by £319k in month, cumulatively the Trust is reporting an overachievement against plan of £343k**.**
- **Agency cap -** To date the Trust has spent £5.693m on Agency, against a plan of £8.069m; based on this run rate, spend should be within the agency cap of £9.5m

KEY RISKS

- **Control Total –** The Trust now has an agreed control for 2018/19 of £19.149m, this assumes the Trust will be in receipt of the full PSF. NHSI monitor financial delivery from a revenue perspective against post PSF targets, for the Trust this plan is £23.369m
- **Provider Sustainability Fund** - The Trust must achieve its financial plan at the end of each quarter to achieve 70% of the PSF, the remainder is predicated on achievement of the A&E target. If the Trust fail to deliver the financial and/or performance targets it will need to borrow additional cash at 1.5%. Quarter 4 target for Performance will be predicated on March only.
- **TEP** – The Trust is currently forecasting an underachievement against its in year TEP delivery of £0.502m and recurrently of £1.811m. **Failure of delivering the TEP target will challenge the Trust's ability to deliver its control total**. Work is on-going with Theme groups to develop high risk schemes and generate proposals to improve this forecast position.

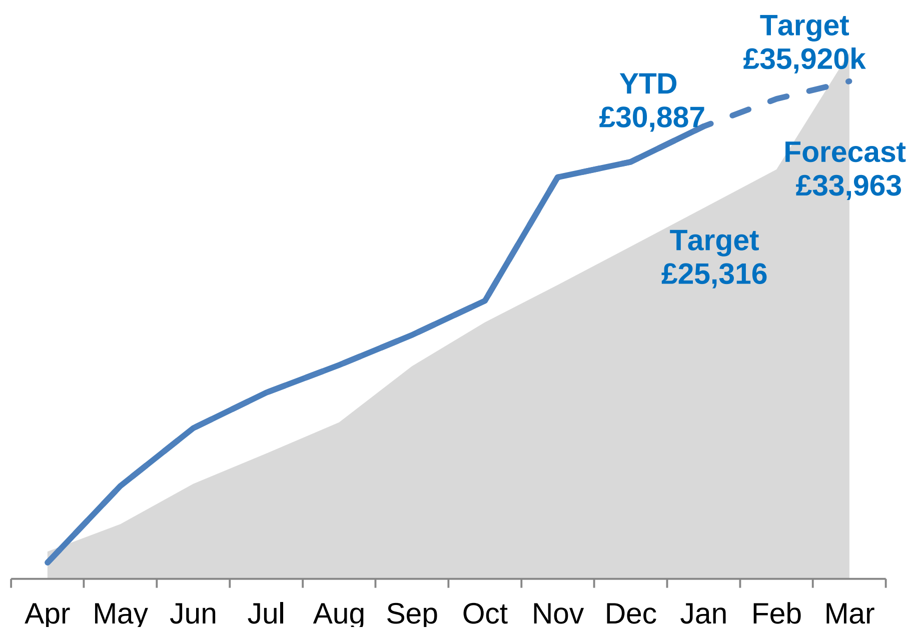
	Month 10			YTD			Outturn
Financial Performance Metric	Plan £000	Actual £000	Variance £000	Plan £000	Actual £000	Variance £000	Plan £000s
Normalised Surplus / (Deficit) Before PSF	(1,584)	(1,483)	101	(20,393)	(20,116)	277	(23,369)
Provider Sustainability Fund (PSF)	492	492	0	3,235	3,235	0	4,221
Surplus / (Deficit)	(1,092)	(991)	101	(17,158)	(16,881)	277	(19,148)
Trust Efficiency Savings	1,356	1,038	-318	10,001	10,343	342	13,001
Use of Resources Metric	3	3		3	3		3

TEP – Targeted/Trust Efficiency Plan

Organisation	High Risk	Medium Risk	Low Risk	Savings Posted	Total	Target	Post Bias Expected Saving	Post Bias Variance
CCG	0	0	740	19,060	19,800	19,800	19,800	0
TMBC	259	305	0	1,484	2,048	3,119	1,664	(1,455)
Strategic Commissioner	**259**	**305**	**740**	**20,544**	**21,848**	**22,919**	**21,464**	**(1,455)**
ICFT	374	44	2,112	10,343	12,873	13,001	12,499	(502)
Economy Total	**633**	**349**	**2,852**	**30,887**	**34,721**	**35,920**	**33,963**	**(1,957)**

- The economy wide savings target for 2018/19 is £35.920m:
  - Commissioner £22.919m (£19.8m CCG & £3.119m TMBC)
  - Provider £13.001m
- Against this target, £30.887m of savings have been realised, 86% of the required savings.
- Expected savings by the end of the year are £33.963m, a shortfall of £1.957m against target
- The Trust is currently forecasting an underachievement against its in year TEP delivery of £0.502m and recurrently of £1.811m. Work is on-going with Theme groups to develop high risk schemes and generate proposals to improve this forecast position.
- TMBC savings have been identified by underspends in other areas and a balanced position will be delivered.
- The scale of the financial gap in future years mean there must be a continued focus on identifying schemes for 2019/20 and beyond.

Progress Against Target



TEP – Targeted/Trust Efficiency Plan

CCG

The CCG has posted year to date savings of £19.060m and expects to fully achieve the £19.8m TEP target in year, £7.920m recurrently. Work is ongoing to identify recurrent TEP schemes as part of the Star Chamber process.

TMBC

£35k

The overall expected saving has reduced slightly since the previous month. Savings previously rated as medium risk in Growth are now considered high risk. Red rated savings in Adults and Governance are being offset by budget underspends in other areas within the service.

Org	Theme	High Risk	Medium Risk	Low Risk	Savings Posted	Total	Target	Post Bias Expected Saving	Post Bias Variance
CCG	Emerging Pipeline Schemes	0	0	0	0	0	3,239	0	(3,239)
	GP Prescribing	0	0	482	2,518	3,000	2,000	3,000	1,000
	Individualised Commissioning Recovery Plan	0	0	94	532	626	1,326	626	(700)
	Other Established Schemes	0	0	164	3,694	3,858	4,283	3,858	(425)
	Tameside ICFT	0	0	0	2,480	2,480	2,480	2,480	0
	Technical Financial Adjustments	0	0	0	9,836	9,836	6,472	9,836	3,364
CCG Total		**0**	**0**	**740**	**19,060**	**19,800**	**19,800**	**19,800**	**0**
TMBC	Adults	105	0	0	379	484	697	390	(307)
	Growth	25	0	0	340	365	898	343	(555)
	Finance & IT	0	0	0	122	122	172	122	(50)
	Governance	129	0	0	25	154	154	38	(116)
	Childrens (Learning)	0	0	0	90	90	90	90	0
	Operations & Neighbourhoods	0	305	0	5	305	580	153	(427)
	Pop. Health	0	0	0	528	528	528	528	0
TMBC Total		**259**	**305**	**0**	**1,489**	**2,048**	**3,119**	**1,664**	**(1,455)**
Strategic Commissioner Total		**259**	**305**	**740**	**20,549**	**21,848**	**22,919**	**21,464**	**(1,455)**

TEP – Targeted/Trust Efficiency Plan

£30k

ICFT

The overall level of expected savings has improved from the previous month with the Trust now forecasting an underachievement against its in year TEP delivery of £0.502m and recurrently of £1.811m. Failure to achieve TEP will result in the Trust not achieving its plan. Work is on-going with Theme groups to develop high risk schemes and generate hopper ideas to improve this forecast position.

Org	Theme	High Risk	Medium Risk	Low Risk	Savings Posted	Total	Target	Post Bias Expected Saving	Post Bias Variance
ICFT	Community	3	0	43	268	313	363	311	(53)
	Corporate	12	0	103	1,006	1,121	805	1,110	305
	Demand Management	160	0	152	962	1,273	1,474	1,113	(361)
	Estates	18	4	124	288	434	569	416	(154)
	Finance Improvement Team	53	0	187	1,360	1,600	1,067	1,546	480
	Medical Staffing	0	0	37	207	244	1,103	244	(859)
	Nursing	47	0	129	974	1,150	1,243	1,103	(140)
	Paperlite	14	0	13	84	111	250	97	(153)
	Pharmacy	21	40	219	398	678	450	657	207
	Procurement	46	0	264	164	474	752	428	(324)
	Transformation Schemes	0	0	612	2,823	3,436	3,000	3,436	436
	Technical Target	0	0	29	459	488	375	488	113
	Vacancy Factor	0	0	200	1,350	1,550	1,550	1,550	0
ICFT Total		**374**	**44**	**2,112**	**10,343**	**12,873**	**13,001**	**12,499**	**(502)**

APPENDIX 2 – Strategic Commissioner Detailed Analysis

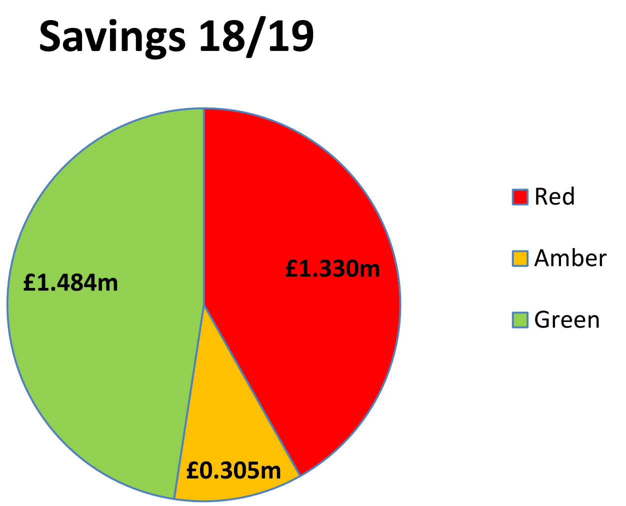
Contents:

Local Authority Savings Progress

SAVINGS PROGRESS - HEADLINES

The 2018/19 budget included £3,119m of savings to be delivered by management during the financial year. As at the end of period 10 a significant number of risks to the delivery of savings have been identified, resulting in a number of budget pressures.

- **£1.484m** (48%) of the savings target is rated **'green'** and has been delivered or is on track for delivery in the year.
- **£0.305m** (10%) of the savings target is rated **'amber'** with some risks or delays to delivery identified.
- **£1.330m** (42%) of the savings target is rated **'red'** due to significant risks or delays which means some or all of the savings amount is not expected to be delivered in year. This is resulting in budget pressures in a number of service areas.
- Adults savings are at risk of delay or non-delivery in a number of areas, although other savings are being identified elsewhere in the service to offset these pressures.
- Within Operations and Neighbourhoods the new Car parking provision at Darnton Road was expected to generate additional income of £0.500m per annum. Delays in the construction of the spaces has resulted in the forecast income being reduced to £0.005m.
- Growth 'red' rated savings are forecast savings from the re-provision of the Additional Services contract with the Local Education Partnership (LEP) which has been extended as a result of the collapse of Carillion. Other 'red' savings mainly relates to additional income from the purchase of the Plantation Industrial Estate which is no longer proceeding.



SAVINGS	RED	AMBER	GREEN	TOTAL
Adults	318	0	379	**697**
Childrens (Learning)	0	0	90	**90**
Population Health	0	0	528	**528**
Operations and Neighbourhoods	275	305		**580**
Growth	558	0	340	**898**
Governance	129	0	25	**154**
Finance & IT	50	0	0	**50**
Corporate	0	0	122	**122**
Total	**1,330**	**305**	**1,484**	**3,119**

CCG Recovery Plan & TEP Update: January 2019 (M10)

- The CCG has a Targeted Efficiency Plan (TEP, also known as QIPP) target for 18/19 of £19,800k.
- Because of the size of the TEP target and the reported risk against our overall financial position, an improvement plan has been requested by GMHSCP. These slides update on our progress against this plan.
- Against an annual CCG target of £19.800m, £19.060m (96%) of the required savings have been banked to M10. In addition to this there is a further £0.740m, which we are completely confident of realising in the final two months of the financial year. This will result in full achievement of the £19.800m TEP target.
- Savings realised since M09 include;
- +£273k **Prescribing**. Largely achieved through continued reviews of repeat ordering protocols, It should be noted however that there is a key risk in this area linked to Brexit. Contingency is included within the current forecast and the impact on supplies and price of drugs will continue to be closely monitored.
- £7.920m (40%) of the expected savings will be delivered on a recurrent basis, contributing toward closing the recurrent economy wide gap.
- In the M10 position, a net risk of zero has again been reported. The chart on slide 4 shows the historically reported risk and a trajectory which demonstrates how the level of risk has been successfully addressed in year.
- Through our wider Integrated Commissioning Fund (ICF), the CCG has entered into a risk share agreement with TMBC for 18/19. While there is scope to use this to balance the CCG position on a non recurrent basis, any increase in council contribution in 18/19 would result in an increase in the CCG contribution in future years.

- The table below summarises expected achievement at M10, together with a comparison to the position reported last month:

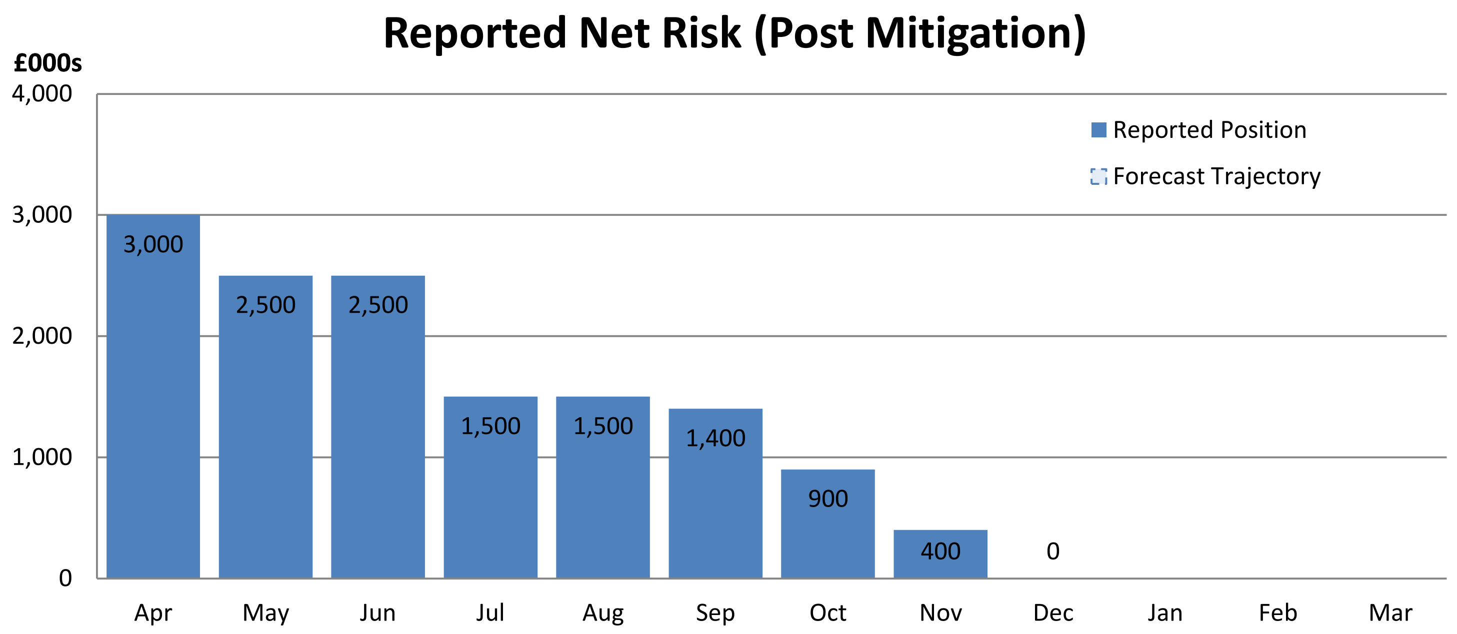
Planned Savings (before application of optimism bias)

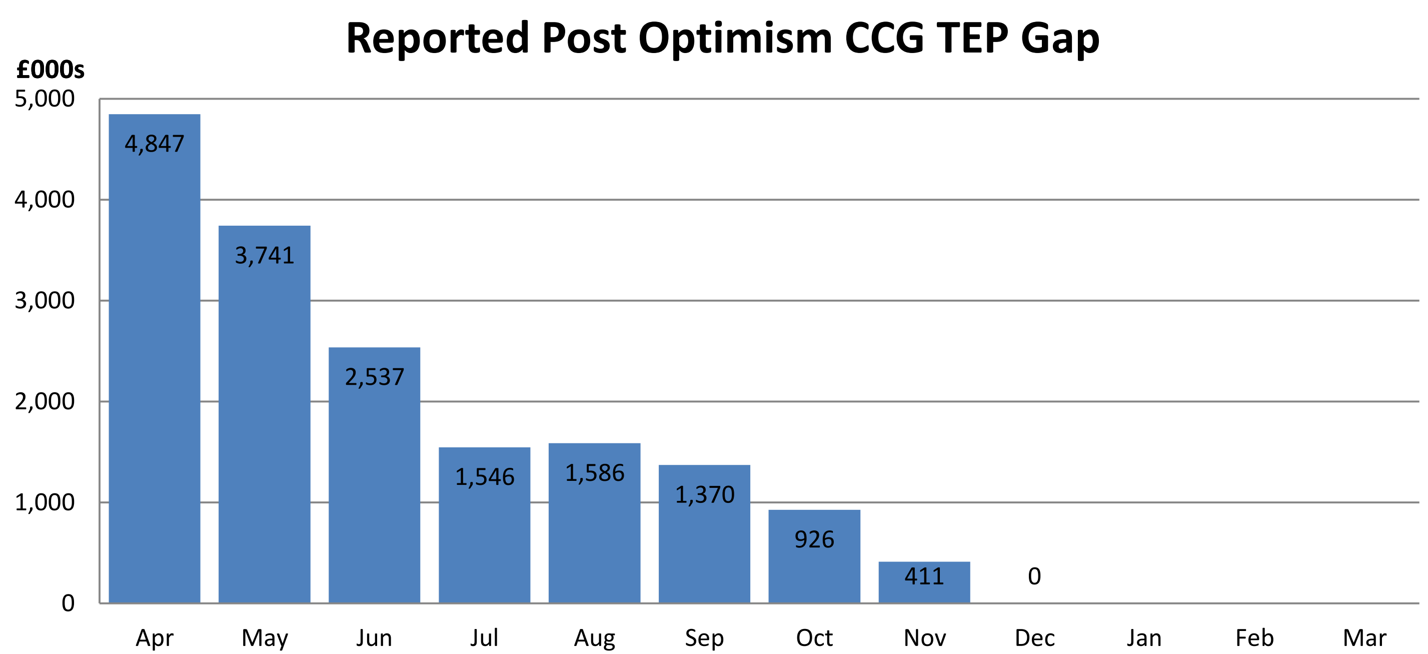
	Recurrent	Non Recurrent	Total	Prior Month	Movement
High Risk	0	0	**0**	0	0
Medium Risk	0	0	**0**	0	0
Low Risk	576,068	163,939	**740,007**	1,043,396	(303,389)
Saving Posted	7,344,014	11,715,979	**19,059,993**	18,756,604	(303,389)
Total	**7,920,082**	**11,879,918**	**19,800,000**	**19,800,000**	**0**

Expected Savings (after application of optimism bias)

	Recurrent	Non Recurrent	Total	Total	Movement
High Risk	0	0	**0**	0	0
Medium Risk	0	0	**0**	0	0
Low Risk	576,068	163,939	**740,007**	1,043,396	(303,389)
Saving Posted	7,344,014	11,715,979	**19,059,993**	18,756,604	(303,389)
Total	**7,920,082**	**11,879,918**	**19,800,000**	**19,800,000**	**0**
QIPP Target			**19,800,000**	**19,800,000**	**0**
Savings Still to Find			**0**	**0**	**0**

Value of savings about which we are certain (i.e. blue & green schemes) 19,800,000


Reported Net Risk (Post Mitigation)
£000s
4,000
3,000
2,000
1,000
0
Reported Position
Forecast Trajectory
3,000
2,500
2,500
1,500
1,500
1,400
900
400
0
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Jan
Feb
Mar


Reported Post Optimism CCG TEP Gap
£000s
5,000
4,000
3,000
2,000
1,000
0
4,847
3,741
2,537
1,546
1,586
1,370
926
411
0
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Jan
Feb
Mar

Adults Services A

Adults	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Adults Senior Management	544	0	544	462	601	(57)
Joint Commissioning & Performance Management	939	(132)	807	662	771	36
Improved Better Care Fund	3,299	(3,299)	0	3,635	0	0
Long Term Support	70,599	(37,585)	33,014	32,378	32,617	397
Mental Health	3,259	(288)	2,971	2,729	3,415	(444)
Urgent Integrated Care	4,013	(869)	3,144	2,864	2,848	296
TOTAL	**82,653**	**(42,172)**	**40,480**	**42,730**	**40,252**	**228**

BUDGET VARIATIONS

Page 53

The net variance reflects a number of underspends and pressures including:

Underspends - £2.922m

£0.559m - Net impact of vacant posts, some of which have been covered via agency employees within Occupational Therapy and across Long Term support teams.

£1.134m - Residential and Nursing care home placements - Income in excess of budget allocation - partly offset by related additional expenditure

£0.149m - Additional deferred income projection due to revised assessments of service user capital assets

£0.796m - Income in excess of budget allocation for : Housing Benefit and Non residential / nursing care placements

£0.169m - Net impact of vacant posts, some of which have been covered via agency employees within Integrated Urgent Care Teams

£0.115m - Reduced commitments on community equipment

Adults Services A

BUDGET VARIATIONS

The net variance reflects a number of underspends and pressures including:

Pressures - £2.694m

£0.738m - Residential and Nursing care home placements - expenditure in excess of budget allocation - offset by related additional income

£0.736m - Reduction to budgeted levels of income for Continuing Healthcare in Residential and Nursing care placements, Homecare, Homemaker service and Supported Accommodation placements

£0.204m - Additional out of borough day service placements

£0.400m - Additional direct payments and Shared Lives placements

£0.220m - Specialised homecare - off framework contract

£0.326m - Increased mental health alternative accommodation placements

£0.070m - DOLS Mental health medical assessments

SAVINGS

The 2018/19 budget included £0.697m of savings to be delivered by management during the financial year.

- **£0.379m** is rated **'green'** and has been delivered
- The remaining £0.318m of the savings target is rated 'red' as these initiatives will not be delivered in this financial year
- The directorate has managed the non delivery of these savings via additional levels of income compared to the budget allocation together with reduced levels of budgeted expenditure - supporting details are provided in the month 10 narrative

	RED	AMBER	GREEN	TOTAL
Savings	318	0	379	**697**

Children’s Services – Children’s Social Care

R

Children's Services	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Assistant Executive Director - Children's	1,106	(41)	1,066	1,216	1,334	(269)
Specialist Services	27,647	(755)	26,892	26,405	33,869	(6,977)
Childrens Safeguarding	1,724	0	1,724	1,406	1,873	(149)
Early Intervention & Youth Justice	4,343	(2,017)	2,326	2,733	2,176	150
Looked After Children	4,344	(238)	4,106	3,985	4,716	(610)
Child Protection & Children In Need	7,649	0	7,649	6,537	7,792	(143)
TOTAL	**46,814**	**(3,051)**	**43,763**	**42,282**	**51,761**	**(7,998)**

BUDGET VARIATIONS

The net variance reflects a number of underspends and pressures including:

Pressures:

Placement Costs – Increase of £ 0.400 million
Primarily due to the following :
- Volume of new placements which are exceeding placements that are ending.
- Placements expected to end within previous monitoring reports that have continued.
- Changes in existing placements - there are a few placements that have moved providers which has resulted in an increased cost.

External Legal Fees and related expenditure – Increase of £ 0.200 million
- Currently projected total expenditure of £ 0.758 million in 2018/19 compared to £ 0.552 million in 2017/18

Skylakes Key Decision - £ 0.100 million
- Proportion of contract value related to current financial year

Adoption - £ 0.100 million
- Inter agency fees projection increase

Children's Services – Children's Social Care

BUDGET VARIATIONS

- The Council continues to experience extraordinary increases in demand for Children's Social Care Services, placing significant pressures on staff and resources. The number of Looked after Children has gradually increased from 612 at 31 March 2018 to 659 at 15 February 2019. Despite the additional financial investment in the service in 2017/18 and 2018/19, the service is projecting to exceed the approved budget for Third Party Payments by £7.051m; due to the additional placement costs. It should be noted that the 2018/19 placements budget was based on the level of Looked After Children at December 2017 (585); the current level at 15 February 2019 is 659; a resulting increase of 74 (12.6%). This should also be considered alongside the current average weekly cost of placements in the independent sector with residential at £3,981 and foster care £778.

Children's Services – Education A

Education	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Access & Inclusion	11,562	(9,490)	2,072	11,383	2,492	(419)
Assistant Executive Director - Education	239	(66)	173	131	75	98
Schools Centrally Managed	2,177	(217)	1,960	1,156	1,741	219
Schools Centrally Managed - DSG	9,237	(9,020)	217	(36)	5	212
School Performance and Standards	417	(181)	237	22	237	0
Pupil Support Services	7,578	(6,671)	908	4,908	1,073	(165)
TOTAL	**31,212**	**(25,644)**	**5,567**	**17,563**	**5,623**	**(56)**

BUDGET VARIATIONS

The variance is a net position and reflects a number of underspends and pressures including:

Underspends:

- £0.572m - Vacant posts across the whole service.
- £0.287m - Budgetary saving to be utilised to offset overspending in other areas of Education

Pressures:

- (£0.646m) - Special Educational Needs Transport due to increase in children eligible for statutory support.
- (0.225m) - Increase in statutory work regarding Education Healthcare Plans (EHCP) Assessments

SAVINGS

The 2018/19 budget included **£0.090m** of savings to be delivered by management during the financial year.

SAVINGS	RED	AMBER	GREEN	TOTAL
Savings	0	0	90	**90**

- **£0.090m** is rated **'green'** and has been delivered or is on track for delivery in the year.

Population Health

G

Population Health	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Public Health	16,912	(680)	16,232	14,042	15,853	379
TOTAL	**16,912**	**(680)**	**16,232**	**14,042**	**15,853**	**379**

BUDGET VARIATIONS

The net variation reflects a number of underspends and pressures across the service, including:
Underspends:

- £ 0.266m due to vacant posts across the directorate during the year together with a £ 0.034m saving in quarter four relating to the vacant consultant of Population Health post

- In addition there has been a £ 0.100m contract saving due to the renegotiation of rent at Cavedish Mill, together with reduced projected prescribing expenditure of £ 0.021m

SAVINGS

The 2018/19 budget included £0.528m of savings to be delivered by management during the financial year.

- **£0.528m** is rated **'green'** and has been delivered or is on track for delivery in the year.

SAVINGS	RED	AMBER	GREEN	TOTAL
Savings	0	0	528	**528**

Quality and Safeguarding

G

Quality and Safeguarding	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Quality & Safeguarding	367	(288)	79	(49)	71	8
TOTAL	**367**	**(288)**	**79**	**(49)**	**71**	**8**

Operations and Neighbourhoods

R

Operations & Neighbourhoods	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Operations and Emergency Planning	1,269	(2,461)	(1,192)	(960)	(1,189)	(3)
Community Safety & Homelessness	4,979	(1,405)	3,574	2,059	3,114	460
Cultural and Customer Services	3,471	(287)	3,184	2,103	2,741	442
Design and Delivery	11,364	(9,376)	1,988	4,665	2,042	(54)
Environmental Services Management	30,332	(55)	30,277	29,625	30,705	(428)
Highways & Transport	8,517	(8,746)	(229)	(1,735)	551	(780)
Markets	1,110	(1,533)	(423)	(581)	(198)	(225)
Operations and Greenspace	5,935	(473)	5,462	4,528	5,473	(11)
Public Protection	3,641	(914)	2,728	2,170	2,544	183
Waste Management	5,712	(1,156)	4,556	3,698	4,595	(39)
Youth	451	(43)	408	226	367	41
TOTAL	**76,782**	**(26,448)**	**50,333**	**45,799**	**50,746**	**(412)**

BUDGET VARIATIONS

The net variation reflects a number of underspends and pressures across the service, including:

Underspends:

- Part year vacancies due in part to retirements and difficulties in recruitment in Cultural and Customer Services, Design and Delivery, Environmental Services (Public Protection) are resulting in the forecast underspends in these areas.
- Vacancies in Operations & Greenspace, and in Highways & Transport are reducing the net pressures being reported in these areas.
- Reduction in the number of new bins needed has resulted in an expected underspend of £101k.

Pressures:

- Pressures in Environmental Services Management relate to the Waste Levy and Passenger Transport Levy due in part to a late notification of a final adjustment relating to 2017/18.

BUDGET VARIATIONS

Pressures (continued):

- Highways & Transport - Pressure of £0.495m relates to the Darnton Road Car park income, as it is unlikely the Council will be able to fully achieve the additional income forecast as a saving. Additional construction costs of £122k were previously reported, however these are now due to increase to £195k and occur in 19/20. The car parking service is currently projecting a shortfall in income from car parks income of £0.116m.There is also an expected overspend of £136k on highways repairs and maintenance as a result of increased activity."
- Operations & Greenspace are forecasting a continued shortfall in income from Ashton Market due to the ongoing development works in Ashton Town Centre. There continues to be additional waste disposal costs within the street cleansing service, however this method of disposal is better value for the Council.
- Waste Management have incurred expenditure on caddy liners to encourage recycling of food waste, however there is no budget provision for this until 19/20.
- Winter maintenance (gritting) is expected to overspend by £193k as a result of the weather conditions experienced. Additional budget provision will be allocated in 19/20.

SAVINGS

The 2018/19 budget included £1.233m of savings to be delivered by management during the financial year.

- The £0.580m savings target is rated 'red' or 'amber' with some risks or delays to delivery identified.
- Most of this savings target relates to the new Car parking provision at Darnton Road which was expected to generate additional income of £0.500m per annum. Delays in the construction of the spaces has resulted in the forecast additional income for this financial year being reduced to £0.005m.

	RED	AMBER	GREEN	TOTAL
Savings	275	305	0	**580**

Growth

R

Growth	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Development Growth & Investment Management	318	(122)	195	150	231	(36)
Employment & Skills	1,779	(861)	918	452	782	136
Estates	1,511	(2,673)	(1,163)	(256)	(398)	(764)
Investment & Development	1,944	(1,259)	685	538	687	(2)
Planning	1,427	(1,084)	343	242	487	(144)
Strategic Infrastructure	608	(160)	448	163	351	96
School Catering	3,974	(3,970)	4	3,009	(35)	39
Corporate Landlord	8,007	(1,960)	6,047	5,792	7,363	(1,316)
Environmental Development	459	(90)	369	300	336	32
BSF, PFI & Programme Delivery	22,680	(22,680)	0	672	0	(0)
TOTAL	**42,705**	**(34,860)**	**7,846**	**11,062**	**9,804**	**(1,958)**

BUDGET VARIATIONS

The net variation reflects a number of underspends and pressures across the service, including:

Underspends:

- Vacancies and delays in recruitment of staff has resulted in underspends in several areas across the directorate
- Expenditure on Local Plan work has been delayed and is committed to be spent next year

Pressures:

- Corporate Landlord pressures relate mainly to additional fees being charged by PwC and non delivery of savings. Following the liquidation of Carillion the appointed liquidator PwC has been managing the contracts to enable the smooth transfer to other providers. The costs of this service were not budgeted for, and continued to be incurred until the end of July 2018. Forecast savings from the re-provision of the Additional Services contract with the Local Education Partnership (LEP) will not be realised in 2018/19.

Growth

BUDGET VARIATIONS

Pressures (continued):

- Expenditure has been incurred in respect of Ashton Moss investigation work, there is currently no budget provision for this work.
- Estates budget pressures relate to a shortfall in income due to a number of factors.
- Income is no longer being received on properties that have been sold and other income is not being realised because facilities are being used for Council purposes. Forecast savings following the purchase of the Plantation Industrial Estate will not be realised until the purchase is complete. The purchase is complex and is not currently being progressed. Additional security costs are also being incurred following a fire. As a result of delays recruiting surveyors there are fewer chargeable hours and forecast income has reduced.

SAVINGS

The 2018/19 budget included £0.898m of savings to be delivered by management during the financial year.

- The £0.558m of the savings target is rated 'red' with some risks or delays to delivery identified.
- Growth savings of £0.220m will not be delivered in 2018/19 due to the purchase of the Plantation Industrial Estate which is currently not proceeding.
- This also included £0.313m forecast savings from the re-provision of the Additional Services contract with the Local Education Partnership (LEP) which has been extended as a result of the collapse of Carillion. This will be reviewed in 2019/20
- £0.340m is rated 'green' and has been delivered or is on track for delivery in the year.

	RED	AMBER	GREEN	TOTAL
Savings	558	0	340	**898**

Governance

G

Governance	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Governance						
Executive and Business Support	1,118	(7)	1,111	910	1,104	6
Democratic Services	750	(24)	726	887	758	(32)
Governance Management	909	(88)	822	149	334	487
Legal	1,086	(113)	972	767	992	(19)
	3,863	**(232)**	**3,631**	**2,713**	**3,188**	**442**
Exchequer						
Exchequer Services	79,760	(78,392)	1,369	2,509	506	862
	79,760	**(78,392)**	**1,369**	**2,509**	**506**	**862**
People & Workforce Development						
People and Organisational Development	3,503	(1,123)	2,380	1,664	2,198	183
	3,503	**(1,123)**	**2,380**	**1,664**	**2,198**	**183**
Marketing & Communications						
Policy, Performance and Communications	1,578	(140)	1,438	938	1,236	202
	1,578	**(140)**	**1,438**	**938**	**1,236**	**202**
TOTAL	**88,704**	**(79,887)**	**8,818**	**7,823**	**7,128**	**1,690**

SAVINGS

The 2018/19 budget included £0.154m of savings to be delivered by management during the financial year, £0.129m is rated 'red' with some risks or delays to delivery identified.

	RED	AMBER	GREEN	TOTAL
Savings	129	0	25	**154**

Governance

The net variation reflects a number of underspends and pressures across the service, including:

Underspends:

- £0.539m Staffing projections are under budget due to vacant posts not being recruited to throughout the year, the service is currently in the process of a review/redesign across a number of areas and this will result in an additional cost pressures in the future.
- £0.550m Budget identified for savings in 19/20
- £0.379m Reduction in the contribution to the Housing Benefit Bad Debt Reserve
- £0.190m Additional Income across all services areas from Clinical Commissioning Group, Trade Union and Secondments within HR Service, offset with loss of schools income
- £0.100m Additional Grant Income
- £0.262m Other Minor Variations throughout the individual areas less than £50k

Pressures:

- (£0.246m) Transfer to Reserves to Fund ECG redesign for People and Workforce Development
- (£0.084m) Summons fee increase not achievable further pressure as as result of the reduction of the court fee in year

Finance and IT

G

Finance and IT	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
FINANCE						
Financial Management	2,747	(570)	2,176	1,217	1,772	405
Risk Management & Audit Services	614	(248)	366	389	272	94
	3,361	**(819)**	**2,542**	**1,606**	**2,044**	**498**
IT						
Digital Tameside	2,742	(731)	2,011	2,207	2,103	(92)
	2,742	**(731)**	**2,011**	**2,207**	**2,103**	**(92)**
TOTAL	**6,103**	**(1,550)**	**4,553**	**3,813**	**4,147**	**406**

BUDGET VARIATIONS

The net variance reflects a number of underspends and pressures including:

Underspends:

- £0.434m - Staffing underspends due to vacancies and timing of recruitment also staff having not taken up the pension option.
- £0.180m – Additional MFD Income to the service. This is subject to a review that will be carried out.
- £0.112m – Allocation of DSG Central Services Grant not previously budgeted for

Pressures:

- (£0.029m) - School Income target - underachieved due to academy conversions.
- (£0.257m) - Additional year on year Corporate Costs increasing including additional Microsoft Licenses, Increase of back up costs, Wireless access point maintenance and increased security products.
- (£0.034m) - Other Minor Variations

SAVINGS

Savings

The 2018/19 budget included £0.050m of savings to be delivered by management during the financial year.

- **£0.050m** is rated **'red'** with some risks or delays to delivery identified. The saving relates to forecast procurement savings which are not expected to be delivered until future years.

	RED	AMBER	GREEN	TOTAL
Savings	50	0	0	**50**

Capital Financing, Contingency and Corporate Costs

G

Capital Financing, Contingency and Corporate Costs	Gross Expenditure Budget £000's	Gross Income Budget £000's	Net Budget £000's	Actual to date £000's	Forecast Outturn £000's	Variance £000's
Capital and Financing	10,998	(1,360)	9,638	1	7,852	1,786
Contingency	4,163	(6,823)	(2,660)	(871)	(6,246)	3,586
Corporate Costs	8,721	(6,857)	1,865	(2,029)	(464)	2,328
TOTAL	**23,882**	**(15,040)**	**8,843**	**(2,900)**	**1,142**	**7,701**

BUDGET VARIATIONS

Underspends:

- The 2018/19 budget for capital and financing costs did not include any amounts for investment income on the Manchester Airport Shareholder Loan. The first instalment of the Manchester Airport Investment took place in July 2018 with a second instalment due in December. Net additional investment income of £0.413m is now expected in 2018/19 in respect of this investment. The forecast position has been revised to reflect borrowing not taken up in year.
- Additional Adult Social Care grant of £0.728m was notified after the 2018/19 budget was set. The grant has been allocated to contingency pending decisions regarding utilisation.
- Corporate Costs budgets include dividend income from the Council's shareholding in Manchester Airport Group. Total dividend in 2018/19 is £1.635m in excess of the budget. This additional income will be used to offset overspends in other service areas but is one-off in nature and cannot be guaranteed in future years.
- Also included within corporate costs are forecast savings of £0.366m in respect of contributions to AGMA, £0.094m of savings relating to Pension Increase Act Contributions and £0.070m saving on the audit contract.

BUDGET VARIATIONS

- The forecast outturn on Contingency includes additional section 31 due in year relating to business rates reliefs, and the release of contingency provisions to support service pressures across the council.
- The adverse movement in the contingency forecast outturn since period 9 relates to an expected increase in the provision for non-recovery of sundry debtors. A review of debtor balances is in progress and the level of provision required will be reviewed again before year end once this review has been concluded.

SAVINGS

The 2018/19 budget included £0.122m of savings to be delivered by management during the financial year.

- The **£0.122m** is rated **'green'** and has been delivered or is on track for delivery in the year.

	RED	AMBER	GREEN	TOTAL
Savings	0	0	122	**122**

Capital Expenditure

	2018/19 Budget £000s	Actual to Date £000s	Forecast Outturn £000s	Variance £000s
Growth				
Vision Tameside	18,836	12,066	17,473	1,363
Investment & Development	4,253	1,366	2,371	1,882
Estates	716	0	624	92
Operations and Neighbourhoods				
Engineers	13,442	5,419	11,233	2,209
Environmental Services	400	137	379	21
Transport (Fleet)	362	0	250	112
Corporate Landlord	245	67	159	86
Stronger Communities	35	1	31	4
Children's				
Education	8,126	1,427	4,688	3,438
Finance & IT				
Finance	11,300	11,278	11,278	22
Digital Tameside	3,855	1,916	3,345	510
Population Health				
Active Tameside	4,410	2,530	4,350	60
Adults				
Adults	250	0	200	50
Governance				
Exchequer	10	0	10	0
Total	**66,240**	**36,207**	**56,391**	**9,849**

Capital Expenditure

	2018/19 Budget £000	Actual to Date £000	Forecast Outturn £000	Variance £000
Education	8,126	1,427	4,688	3,438
Vision Tameside	18,836	12,066	17,473	1,363
Digital Tameside	3,855	1,916	3,345	510
Investment & Development	4,253	1,366	2,371	1,882
Engineers	13,442	5,419	11,233	2,209
Transport (Fleet)	362	0	250	112

SIGNIFICANT SCHEMES AND BUDGET VARIATIONS

- **EDUCATION-** A number of variations have arisen where projected outturn is less than budget due to a number of requests for re-profiling into the 2019/20 financial year.

  Aldwyn Primary (£1.000m) and Alder High School (£0.718m) - The build is due to commence shortly, but the completion will not be scheduled until August 2019 ready for the September school intake.

  Hyde Community College (£0.525m) - It is anticipated that while some work may start in the current financial year and the majority of the works will now occur in 2019/20 continuing into the summer 2019 holidays.

  There are a number of schemes (£1.198m) scheduled for Easter/Summer 2019 but because of the delay in Robertson's, appointment schemes were unable to be carried out over the summer of 2018.

- **VISION TAMESIDE -** The streetscape works for this scheme will be largely undertaken in the 2019/20 financial year. It is not possible to undertake the streetscape works at this junction until the new shared services centre has been completed.

- **DIGITAL TAMESIDE -** Due to delays in the building programme and bedding in period which will now result in some spend occurring after April 2019. This includes recharges for change orders which will come through in the beginning of next financial year.

- **INVESTMENT & DEVELOPMENT -** Referrals for assistance for mandatory Disabled Facilities Grant continue to be received, however there are still people who are unable to meet the criteria but will continue to deteriorate if their need is not addressed. Given this issue there will be a need for £0.700m slippage into the next financial year.

  Hattersley Passenger Facilities £0.678m - Northern Rail have nearly completed the option selection for the scheme. From the beginning of February 2019 through to mid-November 2019, single option design and detailed design will be undertaken.

- **ENGINEERS-** Roads borough wide - Road work has been impacted by restricted contractor numbers and road space availability. A number of major schemes have been rescheduled for March 2019 (subject to weather conditions). Given this issue there will be a need for £1.666m slippage into the next financial year.

- **PROCUREMENT OF 58 FLEET VEHICLES-** The vehicles now being procured have had a change to the original specification as no one could supply what was requested. Due to the change in specification, costs are less than expected although as the tender is still out the exact cost cannot be confirmed. We are expecting delivery March 2019.

Acute

A

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
Acute Commissioning	**156,972**	**158,309**	**(1,337)**	**189,284**	**190,110**	**(826)**
Tameside & Glossop ICFT	106,312	106,308	4	127,605	127,620	(16)
Manchester FT	25,927	27,150	(1,223)	31,152	32,578	(1,425)
Stockport FT	8,654	7,997	657	10,385	9,610	775
Salford Royal FT	4,448	4,517	(69)	5,340	5,366	(26)
Pennine Acute	2,962	2,816	146	3,539	3,366	172
The Christie	1,551	1,697	(146)	1,862	2,031	(170)
BMI Healthcare	1,408	1,842	(434)	1,703	2,291	(587)
Wrightington, Wigan & Leigh	966	853	113	1,154	1,012	142
Spamedica	949	864	85	1,138	1,106	32
Other Providers	3,796	4,234	(438)	5,406	5,130	277
Ambulance Services	**6,854**	**6,910**	**(55)**	**8,243**	**8,355**	**(112)**
Clinical Assessment & Treatment Centres	**1,221**	**1,144**	**76**	**1,481**	**1,391**	**91**
Collaborative Commissioning	**12**	**16**	**(4)**	**15**	**20**	**(5)**
High Cost Drugs	**172**	**167**	**5**	**206**	**219**	**(13)**
NCAS/OATS	**1,694**	**1,482**	**212**	**2,060**	**1,935**	**125**
Winter Resilience	**1,273**	**1,280**	**(7)**	**1,529**	**1,529**	**0**
Total - Acute	**168,198**	**169,308**	**(1,109)**	**202,819**	**203,559**	**(740)**

- Activity levels at Manchester FT remain stable and in line with previously reported forecasts. The position does include two significantly high cost critical care patients of circa £0.3m combined whereby they have had 4 or more organs supported. The CCG is challenging the trust to determine if this should be chargeable to NHSE, the outcome of the TARN scoring will be known in March. RTT target remains a significant concern as they are 16.5% above the Mar 18 baseline at the end of Dec 18. The main areas are within Ophthalmology and Cardiology.
- Stockport FT is forecast to underspend by £0.8m. The key reason for this is the transfer of cardiology services to MFT £0.3m, Reduction in Maternity £0.3m and £0.2m related to strokes.
- BMI is significantly overspending by £0.6m. The key driver is within Trauma & Orthopaedic, as the independent sector provides capacity for NHS trusts struggling with RTT demands. This is a similar scenario with Spire Healthcare and is mainly within General Surgery & Trauma and Orthopaedics for hip and knee replacements.
- The underspend against other providers includes a benefit of £0.4m relating to neuro rehab placement costs, which offsets pressures in CHC.

Mental Health

A

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
Child & Adolescent Mental Health	(243)	(246)	2	(216)	(219)	3
Improving Access To Psychological Therapies	153	128	25	183	182	2
Learning Disabilities	517	522	(6)	623	629	(6)
Mental Capacity Act	100	64	35	120	83	36
Mental Health Contracts	20,156	20,156	0	24,194	24,194	0
Mental Health Services - Adults	4,194	4,585	(390)	5,009	5,530	(521)
MH - Collaborative Commissioning	403	402	1	406	407	(1)
MH - Non Contracted Activity	59	59	(0)	71	71	0
Mental Health Services - Other	1,490	1,586	(96)	1,641	1,576	65
MH - Specialist Services	489	642	(153)	587	784	(196)
Total - Mental Health	**27,318**	**27,899**	**(581)**	**32,618**	**33,236**	**(618)**

- In January 2018, SCB approved a Mental Health investment plan that was compliant with the Mental Health Investment Standard and which would deliver the ambition of the Five Year Forward View . In order to meet the requirements of FYFV an additional recurrent investment of £2.5m was made in Mental Health for 2018/19.
- Work is underway to implement this strategy, however there has been some delays against delivery of service plans. As a result, the YTD financial position at M10 includes non-recurrent slippage of £1.125m. This slippage relates primarily to delays in commencement dates for new and enhanced services, which are in turn driven by recruitment difficulties.
- A risk share arrangement for an additional 11 MH beds at Pennine Care has been agreed in principle across the five footprint commissioners and agreement has been reached for the provision of a GM Female Psychiatric Intensive Care Unit (PICU) service. The latter is being provided by Cheadle Royal with the Pennine Care footprint commissioners block booking 4 beds at 100% occupancy. Both arrangements are factored into the forecast above and a quarterly reconciliation will be undertaken based on commissioner utilisation.
- The £196k forecast overspend in Specialist Services relates to the Hurst and Beckett units (secure wards at Pennine Care, but outside the core contract). There are currently 7 placements within the Hurst (5 male patients) & Beckett (2 female patients) units, against an established budget of 5 placements in total. The forecast overspend now assumes all patients will continue to remain in the service throughout 18/19.
- The £0.526m pressure forecast for Adults MH services relates to Individualised Commissioning packages of care. Although there is an increase in the MH directorate, this is offset by a decrease on the CHC Directorate for LD and MH packages.

Primary Care

G

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
Prescribing	33,554	33,554	0	40,369	40,369	(0)
Delegated Co-commissioning	27,047	27,054	(7)	33,074	32,821	253
Out of Hours	2,085	2,081	4	2,467	2,463	4
Local Enhanced Services	1,259	1,206	53	1,510	1,445	65
Primary Care IT	1,080	805	275	1,318	1,199	119
Central Drugs	998	1,031	(32)	1,201	1,223	(23)
Primary Care Investments	877	770	107	877	765	112
GP Forward View	790	790	(0)	790	790	(0)
Oxygen	421	347	75	515	454	61
Medicines Management - Clinical	324	320	3	400	395	5
Commissioning Schemes	266	278	(12)	319	327	(8)
Total - Primary Care	**68,700**	**68,235**	**465**	**82,840**	**82,252**	**588**

- Continued efficiencies in Prescribing spend have contributed year to date TEP savings of £2.518m, it is anticipated that total TEP savings of £3.0m will be achieved by year end.
- Significant savings have been achieved to date through reduced spend on drugs such as Tadalafil (£82k) and Rosuvastatin (£135k) . Savings have also been achieved by the reduction in the amount of drugs prescribed which are readily available to purchase, eg paracetamol.
- The impacts of Brexit on availability of medications continues to be closely monitored. There has already been an increase in reimbursement prices paid for certain medications due to cheaper stock no longer being available, contingency is built into the current forecast to mitigate any potential risks.
- The underspend on Delegated Co- Commissioning further increased from month 9, this is in part due to the recalculation of PMS/GMS/APMS contract payments reflecting updated list sizes as at 1st Jan 2019. Quality & Outcome Framework (QOF) payments have also been revised as these incorporate the list size factor as at Jan 19 into the final payment, this has increased the underspend by 15k
- A review of Enhanced Services sign up has identified 5 practices that have not signed up to provide DES Extended Hours, however a forecast had been included by NHSE for these - this has been corrected and has resulted in underspend of 52k
- There has been a non-recurrent reduction in costs on Primary Care IT from the GMSS service provided to GP Practices

Continuing Care

R

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
CHC Adult Fully Funded	8,349	8,712	(363)	10,096	10,903	(808)
CHC Adult Joint Funded	323	393	(71)	387	516	(129)
CHC Adult Personal Health Budgets	700	1,637	(936)	841	1,964	(1,124)
CHC Assessment & Support	785	753	32	950	919	31
Children's CHC Personal Health Budgets	24	17	7	29	20	8
Children's Continuing Care	97	81	17	117	97	20
Funded Nursing Care	1,415	1,563	(148)	1,699	1,865	(167)
Total - Continuing Care	**11,694**	**13,157**	**(1,463)**	**14,118**	**16,285**	**(2,167)**

- Growth in the cost and volume of individualised packages of care has been amongst the biggest financial risks facing the Strategic Commissioner over the last couple of years. Expenditure growth in this area was 14% in 2017/18, with similar double digit growth rates seen over the previous two years.

- A financial recovery plan has been in place all year, with detailed updates presented at Finance & QIPP Assurance Group on a quarterly basis. While we are still forecasting an overspend of £2.167m, the historic growth rates have slowed and we are starting to make inroads into the pressures.

- Robust processes are now in place for 4 week Fast Track package reviews which has led to a marked reduction in Fast Track package numbers over the last 12 months. MDT meetings with the hospital discharge team are ensuring that assessment criteria is applied appropriately using the Decision Support Tool. As a result of this work, TEP targets for 2018/19 have been achieved

- This quarter has seen a further reduction in the anticipated number of Fully Funded CHC packages placements. At Q2, the forecast had anticipated a seasonal variation which has been seen in previous years. However winter pressures are yet to fully materialise. Current indications suggest an increase in placement numbers is likely throughout February and March due to an increase in referrals into the service.

- Whilst there has been a slight decrease in the number Funded Nursing Care patients over recent months, the number of packages is high than in previous years.

Community

G

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
Community Services	23,951	24,088	(137)	28,742	28,967	(224)
Hospices	494	494	0	592	592	0
Wheelchair Service	430	430	0	516	516	0
Palliative Care	105	93	12	126	115	11
Total - Community	**24,979**	**25,104**	**(125)**	**29,976**	**30,189**	**(213)**

- The majority of the community services budget relates to services provided by the ICFT within the scope of the block contract. Payments are fixed and will not change throughout the year.
- A Non-recurrent estates pressure of £331k following the closure of Shire Hill is included in the position. The historic budget for Shire Hill was transferred to the ICFT as a contribution towards estates costs for the Stamford Unit. However, delays in serving meant that the CCG was liable to continue paying rent on the empty building. Notice was subsequently served and the CCGs liability for void costs ended on 31 December 2018.
- This is partially offset by a forecast underspend of £107k on Community Prescribing and a small underspend on Palliative Care as a result of continued contributions to the Macmillan EOL GP post
- Other services within the community directorate are on track to spend in accordance with budget.

Other

G

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
Better Care Fund	10,676	10,676	(0)	9,810	9,807	3
Property Services	3,305	3,892	(587)	3,833	4,781	(948)
Transformation Funding	5,393	4,774	619	4,675	4,675	0
Commissioning Reserve	2,615	0	2,615	6,199	2,216	3,983
Programme Projects	1,320	1,383	(63)	1,366	1,461	(95)
Patient Transport	1,093	984	109	1,312	1,200	112
NHS 111	543	531	12	652	640	12
Safeguarding	429	387	42	515	494	21
Clinical Leads	291	267	24	347	327	20
Nursing and Quality Programme	204	195	9	245	244	1
Commissioning - Non Acute	125	124	1	150	112	38
Interpreting Services	45	42	3	54	51	3
Total - Other	**26,040**	**23,255**	**2,785**	**29,159**	**26,007**	**3,151**

CCG TEP Shortfall (QIPP)					0	0

- Transformation Fund - the full allocation of is expected to be spent this financial year. Forecasts have reduced on ICFT schemes by £327k to £5.566m at month 10. There is an expectation that the reduction in forecasts will be needed in future years and these have been factored into 19/20's forecast
- The variance in Programme Projects relates to the £6m transitional fund. This fund is now fully spent, but PMO costs continue. PMO costs are forecast to continue until 31 March 2019, creating a £95k pressure.
- Significant work has been undertaken around estates including renegotiation of the 10% management fee and serving notice on a number of buildings. However, there remains a significant risk against this budget as we have still not been able to agree the costs of Facilities Management Services for properties for 2018/19 there remains a number of outstanding disputes relating to Facilities Management in 2017/18.
- Patient Transport Services (PTS) are forecasting an underspend position due to reduced activity levels.
- Services within this directorate such as BCF, safeguarding, patient transport and others are spending broadly in line with budget and do not present a risk to the CCG position.

CCG Running Costs

G

	YTD Budget £000's	YTD Actual £000's	YTD Variance £000's	Annual Budget £000's	Forecast Outturn £000's	Forecast Variance £000's
QIPP	0	0	0	1,268	1,268	0
Finance	717	716	1	872	877	(5)
Commissioning	665	660	5	813	796	17
CEO/Board Office	397	396	1	482	479	3
Corporate Costs & Services	239	220	20	290	291	(1)
IM&T	237	236	1	284	275	9
ADMINISTRATION & BUSINESS SUPPORT	165	149	15	225	221	4
Chair & Non Execs	134	130	4	161	156	5
Communications & HR	167	167	0	201	144	57
Nursing	112	112	0	134	134	0
Contract Management	114	130	(16)	129	132	(2)
Estates & Facilities	87	87	(0)	104	104	(0)
Corporate Governance	87	87	0	102	102	0
IM&T Projects	68	70	(2)	82	87	(5)
General Reserve - Admin	0	0	0	1	82	(81)
Human Resources	40	41	(0)	40	41	(0)
Equality & Diversity	21	21	(0)	26	26	0
Total - CCG Running Costs	**3,251**	**3,221**	**30**	**5,214**	**5,214**	**(0)**

- The CCG receives an earmarked allocation of £5.214m to fund running costs and continues to operate within this allocation. We are not allowed to exceed this limit, but any underspend on running costs will be used to offset pressures in our programme budgets.
- As at M10 TEP savings of £1.267m have been achieved. A summary is included for information purposes.

YTD TEP savings £000's	In Year	Recurrent
Integration Benefits: Services (e.g. Estates payroll etc)	387	387
Integration Benefits: Staffing (e.g. CEO, HR)	159	160
Corporate reorganisation (lay members, board)	189	147
Renegotiated SLA/contracts (e.g. GMSS, Audit, mobile phones)	295	165
Non Rec In year staffing savings (i.e.vacancy factor)	237	0
Grand Total	**1,267**	**859**

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APPENDIX 3: Collection Fund Monitoring

	Budget		Forecast Outturn		Forecast Variation	
	Council Tax £000	NDR £000	Council Tax £000	NDR £000	Council Tax £000	NDR £000
Income						
Income from Council Tax	(104,481)		(104,577)		96	
Income from NDR		(55,850)		(57,811)		1,961
Total Income	**(104,481)**	**(55,850)**	**(104,577)**	**(57,811)**	**96**	**1,961**
Expenditure						
Council Tax						
The Council	86,099		86,099		0	
Police and Crime Commissioner of	10,617		10,617		0	
GM Fire and Rescue Authority	4,139		4,139		0	
NDR						
The Council		49,851		49,851		0
GM Fire and Rescue Authority		526		525		1
Allowance for cost of collection		301		291		10
Transitional Protection Payments		2,836		1,738		1,098
Allowance for non-collection	3,657	1,375	2,612	1,007	1,045	368
Provision for appeals		3,580		3,060		520
Surplus/deficit allocated/paid out in						
The Council	1,500	2,368	1,500	2,368	0	0
Police and Crime Commissioner of	181	0	181		0	0
GM Fire and Rescue Authority	67	(10)	67	(10)	0	0
Total Expenditure	**106,260**	**60,827**	**105,215**	**58,830**	**1,045**	**1,997**
(Surplus)/deficit for the year	**1,779**	**4,977**	**638**	**1,019**	**1,141**	**3,958**
Balance brought forward	(15,050)	63	(15,050)	63	0	0
(Surplus)/deficit for the year	1,779	4,977	638	1,019	1,141	3,958
Balance carried forward	**(13,271)**	**5,040**	**(14,412)**	**1,082**	**1,141**	**3,958**

Share of (surplus)/deficit						
The Council	(11,330)	4,989	(12,303)	1,071	974	3,918
Central Government	0	0	0	0	0	0
Police and Crime Commissioner of	(1,397)	0	(1,517)	0	120	0
GM Fire and Rescue Authority	(545)	50	(591)	11	47	40
	(13,271)	**5,040**	**(14,412)**	**1,082**	**1,141**	**3,958**

APPENDIX 3: Collection Fund Monitoring

Collection Fund – Forecast Variations NDR

The 2018/19 budget was based on NDR income and transitional protection in 2017/18. The increase in NDR income and reduction in transitional protection reflects the actuals to date during 2018/19.

The allowances for non collection and appeals continue to be reviewed and will be updated again at year end to reflect the most up to date information.

Collection rates

Collection rates for both Council Tax and NDR are on track against the targets for 2018/19.

Council Tax

	April	May	June	July	Aug
Target % 2017/18	10.45	19.3	28.3	37	46
Target % 2018/19	10.41	19.41	28.3	37	45.8
Achieved % 2017/18	10.36	19.39	28.16	36.87	45.66
Achieved % 2018/19	10.39%	19.41%	28.09%	37.01%	45.81%

	Sept	Oct	Nov	Dec	Jan
Target % 2017/18	54.9	63.7	72.7	81	90
Target % 2018/19	54.45	63.4	72.2	80.6	89.5
Achieved % 2017/18	54.41	63.27	72.14	80.57	89.44
Achieved % 2018/19	54.46%	63.52%	72.27%	80.55%	89.43%

NNDR

	April	May	June	July	Aug
Target % 2017/18	11.00	20.00	30.00	38.00	47.00
Target % 2018/19	11.50	22.00	32.00	40.00	49.00
Achieved % 2017/18	16.95	26.29	35.71	44.31	51.76
Achieved % 2018/19	13.44%	21.84%	31.13%	39.55%	47.83%

	Sept	Oct	Nov	Dec	Jan
Target % 2017/18	55.50	64.00	72.90	80.00	88.50
Target % 2018/19	56.00	64.20	73.00	80.10	88.60
Achieved % 2017/18	56.10	64.48	73.28	80.01	88.55
Achieved % 2018/19	56.71%	65.58%	72.60%	80.51%	89.52%

APPENDIX 4

IRRECOVERABLE DEBTS OVER £3000

1 October 2018 to 31 December 2018
Note individuals are anonymised

REF:	DEBT:	FINANCIAL YEAR(S)	BALANCE	REASON
65561519	Business Rates	ILIR Hand Car Wash Ltd Asda Cavendish Street Ashton under Lyne OL6 7TZ Company Dissolved 04/09/2018	2015 – 2016 £13.44 2016 – 2017 £5084.50 2017 – 2018 £5298.67 2018 – 2019 £1093.75	£11490.36
65496516	Business Rates	City Aluminium Shopfronts Ltd 4B Arrow Trading Estate Corporation Road Audenshaw M34 5LR Company Dissolved 27/02/2018	2017 – 2018 £3514.96	£3514.96
65505694	Business Rates	G & G Inns Ltd The Warrington Arms 55 Stamford Square Ashton under Lyne OL6 6QR Company Dissolved 13/12/2016	2015- 2016 £3313.41	£3313.41
65532924	Business Rates	SMSD Leisure Ltd Gun Inn 2 Market Street Hollingworth Hyde SK14 8LN Company Dissolved 24/07/2018	2016 – 2017 £2247.58 2017 – 2018 £867.82	£3115.40
65540642	Business Rates	Seasons Household Goods Ltd Unit 5 Eagle Works Tame Street Stalybridge SK15 1ST Company Dissolved 03/07/2018	2017 – 2018 £6726.00 2018 – 2019 £2082.82	£8808.82
65539109	Business Rates	The Furniture People (Hyde) Ltd Unit 2 Warrington Street Ashton under Lyne OL6 6AA Company Dissolved 02/01/2018	2016 – 2017 £1973.75 2017 – 2018 £7047.45	£9021.20
65534555	Business Rates	Consumer Helper Ltd Midland Bank Market Place Hyde SK14 2QN Company Dissolved 20/03/2018	2016 – 2017 £4285.82 2017 – 2018 £6316.55	£10602.37
65490365	Business Rates	Merridale Ltd 1st Floor Portland Mill Portland Street South Ashton under Lyne OL6 7SX Company Dissolved 05/09/2017	2014 – 2015 £3854.92	£3854.92
65448470	Business Rates	MS Properties Manchester Ltd Advocates House	2012 – 2013 £3467.19	£9727.54

		Market Street Denton M34 2AW Company Dissolved 15/06/2018	2013 – 2014 £4756.90 2014 – 2015 £1503.45	
65546800	Business Rates	Warner Property Investments Ltd Chambers 40 Old Street Ashton under Lyne OL6 6LB Company Dissolved 14/11/2017	2016 – 2017 £3602.71	£3602.71
65490211	Business Rates	Northfield South Kirby Ltd The Bowling Green 91 Manchester Road Denton M34 2AF Company Dissolved 12/04/2016	2013 – 2014 £1216.66 2014 – 2015 £7249.81	£8466.47
65547100	Business Rates	Trade Deals Ltd 1 Stamford Road Audenshaw M34 5DY Company Dissolved 11/07/2018	2016 – 2017 £1914.47 2017 – 2018 £10870.43	£12784.90
65509153	Business Rates	Auto Care 24/7 Ltd Assist Care Repairs & Auto Parts 100 Wharf Street Dukinfield SK16 4PG Company Dissolved 28/06/2016	2014 – 2015 £1163.44 2015 – 2016 £1700.00 2016 – 2017 £413.28	£3276.72
65532498	Business Rates	Vanxtras Ltd 6B1 Riverside Dukinfield SK16 4HE Company Dissolved 30/05/2017	2016 – 2017 £3467.41	£3467.41
BUSINESS RATES		**SUB TOTAL – Company Dissolved**	**£95,047.19**	
65509320	Business Rates	PKR Tech Ltd Unit B3 Newton Business Park Talbot Road Hyde SK14 4UQ	2014 – 2015 £2610.08 2015 – 2016 £2064.77 2016 – 2017 £1079.02	£5753.87 Company in Liquidation 28/11/2016
BUSINESS RATES		**SUB TOTAL - Company in Liquidation**	**£5753.87**	
65437869	Business Rates Anonymised as an individual	2011 – 2012 £806.32 2012 – 2013 £2406.44	£3212.76	Charge Payer made Bankrupt 27/11/2012
BUSINESS RATES		**SUB TOTAL – Bankruptcy**	**£3212.76**	
BUSINESS RATES IRRECOVERABLE BY LAW			**£104,013.82**	

DISCRETION TO WRITE OFF OVER £3000

1 October 2018 to 31 December 2018

Note individuals are anonymised

16062619	Council Tax	2011 – 2012 £1105.23 2012 – 2013 £1137.25 2013 – 2014 £1101.83 2014 – 2015 £1104.14 2015 – 2016 £340.28	£4788.73	Absconded, no trace
10921956	Council Tax	2010 – 2011 £884.49 2011 – 2012 £982.49 2012 – 2013 £399.11 2013 – 2014 £783.31 2014 – 2015 £784.80 2015 – 2016 £111.72 2016 – 2017 £998.60	£4944.52	Absconded, no trace
14339387	Council Tax	2006 – 2007 £287.91 2008 – 2009 £463.43 2009 – 2010 £687.69 2010 – 2011 £151.90 2011 – 2012 £352.16 2012 – 2013 £487.07 2013 – 2014 £783.31 2014 – 2015 £784.80 2015 – 2016 £132.04	£4130.31	Absconded, no trace
11269919	Council Tax	2011 – 2012 £790.07 2012 – 2013 £985.49 2013 – 2014 £1019.42 2014 – 2015 £1021.40 2015 – 2016 £1036.72 2016 – 2017 £1073.60 2017 – 2018 £622.43	£6549.13	Absconded, no trace
COUNCIL TAX		**SUB TOTAL – Absconded, no trace**	**£20,412.69**	
13195805	Council Tax	2008 – 2009 £425.58 2009 – 2010 £537.58 2010 – 2011 £544.36 2011 – 2012 £581.56 2012 – 2013 £645.32 2013 – 2014 £680.26 2014 – 2015 £482.27	£3896.93	Deceased 15/12/2014, no estate
COUNCIL TAX		**Sub Total – Deceased, no estate**	**£3896.93**	
COUNCI L TAX DISCRETIONARY WRITE OFF TOTAL			**£24,309.62**	
4011674	Sundry Debts, Homecare charges	2015 – 2016 £626.63 2016 – 2017 £1268.72 2017 – 2018 £951.77 2018 – 2019 £242.72	£3089.84	Deceased 17/05/2018, no estate
326784	Sundry Debts, Homecare charges	2012 – 2013 £2184.49 2013 – 2014 £1932.90 2014 – 2015 £18.56	£4135.95	Deceased 16/08/2013, no estate
564685	Sundry Debts, Homecare charges	2012 – 2013 £4967.08	£4967.08	Deceased 17/09/2014, no estate

512763	Sundry Debts, Homecare charges	2011 – 2012 £4063.97 2012 – 2013 £284.96	£4348.93	Deceased 23/10/2012, no estate
88323	Sundry Debts, Homecare charges	2006 – 2007 £4399.36	£4399.36	Deceased 13/10/2007, no estate
693051	Sundry Debts, Residential Care charges	2012 – 2013 £767.88 2013 – 2014 £2888.51	£3656.39	Deceased 03/01/2014, no estate
334365	Sundry Debts, Residential Care charges	2010 – 2011 £1817.24 2011 – 2012 £526.03 2013 – 2014 £1574.56	£3917.83	Deceased 24/11/2013, no estate
4004646	Sundry Debts, Residential Care charges	2013 – 2014 £10222.45	£10222.45	Deceased 09/09/2017, no estate
592974	Sundry Debts, Residential Care charges	2011 – 2012 £7824.28	£7824.28	Deceased 12/01/2012, no estate
225623	Sundry Debts, Residential Care charges	2006 – 2007 £6420.00	£6420.00	Deceased 15/12/2006, no estate
640693	Sundry Debts, Residential Care charges	2011 – 2012 £5068.22 2012 – 2013 £6492.51 2013 – 2014 £4005.90	£15566.63	Deceased 27/10/2013, no estate
4005080	Sundry Debts, Direct Payment invoice	2015 – 2016 £3081.60	£3081.60	Deceased 10/02/2015, no estate
SUNDRY DEBTS		**SUB TOTAL – Deceased, no estate**	**£71,630.34**	
SUNDRY DEBTS DISCRETIONARY WRITE OFF TOTAL			**£71,630.34**	

SUMMARY OF UNRECOVERABLE DEBT OVER £3000		
IRRECOVERABLE by law	Council Tax	Nil
	Business Rates	£104,013.82
	Overpaid Housing Benefit	Nil
	Sundry	Nil
	TOTAL	**£104,013.82**

DISCRETIONARY write off – meaning no further resources will be used to actively pursue	Council Tax	£24,309.62
	Business Rates	Nil
	Overpaid Housing Benefit	Nil
	Sundry	£71,630.34
	TOTAL	**£95,939.96**

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Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/ Reporting Officer:	Cllr Bill Fairfoull – Deputy Executive Leader Kathy Roe – Director of Finance Tom Wilkinson – Assistant Director of Finance
Subject:	**CAPITAL PROGRAMME – METHODOLOGY FOR PRIORITISATION**

Report Summary:

In July 2018 Executive Cabinet received a report setting out the capital pressures that are facing the Council. The report recommended that the programme as approved in October 2017 would need to be reprioritised, and noted that the size of the capital programme would be dependent on the level of capital receipts realised.

This report provides members with an outline of the methodology proposed for prioritisation of earmarked schemes. A report was presented to Executive Cabinet in December 2018 to update members on the Asset Disposals. The report highlighted the earmarked capital schemes currently on hold have an indicative budgeted cost of £47m, which has now increased to £59m. The current level of expected capital receipts is £37m, of which £5.989m is needed to fund schemes in progress. This leaves a balance of £30m to fund the earmarked schemes, creating a shortfall of £29m.

It is proposed that this prioritisation methodology is used to prioritise the existing earmarked schemes and is then adopted in supporting future capital investment decisions and ensuring that scarce capital resources are allocated in the most efficient, effective and sustainable way and thus ensuing value for money.

The methodology will form part of an annual capital budget process that will be aligned with the revenue budget process, with the priorities reviewed and refreshed as part of this, and schemes will be subject to a business case process.

Recommendations:

That the Executive Cabinet be recommended to:

1) **approve** the methodology for prioritisation of schemes as set out in section 3;
2) **agree** to the principle that all cross organisational schemes are self-financing, as set out in Section 4;
3) **acknowledge** that the assets identified in Section 5 will become surplus to requirement and available for disposal;
4) **approve** the removal of earmarked schemes from the capital programme as set out in section 6;
5) **agree** that all schemes above the red cut off line in Appendix 4 progress to the business case stage;
6) **acknowledge** that capital receipts of £37m are required to be delivered to enable the delivery of schemes above the red cut off line.

Corporate Plan:

The Capital Programme ensures investment in the Council's infrastructure is in line with the Community Strategy.

Policy Implications:

Budget is allocated in accordance with Council Policy.

Financial Implications:

(Authorised by the statutory Section 151 Officer & Chief Finance Officer)

In July 2018, Executive Cabinet received a report setting out the capital pressures that are facing the Council. The report identifies critical capital schemes totalling £12m. The current expected level of capital receipts is £37m and £4m is currently available in capital reserves. The report highlighted the capital schemes with funding earmarked to them. These "earmarked" schemes are currently on hold and had an indicative budgeted cost of £47m, which has now increased to £59m, if aspirations were to be fully funded. An additional £1m in pressures has also emerged for current schemes. Overall, if all of these schemes were progressed there would be a funding shortfall of £29m. In order to aid the decision making process an initial prioritisation exercise has been completed for all of the schemes currently on hold.

The prioritisation exercise could include the option of borrowing for three schemes worth £15.4m and funding the replacement of the fleet from the fleet reserve of £2.4m which would result in the shortfall reducing to £11m as shown in Appendix 3. Any borrowing would still need to be repaid and the business case would have to identify how savings will be generated from the investment. Failure to deliver savings would place a pressure on the revenue budget.

There is an increasing demand on services and on the Council to deliver these capital schemes which have been delayed over the past 12 months whilst the prioritisation process has been developed. Some schemes are now urgent in nature and by agreeing the capital priorities these can be progressed.

Early planning work for the next phase of the capital programme, as part of the recent Budget Report to Full Council is a requirement of the CIPFA prudential code and points to additional capital investment aspiration of a further £116m on top of the existing approved capital programme, this is summarised in appendix 5, and will be considered in more detail as part of the 2020/21 to 2024/15 budget setting process.

Legal Implications:

(Authorised by the Borough Solicitor)

It is a statutory requirement for the Council to set a balanced budget. It is important that the capital expenditure position is regularly monitored to ensure we are maintaining a balanced budget and to ensure that the priorities of the Council are being delivered. It is important in setting any capital programme there is clarity as to what old assets we are going to sell to replace with new assets to ensure that the Council ensures it retains if not grows its asset base whilst being clear as to how it will be afforded this requires a balancing act between disposals and the cost of any borrowing together with clarity as to cash flows and how the assets will be maintained. Accordingly to ensure a balanced budget members need to be clear they have set clear priorities and they only undertake those projects can afford and have clear business cases to justify expenditure and have certainty over cost and project management. The strategic Planning and Capital Monitoring are charged with supporting the Capital by monitoring

	the programme.
Risk Management:	There are significant risks around the delivery of capital schemes within budget and the realisation of capital receipts, as set out in the report to Executive Cabinet in July 2018. Delays to the approval of a revised programme and schedule of planned disposals is likely to have revenue budget implications if the Council is required to undertake interim maintenance or safeguarding work on assets that require significant capital investment.
Background Information:	The background papers relating to this report can be inspected by contacting Saira Azim Telephone: 0161 342 2111 e-mail: saira.azim@tameside.gov.uk

1. INTRODUCTION

1.1 A three year capital programme was originally approved in October 2017 for the period 2017 – 2020. This three year programme was to be financed from a combination of reserves, grants, borrowing and an assumed level of capital receipts based on the planned disposal programme at that time. Between October 2017 and April 2018 a number of additional schemes were added to the programme. Details of the schemes included and the financing assumed in the programme were set out in the report to Executive Cabinet on 25 July 2018.

1.2 The July 2018 report to Executive Cabinet also identified a number of "earmarked" schemes which were considered to be business critical, emergency or statutory compliance related works. These schemes were identified as a priority to be progressed and first call on the available resources including anticipated capital receipts, and had an estimated total budgeted cost of £12.6m.

1.3 The "earmarked" capital schemes currently on hold have an indicative budgeted cost of £59m. Appendix 3 of this report identifies that the current level of expected capital receipts is £37m, of which £5.989m is needed to fund schemes in progress. This leaves a shortfall balance of £29m when the business critical schemes highlighted in paragraph 1.2 are added and, if all schemes were to be progressed. It is therefore necessary to give priority of some schemes over others to ensure that all capital schemes that progress have maximum impact for the Council.

1.4 The prioritisation methodology outlined in this report has been used to score the existing "earmarked" schemes currently on hold. The result of this reprioritisation exercise and the adopted methodology is shown in Appendix 3.

1.5 It is proposed that this prioritisation methodology is adopted to aid discussion and the decision making process when considering future capital investment decisions to help ensure that scarce capital resources are allocated in the most efficient, effective and sustainable way and thus ensuing value for money.

1.6 The CIPFA prudential code, which governs how Local Authorities account for and manage capital assets, requires the production of a comprehensive capital strategy, which stretches many years into the future. Work has therefore been done to assess the capital demands for the next 5 years that are on top of the current approved investment programme. The result of this work is presented in Appendix 5 and provided for all service areas. This further highlights the need for a robust and transparent decision making process for the capital programme. The capital strategy indicates that the level of investment required over the next five years is £116m which is in addition to the current programme and earmarked schemes.

2. PRIORITISATION OF CAPITAL SCHEMES

2.1 The main sources of funding of capital assets is either through one off grant funding, the capital receipts from the disposal of surplus assets, reserves, or long term borrowing, all of which are one off in nature (an asset can only be sold once) or have long term revenue budget consequences, in the case of borrowing. Therefore the scarcity of capital resources means that any capital investment has to be carefully considered to ensure it is appropriate and in line with Council policies and objectives.

2.2 It is proposed that officers will undertake a process of reviewing and assessing the remaining earmarked schemes (listed in **appendix 1**) to inform a prioritisation of the capital programme. For each of the planned schemes, officers will assess the scheme against a number of criteria including:

- **Strategic Context –** What is the purpose of the scheme and how does it fit with the Council's priorities, and the local and national context.
- **Mandatory or discretionary investment –** Is the scheme intended to address Health and Safety, Legal or Statutory obligations? Is it a cost-avoidance or invest to save scheme? Is the planned scheme to address regeneration, improvement and development or transformation of services?
- **Objectives and benefits of the scheme** – What is the scheme expected to deliver for the Council, service users and residents?
- **Financial implications and options for delivery** – to consider whether alternative options can be considered, what financial investment is required and whether any external funding is available.

2.3 It is proposed that this prioritisation methodology is adopted in supporting future capital investment decision and ensuring that scarce capital resources are allocated in the most efficient, effective and sustainable way and thus ensuing value for money.

3. METHODOLOGY FOR PRIORITISATION

3.1 A methodology has been created in order to introduce objectivity to allow schemes to be ranked according to organisational need and ensure the best allocation of our scarce capital resource. The following document considers the process to be followed when prioritising schemes.

3.2 Officers will undertake the following steps in achieving a methodology for prioritisation:

1) Prioritisation documents are completed by officers and reviewed by the Capital Officers Group. The prioritisation document will cover the criteria shown section 1.1.
2) Based on prioritisation documents completed, a scoring exercise will be completed. A scoring sheet has been produced which will factor in the above and provide the following scores:

Obligations to deliver scheme

	Health & Safety	4
OR	Legal / Statutory	4
	Business Continuation	4
	Cost avoidance	3
	Invest to save	3
	Improvement/Development	2
	Regeneration	2

Urgency of scheme

Desirable	1
Priority	2
High Priority	3
Essential	4

The maximum score which can be achieved is 22.

3) The Capital Officers group will agree and finalise scoring for capital schemes to present to Executive Cabinet. The Capital Officers group consists of Directors and Assistant Directors across all service areas.
4) The proposed prioritised list of schemes is reviewed by the Senior Leadership Team.

5) Executive Cabinet approve to progress capital schemes after taking note of the prioritisation schedule.

4. REVIEW OF EXISTING SCHEMES

4.1 The development of the prioritisation methodology revealed that some of the proposed schemes could potentially be self-financing and not be a call on the Council's capital receipts.

Cross Organisational Working

4.2 The schemes in relation to cross organisational working with the Health Service, in particular, are able to generate significant service improvement and NHS and Council estate rationalisation opportunities that they should be self-financing over the life of the new asset. This self-financing can be through the sale of surplus Health assets through the One Public Estate initiative, or through the exiting of expensive leases generating budget savings, as well as through the reconfiguration of services delivered from the new assets that achieve operational and performance efficiencies.

4.3 The principle should be established that such initiatives should generally be self financing in this way.

4.4 If this approach is adopted, then the two Health Hub schemes in Denton (£5.5m) and Hyde (£3.5m) could be funded through the Council's prudential borrowing powers, removing need for Council capital receipt investment. The Health Hub schemes are not risk free for the Council and would be subject to detailed due diligence and business cases before being progressed.

4.5 This principle would equally apply to the Care Together digital funding scheme.

Self-Funding Capital Schemes

4.6 The Fleet Replacement Programme, is funded by charging service Directorates an annual charge towards the cost of purchasing the vehicles. This needs to be included in the capital programme for completeness, but does not require any capital receipt funding. The fleet replacement programme is also subject to a rational business case being made before it progresses, in order to demonstrate value for money.

5. CAPITAL RECEIPTS

5.1 Officers are continuing with the disposal of development sites that have already been approved or agreed for development and sale, and which are mainly based around the legacy school sites following the Building Schools for the Future along with the sites identified for development by Matrix Homes. These sites are anticipated to realise approximately £37m in capital receipts over the next 2-3 years. Without these receipts there will be insufficient funding to progress any more capital schemes.

5.2 Any additional future capital receipts will be dependent on the Asset Management Plan being updated. The capital programme being proposed will result in the following assets becoming surplus to requirements. These can therefore be considered for sale or alternative use:

- Denton Pool (on completion of Denton Wellness Centre)
- Droylsden Library (once transferred to Guardsman Tony Downes House)

5.3 If disposed of the capital receipts can be used to contribute to the Council's capital priorities.

5.4 The development of the estates strategy needs to consider the Council's investment assets, which generate a rental income, as well as its operational land and buildings, alongside any non-strategic assets. It will be driven by the operational needs of the organisation, and may result in the identification of further sites for disposal, from which the sale proceeds can be invested back into the estate.

6. PROPOSAL TO REMOVE EARMARKED CAPITAL SCHEMES

6.1 The earmarked schemes were set in October 2017 as part of a capital programme initiation for 3 years. As part of the on-going review into the capital programme's earmarked schemes since the report to Executive Cabinet in July 2018, schemes and its priorities have been re-evaluated. A proposal to remove the following schemes from programme should be considered:

- Ashton Library £0.2m – Library developed as part of Tameside One building.
- A&E streaming – NHS capital funding has been sought.

7. CONCLUSION

7.1 The proposed approached to reviewing the capital programme and changed proposed in sections 4, 5 and 6, will result in there being a shortfall of £11.157m. The proposed methodology aims to prioritise schemes in an approach that will meet both strategic aims and corporate priorities. It ensures capital resources are allocated in the most efficient, effective and sustainable way and thus ensuing value for money.

7.2 If the prioritisation process is approved and it is agreed that the schemes above the cut off line are progressed, the Council will have to deliver on the sale of the former school sites at Hartshead, Mossley Hollins, Two Trees and the Matrix Homes sites. Failure to realise these capital receipts will mean that the capital ambitions of the Council will not be delivered.

8. RECOMMENDATIONS

8.1 As set out at the front of the report.

APPENDIX 1

EARMARKED SCHEMES TO PRIORITISE

Capital Scheme	Estimated Cost £000s
Active Medlock	120
A&E Streaming	700
Ashton Library	200
Asset Management Software	500
Borough Gateways	300
Care Together Digital Funding	3,000
CCTV	900
Children's Playgrounds	600
Crowded Places Pedestrian Safety	250
Denton Festival Hall Health Hub	6,900
Fleet replacement	2,400
GTDH / Droylsden Library	1,400
Highways Asset Management Plan	14,250
Hyde Indoor Market	2,500
Hyde Town Hall Roof	1,300
ICT Devices	3,000
Parking Enforcement System Upgrade	200
Refurbishment of Ashton Town Hall	10,000
Refurbishment of Capital Assets	2,500
Union Street Health Hub	5,500
Total	**56,520**

BUSINESS CRITICAL EARMARKED SCHEMES TO PROGRESS

Capital Scheme	Estimated Cost £000s
Children's Homes	950
Property Statutory Compliance	1,653
Woodend Mill Chimney	200
Total	2,803

APPENDIX 2

CAPITAL PROGRAMME RESOURCE REVIEW

Financing	P10
Corporate	108,339
RCCO	4
Borrowing	16,979
Contribution	1,718
Grant	31,385
S106	57
Specific Receipt	-
Budgeted Financing	**158,482**

Available Corporate Funding	
Capital Reserve	39,952
Plus Additional Reserve Funding for Airport	11,300
Total Reserves	51,252
Capital Receipts required	37,000
Total Available Corporate Funding	**88,252**
Total Approved Schemes requiring Corporate Funding	57,886
Surplus after Financing Approved Schemes	**30,366**
Earmarked Schemes (including business critical schemes)	59,323
Shortfall of Funding Available to Finance Earmarked Schemes	**(28,957)**
Prudential Borrowing (linked to specific schemes)	15,400
Fleet Reserve	2,400
Revised Shortfall of Funding Available to Finance Earmarked Schemes	**(11,157)**

APPENDIX 3

PRIORITISATION AND PROPOSED SCORING

	£000
Approved Schemes - call on future capital receipts	-6,634
Anticipated Capital Receipts - to be sold	37,000
Balance of Anticipated Capital Receipts for new schemes	**30,366**

Capital Scheme	Value	Remaining Resources £000	Funding Required	Total Score
Statutory Compliance	1,653	28,713	Capital Receipts	BUSINESS CRITICAL
New Children's Home	950	27,763	Capital Receipts	BUSINESS CRITICAL
Woodend Chimney	200	27,563	Capital Receipts	BUSINESS CRITICAL
Tameside Highways Asset Management Plan 19-20	5,250	22,313	Capital Receipts	17
ICT Devices	700	21,613	Capital Receipts	17
Children's Playgrounds	600	21,013	Capital Receipts	16
Refurbishment of Ashton Town Hall	10,000	11,013	Capital Receipts	16
Pension Fund Building (Droylsden Library)	1,400	9,613	Capital Receipts	11
CCTV	900	8,713	Capital Receipts	11
Property- Refurbishment of Capital Assets	2,500	6,213	Capital Receipts	11
Hyde Town Hall Roof	1,300	4,913	Capital Receipts	11
Parking Enforcement System Upgrade	200	2,413	Capital Receipts	10
Asset Management Software	500	1,913	Capital Receipts	10
Hyde Indoor Market Redevelopment	2,500	1,713	Capital Receipts	9
Crowded Places Pedestrian Safety	250	1,463	Capital Receipts	9
Active Medlock	120	1,343	Capital Receipts	9
CUT- OFF BASED ON £37M OF CAPITAL RECEIPTS BEING ACHIEVED				
Tameside Highways Asset Management Plan 20/21-22/23	9,000	-7,657	Capital Receipts	8
ICT Development	2,300	-9,957	Capital Receipts	6
Borough Gateways	300	-10,257	Capital Receipts	3
Ashton Library	200	-10,457	Capital Receipts	3
A&E Streaming	700	-11,157	Capital Receipts	2
Total earmarked schemes	41,523			
Funding Shortfall / Additional Capital Receipts to be identified for sale		**-11,157**	**New Capital Receipts Requirement**	

Self Financing Schemes

Capital Scheme	Value	Remaining Resources £000	Funding Required	Total Score
Fleet replacement (Fleet Reserve)	2,400	n/a	Fleet Reserve	Subject to Fleet Reserve
Denton Festival Hall Health Hub	6,900	n/a	Prudential Borrowing	11
Union Street Health Hub	5,500	n/a	Prudential Borrowing	11
Care Together Digital Funding	3,000	n/a	Prudential Borrowing	1
Total Self Financing Schemes (subject to full business case)	**17,800**			

APPENDIX 4

5 YEAR INDICATIVE CAPITAL INVESTMENTS

	19/20	20/21	21/22	22/23	23/24	Total
	£000	£000	£000	£000	£000	£000
Vision Tameside	-	-	-	-	-	-
Investment & Development	10,815	16,050	11,500	9,000	5,000	52,365
Estates	-	-	-	-	-	-
Total Growth	**10,815**	**16,050**	**11,500**	**9,000**	**5,000**	**52,365**
Engineering Services	400	3,150	3,050	3,550	-	10,150
Environmental Services	200	850	300	250	200	1,800
Transport	2,750	1,150	-	170	100	4,170
Corporate Landlord	-	-	-	-	-	-
Stronger Communities	150	55	-	-	-	205
Total Operations and Neighbourhoods	**3,500**	**5,205**	**3,350**	**3,970**	**300**	**16,325**
Education	5,053	211	-	-	-	5,264
Children	-	-	-	-	-	-
Total Children's	**5,053**	**211**	**-**	**-**	**-**	**5,264**
Finance		-	-	-	-	-
Digital Tameside	270	340	485	340	785	2,220
Total Finance & IT	**270**	**340**	**485**	**340**	**785**	**2,220**
Active Tameside	-	-	-	-	-	-
Total Population Health	**-**	**-**	**-**	**-**	**-**	**-**
Adults	-	-	-	-	-	-
Adult Social Care - Estate	-	-	-	-	-	-
Community Health - Estate	-	10,000	25,000	2,500	2,500	40,000
Total Adults	**-**	**10,000**	**25,000**	**2,500**	**2,500**	**40,000**
Exchequer	-	-	-	-	-	-
Total Governance	**-**	**-**	**-**	**-**	**-**	**-**
GRAND TOTAL	**19,638**	**31,806**	**40,335**	**15,810**	**8,585**	**116,174**

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Report To:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Allison Gwynne – Executive Member (Neighbourhood Services) Emma Varnam - Assistant Director – Operations & Neighbourhoods
Subject:	**TAMESIDE HIGHWAYS ASSET MANAGEMENT PLAN**
Report Summary:	In October 2017, the Strategic Planning and Capital Monitoring Panel supported and recommended to Executive Cabinet a three year Capital Programme, which included an earmarked budget sum of £13.250m for the TAMP, from the identified sum of £20.000m over a four year investment period. Since then a total of £8m has been approved of which £5.000m has been spent to date leaving £3.000m until 31 March 2019. There remains an earmarked sum of £5.250m relating to the 2019/20 financial year, which this report is intended to set out a programme of works for approval.
Recommendations:	To approve, as part of the Capital programme, road improvements to the value of £5.250m in 2019/20 for the schemes identified in **Appendix 2**. A further report will be brought to Cabinet which sets out the priorities for 2020 and beyond. This will be considered as part of the Capital Programme, with a requirement of £3.000m identified for each of the years 2020/21, 2021/22 and 2022/23, as detailed in the service area's five year capital requirements for further road improvements.
Policy Implications:	The proposed programme supports the Council's Corporate Plan priorities around the Sustainable Community Strategy.
Financial Implications: **(Authorised by the Section 151 Officer)**	The three year capital programme for 2017-2020 included a sum of £13.250m for the TAMP, funded from corporate resources (Capital Receipts or Reserves). Corporately funded investment to the value of £8m has been fully approved and included in the Capital Programme for 2017/18 and 2018/19. These figures exclude grant funded investment in the highways network. An amount of £5.250m has been earmarked for 2019/20. This amount and any future investment in the highways needs which is to be funded from corporate resources should be considered alongside other requests for funding as part of the prioritisation of Capital Resources. The current approved highways asset management capital programme 2019/20 including grant funding is £5m. By agreeing to fund this it will impact on the available funding for the rest of the Capital programme. This report is seeking the early release of £5.25m, in advance of the Capital Programme being approved in March 2019. leaving £22.4m available to fund the remaining £45.4m of

earmarked schemes.

Legal Implications:

(Authorised by the Borough Solicitor)

As the local highway authority, the Council is under a statutory duty to maintain the highway in a safe condition for all users of the highway under the Highways Act, 1980 and to secure the free movement of traffic, as defined by the Traffic Management Act, 2004. That said the Council has an overriding duty to deliver a balanced budget. Additionally any expenditure must address its priorities and be delivered in the most efficient and effective manner. Members must be satisfied in approving the recommendation that it delivers accordingly.

Risk Management:

- Inclement weather preventing commencement and completion of schemes.

  A comprehensive programme of works will be agreed between partners to ensure completion by approved dates. However, should the programme not be achieved it may be necessary to arrange for any outstanding financial resources to be transferred into the following financial year.

- Inability of design consultants and suppliers to deliver materials within a time frame to meet completion targets.

  If the design consultants and suppliers cannot meet the demand in line with the proposed installation schedule, then approval will be sought to carry over the project into the subsequent year for completion.

- The ability of the Council's own *Operational Services* or external contractors to implement the programme.

This risk will be managed by ensuring that should Operational Services or the external contractor be unable to complete the works during the timescale, approval will be sought to carry over the project into the subsequent year for completion

Access to Information:

The background papers relating to this report can be inspected by contacting the report author, Alan Jackson

Telephone:0161 342 2818

e-mail: alan.jackson@tameside.ogv.uk

1. INTRODUCTION

1.1 Tameside's roads and footways are the largest assets (in terms of value and extent) that the Council owns. We are required to submit annual data for HM Treasury's 'Whole of Government Accounts' (WGA) audit. At the last submission, 2018, the Tameside MBC highways assets were recorded as; £1.357bn.

Table 1. Tameside MBC WGA Return 2018

Highway Asset;	2018 WGA Valuation £000
Carriageway	830,980
Footways + Cycle Tracks	204,525
Structures	248,331
Lighting	49,789
Traffic Management	1,306
Street Furniture	22,484
Total	**1,357,415**

1.2 All assets deteriorate over time, and the highway network uniquely is subject to specific challenges; weather, traffic impacts, damage of opening by utility companies (water, electricity etc.). Deterioration is accelerated if, for example, road surfaces have been allowed to age over a number of years without being maintained through planned works.

1.3 Historically, annual allocations for the renewal and improvements to highways surfaces (carriageways and footways) have been c£1.60m per year. The annual requirement to maintain the highway network in a 'steady-state' is £5.60m per year (based on life-cycle modelling and Levels of Service).

1.4 Accordingly, by 2016 Tameside's maintenance backlog was c£50.00m.

1.5 In 2017, the Council recognised these challenges and supported the Tameside Transport Asset Management Plan (TAMP) for an investment of £20m over a four year period. This guaranteed a sustained level of investment in order to arrest the decline of the network and set specific targets for the different categories of carriageways and footways.

1.6 For the first time for many years, this provided the opportunity to make medium term improvement plans to the network over a set period of time to enable the delivery of a much more resilient network, vital for residents, business and visitors.

1.7 For the four financial years; from April 2017 to March 2021, the following allocations were determined for carriageways and footways;

Table 2. Tameside MBC Carriageway and Footway Capital Works Allocations

Year	DfT (LTP & Incentive Fund) £,000	TMBC TAMP Investment £,000	Total £,000
2017/18	1,551.60	2,750.00	4,301.60
2018/19	1,696.70	3,870.00	5,566.70
2019.20	1,696.70	6,380.00	8,076.70
2020/21	1,696.70	7,000.00	8,696.70
Total	**6,641.70**	**20,000.00**	**26,641,70**

Note on Department for Transport (DfT) Funding and the incentive Fund Element

1.8 Tameside's allocation of c £1.97m includes a 10% element for the Incentive Fund. Each Highway Authority is required to answer a series of 22 questions to demonstrate that it operates sound asset management principles and is placed in either Band1, 2 or 3 based on its operation.

1.9 Only those authorities in Band 3 receive the Incentive Fund element of the Local Transport Plan (LTP) settlement.

1.10 For the past two years, supported by the Council's to improving the highway network via investment in the TAMP, and the use of sound asset management principles, Tameside has achieved Band 3 and secured this additional funding.

1.11 A summary of Tameside's return for each of the questions is included at **Appendix 1.**

Highway Classifications and Condition Assessments

1.12 Nationally, highway assets are classified following prescribed definitions;

Table 3. Hierarchy of Carriageways

Category / Hierarchy	Definition	TMBC Example	%age of network	Length (km)
Strategic Roads (Cat 2)	Major through routes for traffic	Mottram Road, Dowson Road, Manchester Road	10%	75
Main Distributor (Cat 3a)	Routes between Strategic Roads and linking urban centres to the	Lees Road, Newmarket Road, Audenshaw Road	6%	45
Secondary Distributor (Cat 3b)	Urban bus routes carrying local traffic	Hattersley Road East, Cheetham Hill Road, Two Trees Lane	4%	30
Link roads (Cat 4a)	Roads linking between the Main and Secondary Distributor Network with frontage access and frequent junctions. In urban areas they are residential or industrial interconnecting roads	Mottram Old Road, Kings Road, Windsor Road	8%	60
Local Access roads (Cat 4b)	Roads serving limited numbers of properties carrying only access traffic In urban areas they are often residential loop roads or *cul de sacs*	All other roads	72%	540

1.13 As part of the TAMP Report approved in 2017, specific condition targets were set based on asset management principles; (life-cycle planning, whole life costs etc.) with regard to specific highway assets. For Carriageways, Table 4 shows the condition in 2017;

Table 4. Asset Condition (Carriageways) 2017

% Condition of Roads (Carriageways)	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
Strategic Roads (Cat 2)	64%	30%	6%
Main Distributor Roads (Cat 3a) and Secondary Distributor Roads (Cat 3b)	69%	25%	6%
Link Roads (Cat 4a) and Local Access Roads (Cat 4b)	53%	36%	11%

1.14 Following the four year TAMP investment, the expected the carriageway condition;

Table 5. Predicted Asset Condition (Carriageways) 2022

% Condition of Roads (Carriageways)	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
Strategic Roads (Cat 2)	75%	20%	5%
Main Distributor Roads (Cat 3a) and Secondary Distributor Roads (Cat 3b)	73%	22%	5%
Link Roads (Cat 4a) and Local Access Roads (Cat 4b)	68%	25%	7%

1.15 Similarly, for the footway network 2017 condition was;

Table 6, Asset Condition (Footways) 2017

% Condition of Footways	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
All Categories	39%	51%	10%

1.16 Following the TAMP investment, expected footway condition;

Table 7. Asset Condition (Footways) 2022

% Condition of Footways	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
All Categories	63%	30%	7%

1.17 On-going monitoring of progress to date has been undertaken using the national surface condition monitoring surveys and the position at November 2018 is;

Table 8. Condition of Assets (Carriageways and Footways), November 2018

% Condition of Roads (Carriageways)	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
Strategic Roads (Cat 2)	75%	20%	5%
Main Distributor Roads (Cat 3a) and Secondary Distributor Roads (Cat 3b)	72%	23%	5%
Link Roads (Cat 4a) and Local Access Roads (Cat 4b)	42%	40%	18%

% Condition of Footways	Green (1-3 rating)	Amber (4-6 rating)	Red (7-9 rating)
All Categories	46%	44%	10%

1.18 As can be seen significant progress has been made with regards to the strategic roads and main roads,

1.19 However due to the size of the local road network (carriageways and footways), the condition it was in at the start of the investment period and the weather over recent winters, this is not progressing as quickly as desired. As a consequence this is leading to greater levels of public complaints, increased need for urgent *Risk* repairs and increased claims for personal injury and vehicle damage.

1.20 There is a significant relationship between the highway structural maintenance programme – capital investment - and the reactive management and repair of the highway, potholes etc. – revenue spend for *Risk* purposes - to protect both the users of the highway against accidents and also the Council against third party highway claims.

Highway Risk Management

1.21 The Department for Transport commissioned a review and have updated a number of previous Codes of Practice with regards to the maintenance of the key assets that make up the highway network.

1.22 The new Code of Practice, *Well managed Highway Infrastructure* (WmHI), was published on 28 October 2016, and became the national standard on 29 October 2018.

1.23 The new WmHI Code of Practice recommended changing from reliance on specific guidance and recommendations in the previous codes, to a risk-based approach determined by each highway authority.

1.24 Across Greater Manchester a framework was produced giving due regard to all council highway duties and has adopted the guidance that reflects the recommendations from the new WmHI Code of Practice.

1.25 Based on the new code and the GM Highway Safety Inspection Framework, officers in the Risk Management, Highways Maintenance and Traffic sections produced and adopted a new Tameside MBC Highways Risk Management Inspection Code of Practice.

1.26 Under Section 41 of the Highways Act 1980, Tameside has a statutory duty with regards to highways maintainable at public expense. Neglecting this duty can lead to claims against the Council for damages resulting from a failure to maintain the highway. Under Section 58 of the Highways Act 1980, the highway authority can use a *"Special Defence"* in respect of action against it for damages for non-repair of the highway if it can prove that it has taken such care as was reasonable. Part of the defence rests upon:

"Whether the highway authority knew, or could reasonably have been expected to know, that the condition of the part of the highway to which the action relates was likely to cause danger to users of the highway".

1.27 This means that highway authorities have to show that they carry out Highway Risk Management Inspections in accordance with their policies and national guidance. Highway Risk Management Inspection reports are part of the evidence used to show that the highway authority has acted reasonably.

1.28 It is important to note that reactive revenue funding for pothole repairs is required to protect the Council against claims in addition to any capital allocation to improve the highway network.

Improvements Required

1.29 The identification of which highways are included in the programme for improvement is undertaken by an on-going assessment of condition, using both machine and visual condition surveys.

1.30 Following the identification of the streets, each scheme is then assessed in terms of the most appropriate treatment and estimates drawn up.

1.31 A programme of works is then produced each year for final approval.

1.32 The programme of improvements recommended for 2019/20 are for the schemes identified in **Appendix 2** to the value of £5.25m.

1.33 In order to achieve the outcomes and improvements in the asset condition of both footways and carriageways identified in the Tables 5 and 7 above a continuous investment has been identified in the on-going capital requirements for years 2020/21, 2021/22 and 2022/23 of £3.000m in each year.

2.0 PROGRAMME DELIVERY, PROJECT MANAGEMENT AND MONITORING

2.1 The project will be procured and project managed by Operations & Neighbourhood – Head of Highways & Transport utilising our existing engineering resources and external design consultants. The majority of the work packages will be procured via existing Engineers' framework design consultants and contractors / STAR Procurement.

Table 9. Project Risks

Risk	Likelihood	Outcome/Impact	Mitigation
Delivery of Works e.g. weather interventions	Medium	Delay to overall works programme and final completion date	Ability to reschedule elements of works programme, commissioning of increased resources, ongoing reviews of progress and target dates.
Procurement of design and engineering resources	Low	Delay to overall works programme	Use of existing Engineering Services resources and framework consultants and contractors
Delivery resources to complete programme	Low	Delay to overall programme	Commission of additional resources, ability to reschedule delivery programme

2.2 Regular monitoring and reporting will be provided to the Capital Monitoring Group and Strategic Capital Group.

2.3 The main risks to this project are the availability of suitably experienced contractors to deliver the construction and risk of poor weather during construction. Accordingly regular progress reports are critical in terms of informing progress with regards timeframes and costs.

3.0 RECOMMENDATIONS

3.1 As set out at the front of the report

APPENDIX 1

Tameside Incentive Fund Bid Summary 2019

Summary of responses for TAMESIDE MBC

		Score
Asset management questions		
1	**Asset Management Policy and Strategy**	**3**
2	**Communications**	**3**
3	Performance Management Framework	3
4	Asset Data Management	3
5	**Lifecycle Planning**	**3**
6	Leadership and Commitment	3
7	Competencies and Training	3
8	Risk Management	3
Resilience questions		
9	Resilient Network	3
10	Implemented Potholes Review	3
11	Implemented the Drainage Guidance	3
Customer questions		
12	Satisfaction	3
13	Feedback	3
14	Information	3
Benchmarking and efficiency questions		
15	Benchmarking	3
16	Efficiency Monitoring	3
Operational service delivery questions		
17	Periodic Review of Operational Service Delivery	3
18	Supply Chain Collaboration	3
19	Lean Reviews	2
20	Works Programming	3
21	Collaborative Working	3
22	Procuring External Highway Maintenance Services	2
Overall score		**63**
	Level 1	0
	Level 2	2
	Level 3	20
Overall band		**3**

When completed, please return this Excel Workbook to:
roadmaintenance@dft.gsi.gov.uk by 2nd February 2019
Overall band has been calculated as:
Band 1 – does not reach Level 2 or Level 3 in at least 15 of the 22 questions.
Band 2 – must reach Level 2 or Level 3 in at least 15 of the 22 questions.
Band 3 – must reach Level 3 in at least 18 of the 22 questions.
Also if an authority scores Level 1 in any or all of questions 1, 2 and 5, they will automatically be placed in Band 1 overall, regardless of their other scores.

APPENDIX 2

Proposed Highways Structural Maintenance Programme 2019/20

Town / No of Streets	Road	Ward	From / To	Treatment
Ashton	Alder Close	Ashton Hurst	Glendon Crescent to End	Carriageway Micro
47	Alt Road	Ashton Hurst	Broadoak Road to L/C 48	Carriageway Micro
	Brecon Crescent	Ashton Hurst	O/S 8/9 to Glendon Crescent	Carriageway Micro
	Broadoak Crescent	Ashton Hurst	Full Crescent	Carriageway Resurfacing
	Broadoak Road	Ashton Hurst	Broadoak Crescent to Oakfold Avenue	Carriageway Micro
	Gambrel Grove	Ashton Hurst	Gambrel Bank Road to End	Carriageway Resurfacing
	Glendon Crescent	Ashton Hurst	Bristol Avenue to Jct Brecon Crescent	Carriageway Micro
	Lees Road	Ashton Hurst	St Christophers Church to Greenhurst Road	Carriageway Resurfacing
	Cottingham Drive	Ashton St Michaels	Holden Street to End	Carriageway Resurfacing
	Derby Road	Ashton St Michaels	Neal Avenue to Beaufort Road	Carriageway Micro
	Garden Walk	Ashton St Michaels	Cottingham Drive to End	Carriageway Resurfacing
	Hurst Brook Close	Ashton St Michaels	Cottingham Drive to End	Carriageway Resurfacing
	Stamford Street	Ashton St Michaels	Montague Road to Mellor Road	Carriageway Resurfacing
	Stanhope Street	Ashton St Michaels	Curzon Road to Russell Street	Carriageway Resurfacing
	Burlington Street	Ashton St Peters	LC 20 to Whitecroft Lighting	Carriageway Micro
	Fitzroy Street	Ashton St Peters	Pottinger Street to South Street	Carriageway Micro
	Katherine Street	Ashton St Peters	Richmond Street to Cavendish Street	Carriageway Resurfacing
	Kelvin Street	Ashton St Peters	Pottinger Street to South Street	Carriageway Micro
	Lees Street	Ashton St Peters	Lord Street to Henrietta Street	Carriageway Micro
	Marlborough Street	Ashton St Peters	Pottinger Street to Howe Street	Carriageway Micro
	Welbeck Street South	Ashton St Peters	Hill Street to Park Parade	Carriageway Resurfacing
	Ambleside Avenue	Ashton Waterloo	Crowhill Road to Taunton Road	Footway Micro
	Bowness Road	Ashton Waterloo	Furness Avenue to Kendal Avenue	Footway Micro

Town / No of Streets	Road	Ward	From / To	Treatment
	Buttermere Road	Ashton Waterloo	Knowle Avenue to Taunton Road	Footway Micro
	Coniston Grove	Ashton Waterloo	Knowle Avenue to Buttermere Road	Footway Micro
	Crowhill Road	Ashton Waterloo	Keswick Avenue to Knowle Avenue	Footway Micro
	Croxdale Close	Ashton Waterloo	Wordsworth Crescent to End	Footway Micro
	Eaton Avenue	Ashton Waterloo	Richmond Street to End	Footway Micro
	Everest Avenue	Ashton Waterloo	Vicarage Road to End	Carriageway Micro
	Furness Avenue	Ashton Waterloo	Penrith Avenue to Bowness Road	Footway Micro
	Henley Avenue	Ashton Waterloo	Richmond Street to End	Footway Micro
	Hilton Drive	Ashton Waterloo	Wordsworth Crescent to Furness Avenue	Footway Micro
	Inglewood Close	Ashton Waterloo	Wordsworth Crescent to End	Footway Micro
	Knowle Avenue	Ashton Waterloo	Taunton Road to Oldham Road	Footway Resurfacing
	Lindisfarne Road	Ashton Waterloo	Full Length (Both Sides)	Footway Micro
	Marsden Close	Ashton Waterloo	Wordsworth Crescent to End	Footway Micro
	Newmarket Road	Ashton Waterloo	Taunton Place to Taunton Brook Lane	Carriageway Resurfacing
	Patterdale Road	Ashton Waterloo	Newmarket Road to Crowhill Road	Footway Micro
	Penrith Avenue	Ashton Waterloo	Keswick Avenue to End	Footway Micro
	Richmond Street	Ashton Waterloo	Knowl Avenue to Wordsworth Crescent	Footway Micro
	Robinson Street	Ashton Waterloo	Yorkshire Street to Turner Street	Carriageway Micro
	Springvale Close	Ashton Waterloo	Wordsworth Crescent to End	Footway Micro
	Thirlmere Avenue	Ashton Waterloo	Ullswater Avenue to End	Footway Micro
	Ullswater Avenue	Ashton Waterloo	Ambleside Avenue to Knowle Avenue	Footway Micro
	Wilshaw Grove	Ashton Waterloo	Wilshaw Lane to Downshaw Road	Carriageway Micro
	Windsor Avenue	Ashton Waterloo	Richmond Street to End	Footway Micro
	Wood Lane	Ashton Waterloo	Wilshaw Lane to Broadoak Road	Carriageway Resurfacing
Audenshaw	Cemetery Road	Audenshaw	Mini Roundabout Only	Carriageway Resurfacing
6	Denshaw Avenue	Audenshaw	Egerton Street to Hopkinson Avenue	Carriageway Micro
	Guide Lane	Audenshaw	Shepley Jct to Scott Gate	Footway Micro

Town / No of Streets	Road	Ward	From / To	Treatment
	Hibbert Avenue	Audenshaw	Denshaw Avenue to Hopkinson Avenue	Carriageway Micro
	Manshaw Road	Audenshaw	Ashton Old Road to End	Carriageway Resurfacing
	Mount Pleasant Street	Audenshaw	Bye Street to Bank Street	Footway Resurfacing
Denton	Foxhall Road	Denton North East	TBC	Footway Resurfacing
18	Hulton Street	Denton North East	Manchester Road to End	Footway Resurfacing
	Pendle Road	Denton North East	Various Lengths TBC	Footway Resurfacing
	Whittles Ave	Denton North East	St Lawrence Road to Leesway Drive	Carriageway Micro
	Alfreton Ave	Denton South	Mancunian Road to End	Footway Resurfacing
	Brecon Avenue	Denton South	Lancaster Road to End	Carriageway Micro
	Brecon Avenue	Denton South	Lancaster Road to End	Footway Resurfacing
	Heanor Ave	Denton South	Mancunian Road to End	Footway Resurfacing
	Lincoln Avenue	Denton South	Denbigh Road to End	Carriageway Micro
	Northstead Avenue	Denton South	Mill Lane to End	Footway Micro
	Stockport Road KRN	Denton South	Scott Road to Stockport Boundary	Carriageway Micro
	Wordsworth Road	Denton South	TBC	Footway Resurfacing
	Ashwood Avenue	Denton West	Hulme Road to Balmoral Drive	Carriageway Resurfacing
	Elizabeth Street	Denton West	Grey Street to Seymour Street	Carriageway Micro
	Heaton Street	Denton West	Grey Street to Manchester Road	Carriageway Micro
	Thornley Lane South	Denton West	G/E 799 Windmill Lane to Bluestone Rd	Carriageway Resurfacing
	Windmill Lane	Denton West	Oldham Street to Orbital Way	Carriageway Resurfacing
	Windmill Lane	Denton West	Dane Bank P/H to Thornley Lane South	Carriageway Micro
Droylsden	Hoppet Lane	Droylsden East	Moorside Street to Hawthorn Road	Footway Micro
33	Jack Lane	Droylsden East	Moorside Street to Richmond Street	Carriageway Micro
	Langfield Crescent	Droylsden East	Malvern Avenue to End	Footway Micro
	Malvern Avenue	Droylsden East	Jack Lane to End	Footway Micro
	Richmond Street	Droylsden East	Jack Lane to Holyoake Street	Carriageway Micro

Town / No of Streets	Road	Ward	From / To	Treatment
	Rosewood Avenue	Droylsden East	Newton Street to James Street	Carriageway Micro
	Royal Avenue	Droylsden East	St John's Avenue to End	Footway Resurfacing
	Sherwood Avenue	Droylsden East	Jack Lane to End	Footway Resurfacing
	St John's Avenue	Droylsden East	Moorside Street to End	Footway Resurfacing
	Albion Drive	Droylsden West	Sunnyside Road to Clough Road	Carriageway Micro
	Ash Road	Droylsden West	Manor Road to Tip Entrance	Carriageway Resurfacing
	Ashley Road	Droylsden West	Lynn Drive to Ansdell Drive	Footway Micro
	Ashley Road	Droylsden West	Lynn Drive to Cul De Sac	Footway Resurfacing
	Clough Road	Droylsden West	Sunnyside Road to End	Carriageway Micro
	Dawlish Avenue	Droylsden West	Manor Road to Nelson Drive	Footway Micro
	Easton Road	Droylsden West	From Water Street to Manor Road	Footway Micro
	Edge Lane	Droylsden West	Manchester Road to Bristowe Street	Footway Micro
	Greenside Lane	Droylsden West	Springfield Road to Briarwood Avenue	Carriageway Micro
	Hamnett Street	Droylsden West	Edge Lane to Manchester Road (inc. Ronald St)	Carriageway Micro
	Haven Drive	Droylsden West	Lydgate Road to End	Footway Resurfacing
	Keighley Avenue	Droylsden West	Waverley Crescent to End	Carriageway Resurfacing
	Lewis Road	Droylsden West	Davids Road to North Road	Carriageway Micro
	Masefield Road	Droylsden West	Scott Road to End	Carriageway Micro
	Parvet Ave	Droylsden West	Lowfield Avenue to Somerset Road	Carriageway Micro
	Peakdale Road	Droylsden West	Rutland Road to Haven Drive	Footway Micro
	Repton Ave	Droylsden West	Edge Lane to End	Footway Resurfacing
	Ruskin Road	Droylsden West	Shrewsbury Road to Chappell Road	Carriageway Micro
	Rutland Road	Droylsden West	Chatsworth Rd to Lydgate Rd	Footway Resurfacing
	Somerset Road	Droylsden West	Cypress Road to Cornwall Road	Carriageway Resurfacing
	Somerset Road	Droylsden West	Gloucester Road to Cornwall Road	Carriageway Micro
	Sunnyside Road	Droylsden West	Cypress Road to Leicester Road	Carriageway Resurfacing
	Vernon Road	Droylsden West	Rutland Road to Haddon Hall Road	Footway Resurfacing
	Wordsworth Avenue	Droylsden West	Manor Road to End	Carriageway Resurfacing

Town / No of Streets	Road	Ward	From / To	Treatment
Dukinfield	Astley Street	Dukinfield	King Street to Charles Street	Carriageway Resurfacing
39	Brice Street	Dukinfield	Hope Street to Chapel Street	Footway Resurfacing
	Bylands Fold	Dukinfield	Westminster Way to End	Carriageway Micro
	Charles Street	Dukinfield	Wharf Street to Astley Street	Carriageway Micro
	Clayton Street	Dukinfield	Anne Street to Meadow Lane	Footway Micro
	Dunham Road	Dukinfield	Westminster Way to Bramhall Close	Carriageway Micro
	Foundry Street	Dukinfield	Chapel Street to Oxford Road	Carriageway Resurfacing
	Glenmore Grove	Dukinfield	Full Crescent	Carriageway Micro
	Hope Street	Dukinfield	Underwood Road to Railway Street	Footway Resurfacing
	Lime Street	Dukinfield	Nicholson Square to End	Footway Resurfacing
	Meadow Lane	Dukinfield	Haughton Green Road to Mayfield Avenue	Footway Micro
	Southfield Close	Dukinfield	L/C 6-8 inc jct Westminster	Carriageway Micro
	Thorncliffe Ave	Dukinfield	King Street to Dewsnap Lane	Footway Resurfacing
	Underwood Street	Dukinfield	Chapel Street to Hope Street	Footway Resurfacing
	Westminster Way	Dukinfield	Full Crescent	Carriageway Micro
	Wharf Street	Dukinfield	Traffic Lights to Charles Street	Carriageway Micro
	Anne Street	Dukinfield/Stalybridge	Plough Street to End	Footway Micro
	Buckley Street	Dukinfield/Stalybridge	Cheetham Hill Road to Lord Street	Carriageway Micro
	Elm Tree Drive	Dukinfield/Stalybridge	Hitchen Drive to Rowan Crescent	Footway Resurfacing
	Fir Tree Crescent	Dukinfield/Stalybridge	Fir Tree Lane to Salisbury Drive	Carriageway Micro
	Fir Tree Crescent	Dukinfield/Stalybridge	Fir Tree Lane to Salisbury Drive	Footway Micro
	Highcroft Close	Dukinfield/Stalybridge	Fir Tree Crescent to End	Carriageway Micro
	Hill Mount	Dukinfield/Stalybridge	Fir Tree Crescent to End	Carriageway Micro
	Hitchen Close	Dukinfield/Stalybridge	Hitchen Drive to End	Footway Resurfacing
	Hitchen Drive	Dukinfield/Stalybridge	Oak Tree Drive to Gorse Hall Road	Footway Resurfacing
	Hollybank Rise	Dukinfield/Stalybridge	Fir Tree Crescent to End	Carriageway Micro
	Hollybank Rise	Dukinfield/Stalybridge	Lord Street to Fir Tree Crescent	Footway Micro

Town / No of Streets	Road	Ward	From / To	Treatment
	Lord Street	Dukinfield/Stalybridge	Mostyn Street to Set Street	Carriageway Micro
	Lyne Edge Crescent	Dukinfield/Stalybridge	Gorse Hall Road to Lyne Edge Road	Footway Micro
	Oak Tree Drive	Dukinfield/Stalybridge	Gorse Hall Road to Rowan Crescent	Carriageway Micro
	Oak Tree Drive	Dukinfield/Stalybridge	From Rowan to Poplar Road	Footway Micro
	Pine Grove	Dukinfield/Stalybridge	Hollybank Rise to End	Carriageway Micro
	Pine Grove	Dukinfield/Stalybridge	St Lawrence Road to End	Footway Micro
	Poplar Road	Dukinfield/Stalybridge	Fir Tree Lane to Oak Tree Drive	Footway Micro
	Salisbury Drive	Dukinfield/Stalybridge	Fir Tree Crescent to Yew Tree Lane	Footway Micro
	Sunbury Close	Dukinfield/Stalybridge	Fir Tree Crescent to End	Carriageway Micro
	Binns Street	Dukinfield/Stalybridge	Park Road to High Street	Carriageway Resurfacing
	Caroline Street	Dukinfield/Stalybridge	High Street to Water Street	Footway Micro
	Rose Hill	Dukinfield/Stalybridge	Quarry Rise to End	Carriageway Micro
Hyde	Allen Avenue	Hyde Godley	Werneth Avenue to Grange Road	Carriageway Micro
22	Hattersley Road East	Hyde Godley/Long	Sandy Bank Avenue to Fields Farm Road	Carriageway Resurfacing
	High Street	Hyde Godley	Ashton Road to Sheffield Road	Carriageway Micro
	Lilly Street	Hyde Godley	Stockport Road to Backbower Lane	Carriageway Micro
	Mottram Road	Hyde Godley	Station Road to Vinery Way	Carriageway Micro
	Mottram Old Road KRN	Hyde Godley	L/C 77 to L/C 59	Carriageway Micro
	Rowanswood Drive	Hyde Godley	Barmhouse Lane to turning head	Carriageway Micro
	Werneth Avenue	Hyde Godley	Backbower Lane to Mottram Old Road	Carriageway Micro
	Bottom Street	Hyde Newton	Commercial Brow to End	Carriageway Resurfacing
	Duke Road	Hyde Newton	Hamel Street to Hickenfield Road	Carriageway Micro
	Dukinfield Road KRN	Hyde Newton	Nursery Road to Lower Bennet Street	Carriageway Resurfacing
	Hickenfield Road	Hyde Newton	Hallbottom Street to Duke Road (inc.turning head)	Carriageway Micro
	Johnsonbrook Road	Hyde Newton	From Railway Bridge to Steps	Footway Resurfacing
	Victoria Street	Hyde Newton	Cartwright Street to Mallory Road	Carriageway Resurfacing
	Apethorn Lane	Hyde Werneth	Dowson Road for Full Length	Carriageway Micro

Town / No of Streets	Road	Ward	From / To	Treatment
	Church Avenue	Hyde Werneth	Mottram Old Road to End	Carriageway Resurfacing
	Enfield Street	Hyde Werneth	Knott Lane to Stockport Road	Carriageway Micro
	Great Norbury Street	Hyde Werneth	Railway Street to Chapel Street	Carriageway Resurfacing
	Knott Lane	Hyde Werneth	Dowson Road to Stockport Road	Carriageway Micro
	Napier Street	Hyde Werneth	Osbourne Road to Woodside Drive	Carriageway Resurfacing
	Sandringham Road	Hyde Werneth	Knott Lane to Windsor Road	Carriageway Micro
	Stockport Road KRN	Hyde Werneth	Knott Lane to Hill Street	Carriageway Resurfacing
Longdendale	Bracken Close	Longdendale	Green Lane to End	Footway Micro
9	Broadbottom Road	Longdendale	Woodlands Close to Ashworth Lane	Carriageway Micro
	Fields Crescent	Longdendale	Heather Grove to Moorfield Street	Carriageway Micro
	Fields Grove	Longdendale	Moorfield Street to King Street	Footway Micro
	Green Lane	Longdendale	Manchester Rd to Woolley Lane (inc. Meadow Bank)	Carriageway Micro
	Green Lane	Longdendale	Manchester Rd to Woolley Lane (inc. Meadow Bank)	Footway Micro
	Hattersley Road West	Longdendale	Hare Hill Road to L/C 41	Carriageway Micro
	King Street	Longdendale	Fields Grove to Market Street	Footway Micro
	Moorfield Street	Longdendale	Fields Crescent to Market Street	Footway Micro
Mossley	Alphin Square	Mossley	Full Crescent	Footway Micro
16	Brunswick Street	Mossley	Staley Road to Crown Hill	Carriageway Micro
	Cheshire Street	Mossley	Egmont Street to Crown Hill	Carriageway Micro
	Cote Lane	Mossley	Lower Hey Lane to End	Carriageway Micro
	Huddersfield Road KRN	Mossley	Micklehurst Road to Oldham Boundary	Carriageway Micro
	Lower Hey Lane	Mossley	Huddersfield Road to End	Carriageway Micro
	Manchester Road	Mossley	TBC	Carriageway Resurfacing
	Manchester Road KRN	Mossley	Tame Valley Close to Calf Lane	Carriageway Micro
	Meadow Close	Mossley	Lower Hey Lane to End	Carriageway Micro
	Mill Street	Mossley	Manchester Road to Waggon Road	Carriageway Resurfacing

Town / No of Streets	Road	Ward	From / To	Treatment
	Moorside Road	Mossley	Winterford Road to Mansfield Road	Footway Micro
	Station Road	Mossley	Micklehurst Road to End	Footway Micro
	Stockport Road	Mossley	Rising Sun PH to Carrhill Road	Carriageway Micro
	The Birches	Mossley	The Elms to G/E and Opposite 2	Footway Micro
	The Crescent	Mossley	The Highlands to Fox Platt Rd	Footway Micro
	The Elms	Mossley	Fox Platt Rd to Cherry Tree Walk	Footway Micro
Stalybridge	Arlies Lane	Stalybridge North	Springs Lane to Arlies Cottage	Carriageway Micro
29	Balmoral Drive	Stalybridge North	Buckingham Road to End	Carriageway Micro
	Bank Road	Stalybridge North	School Entrance to Buckton Vale Road	Carriageway Micro
	Buckingham Road	Stalybridge North	Staveley Avenue to Ridge Hill Lane	Carriageway Micro
	Buckton Vale Road	Stalybridge North	Huddersfield Road to Swallow Lane	Carriageway Micro
	Conway Drive	Stalybridge North	Buckingham Road to End	Carriageway Micro
	Hague Place	Stalybridge North	Hamilton Street to end	Carriageway Resurfacing
	Lake Road	Stalybridge North	Stephens Road to Springs Lane	Carriageway Micro
	Moorgate Road	Stalybridge North	Buckton Vale Road to Moorgate Drive	Carriageway Micro
	Moorland Road	Stalybridge North	Bank Road to Carrbrook Crescent	Carriageway Micro
	Sandringham Avenue	Stalybridge North	Buckingham Road to End	Carriageway Micro
	School Crescent	Stalybridge North	Full Crescent	Carriageway Micro
	Staveley Avenue	Stalybridge North	Church Street to Ridge Hill Lane	Carriageway Micro
	Stephens Road	Stalybridge North	Springs Lane to Lake Road	Carriageway Micro
	Stirling Drive	Stalybridge North	Buckingham Road to End	Carriageway Micro
	Vale Road	Stalybridge North	Bank Road to Moorland Road	Carriageway Micro
	Windsor Drive	Stalybridge North	Buckingham Road to End	Carriageway Micro
	Fern Bank	Stalybridge South	Mottram Road to Mottram Old Road	Carriageway Micro
	Fern Bank Close	Stalybridge South	Fern Bank to End	Carriageway Micro
	Fern Crescent	Stalybridge South	Fern Bank to Fern Bank	Carriageway Micro
	French Street	Stalybridge South	Stocks Lane to Grey Street	Carriageway Micro
	Hawke Street	Stalybridge South	Stocks Lane to Demesne Drive	Carriageway Resurfacing

Town / No of Streets	Road	Ward	From / To	Treatment
	Huddersfield Road KRN	Stalybridge South	Moorfield Terrace to 564	Carriageway Resurfacing
	Lower Broadacre	Stalybridge South	Broadacre to End	Carriageway Micro
	Mottram Road	Stalybridge South	Taylor Street to Fern Bank	Carriageway Resurfacing
	Mottram Road	Stalybridge South	Old Road to Mottram Old Road	Footway Micro
	Oxford Street	Stalybridge South	Stocks Lane to Demesne Drive	Carriageway Resurfacing
	Percy Street	Stalybridge South	Lindsay Street to Mottram Road	Carriageway Micro
	Tongue Green	Stalybridge South	Mottram Road to Lower Broadacre	Footway Micro
TOTAL				
SCHEMES				
219				

Note KRN = Key Route Network, as defined by Transport for Greater Manchester

Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Bill Fairfoull – Deputy Executive Leader Tracy Brennand – Assistant Director (People and
Subject:	**NJC PAY AWARD 2019/2020**
Report Summary:	The report sets out the National Joint Council (NJC) Pay Award for 2019/20 and the proposed revised pay structure to align the Council's existing grading structure to the new national pay spine.
Recommendations:	From the 1 April 2019 to: 1. Implement the NJC Pay Award, which introduces a new national pay spine consisting of 43 spinal column points (SCP). 2. Implement the revised pay structure (Grades A to N) as detailed in **Appendix 2.** 3. The Council recommends the revised pay structure (Grades A to N) as detailed in **Appendix 2** for adoption by all Governing Bodies of community, voluntary controlled and voluntary aided schools within the Borough, and that it applies to all support staff employed within these schools. 4. Introduce a clear framework and grading for professional and technical roles at Grades H to J inclusive to address recruitment and retention issues in these key roles and the Director of Governance and Pensions (Borough Solicitor) be authorised to finalise the document set out at Appendix 8 in consultation with the Deputy Executive Leader.. 5. The Foundation Living Wage Rate, which is reviewed each November, is implemented as a supplement to the relevant spinal column point(s) on the following 1 April. 6. That it is agreed that due to the implementation of the NJC Pay Award and new TMBC Pay Structure, which incurs significant costs the changes to employment terms and conditions in 2016 will not be reviewed further, as previously committed to, and the changes will therefore remain in place. 7. Implement the NHS Agenda for Change Pay Progression changes in accordance with the national pay agreement 2018 – 2021.
Corporate Plan:	This supports the strategic objectives set out in the People Plan with regards to the recruitment and retention of our workforce who constitute a large proportion of our residents, therefore positively impacting on their income levels, particularly at the lowest paid level.
Policy Implications:	The NJC Pay award and TMBC pay structure changes will impact on the annual Pay Policy Statement. The annual policy report will be amended accordingly, for the next report cycle in 2020.
Financial Implications: (Authorised by the statutory Section 151 Officer & Chief Finance Officer)	The financial implications are considered in section 5 of the report and the preferred option is Option C. The estimated forecast cost of Option C for the council is £3.7 million and this has been factored in to the budget proposals that were approved by Full Council on 26 February.

Legal Implications: (Authorised by the Borough Solicitor)	Set out in the report.
Risk Management:	The implementation of the NJC Pay Award is a legal requirement to ensure the terms and conditions of the affected workforce are upheld, without breach. The national changes, without local amendment, bring potential equality risk as they significantly disrupt the composition of the pay structure. The local amendments to create the new TMBC Pay Structure ensure a robust pay framework is in place to remunerate the workforce, whilst also supporting the strategic aims of the People Plan, to attract and retain the skills and expertise required to deliver services.
Background Information:	The background papers relating to this report can be inspected by contacting Jenny Dickie (HR Manager) Telephone: 0161 342 2938 e-mail: jenny.dickie@tameside.gov.uk

1. INTRODUCTION

1.1 The National Joint Council (NJC) for Local Government Services provides the National Agreement on Pay and Conditions for Local Government. This sets out the terms and conditions for NJC staff, including the pay award (cost of living increase).

1.2 The most recent agreement sets out a two year pay award, which came into effect on 1 April 2018, for the period 1 April 2018 to 31 March 2020. The focus of the recent pay award is to achieve a fair and equitable pay increase in a challenging economic environment to support the lowest paid. To this end, the two year pay award is based on variable percentage increases, with the highest rises at the lower end of the pay spine, and introduces a new national pay spine in April 2019. A new national pay spine is introduced as the existing pay spine simply cannot absorb the impact of the National Living Wage to ensure higher pay for the lowest paid. The new pay spine has been created to withstand the future changes to the Living Wage rate, currently at £9.00 per hour, without the need for regular and fundamental pay structure reviews at a local level.

1.3 The pay award for the period 1 April 2018 to 31 March 2020 is as follows:

Year 1 (1 April 2018 to 31 March 2019)
To enable pay growth at the bottom of the pay scale higher percentage increases applied to spinal column points (SCP) 4 to 19, whereas a flat-rate increase of 2.0% applied to all higher points.

- On SCP 6, £1,380 (equivalent to 9.191%)
- On SCP 7, £1,380 (equivalent to 9.130%)
- On SCP 8, £1,380 (equivalent to 9.052%)
- On SCP 9, £1,380 (equivalent to 8.976%)
- On SCP 10, £1,250 (equivalent to 8.006%)
- On SCP 11, £1,200 (equivalent to 7.592%)
- On SCP 12, £1,050 (equivalent to 6.512%)
- On SCP 13, £900 (equivalent to 5.458%)
- On SCP 14, £900 (equivalent to 5.363%)
- On SCP 15, £900 (equivalent to 5.272%)
- On SCP 16, £900 (equivalent to 5.167%)
- On SCP 17, £900 (equivalent to 5.064%)
- On SCP 18, £800 (equivalent to 4.427%)
- On SCP 19, £700 (equivalent to 3.734%)
- On SCPs 20 and above, 2.0%

Year 1 changes have been implemented on 1 April 2018.

Year 2 (1 April 2019 to 31 March 2020)
In year 2 a new national pay spine is introduced based on the following:

- Reconfigured national pay spine consisting of 43 spinal column points (SCP); created by 'pairing off' existing SCP's 6 to 17 to create new SCP's 1 to 6 and creating equal steps of 2% between each new SCP 1 to 22 (equivalent to existing SCP 6 to 28)
- A bottom rate of £17,364 per annum
- A flat-rate increase of 2% to the new SCP 23 and above (equivalent to existing SCP 29 and above)

See **Appendix 1** for the new national pay spine.

1.4 The national pay spine provides a framework on which the Council applies its pay structure for the NJC workforce, circa 4300, employees (including schools). The existing pay structure has been in place since 2009 when the NJC job evaluation scheme was adopted, in accordance with the Single Status Agreement. Through the measurement of jobs under the NJC job evaluation scheme the Council ensures and maintains equality of pay, in accordance with the Equality Act 2010.

1.5 The introduction of a new national pay spine means that the existing pay structure and grade composition needs to be reviewed. This does not however affect the job evaluation scheme and ratings of jobs within the scheme; ensuring pay equity between jobs is maintained.

2 REVIEW CONSIDERATIONS

2.1 The Council and Schools are required to implement the NJC pay award in accordance with the terms and conditions of employment of those employees covered by the agreement. However the changes to the national pay spine present a number of challenges which need to be considered and managed to achieve compliance, a fit for purpose pay structure for the future and successful implementation. A summary of the challenges faced within Tameside are:

- SCP fit and impact to local pay structure;
- Impact of new SCP's and potential detriment to employees to reach the equivalent maximum SCP;
- Length of Grades;
- Cost Implications;
- Impact on School Budgets;
- Implementation arrangements (sequencing – increment v's assimilate);
- Living Wage Impact;
- NJC integration with local Pay Spine (Grade K, L, M and N) and senior management pay;
- Impact on existing market supplement payments.

2.2 The new 43 point pay spine does not fit neatly with the Council's current pay structure; direct mapping creates overlapping grades (Grade B and Grade C) and long pay bands (Grade E and Grade F).

2.3 The new national pay spine combines a number of existing SCP's into one SCP i.e. existing SCP's 6 and 7 become SCP 1 which compresses existing grades, thus reducing the number of incremental steps in the grade. It also introduces 5 new SCP's, points 10, 13, 16, 18 and 21, which in turn extends the length of existing Grades E and F to 7 and 8 SCP's respectively. The effect of the compressed and extended grades creates inequity between grades, the opportunity to progress incrementally, and poses risks relating to discrimination.

2.4 There are 5 new SCP's introduced as part of the new national pay spine, points 10, 13, 16, 18 and 21. As a consequence of the new SCP's the affected grades, Grade's E and F, have increased incremental progression steps, which means that it will take an existing employee longer to reach the equivalent grade maximum than in the existing structure. For example an employee in Grade E in the existing structure will take 5 years to reach the grade maximum, whereas it would take an additional year in the new structure.

2.5 The introduction and use of the 5 new SCP's in Grades E and F would result in existing staff on the current SCP's 20, 21, 24, 25 and 26 taking longer to reach the equivalent grade maximum in the revised pay structure. For the affected individuals consideration needs to be given as to how they are accelerated through the grade to ensure it does not take them additional time to reach the equivalent grade maximum.

2.6 The impact of the new national pay spine on the existing pay structure changes the composition of a number of grades; some grades become compressed with fewer SCP's and some become extended with more SCP's. The national guidance advises that good practice (particularly where incremental progression is largely automatic) is to limit incremental progression to five years which is the case with a six point grade.

2.7 The pay award automatically requires a minimum cost increase to implement the cost of living allowance (average 3.8% increase). However the variation to the pay spine will mean that the required pay structure revision will increase costs further. These costs need to be managed within the Council's and Schools current financial envelope.

2.8 Similarly schools will have increased costs, particularly as a high number of school staff are in the lower grades where the salaries will rise by the highest percentage, further compounded by the required pay structure amendments. Again these increased costs need to be managed within the existing school budgets.

2.9 The implementation of the pay award coincides with the annual increment cycle. The NJC agreement is silent on the approach to be taken with regard to the sequencing of assimilation and increments when moving to the new pay spine on 1 April 2019. The transition arrangements therefore need to be considered, taking particular account of cost implications, with a consistent approach applied to all.

2.10 The Council currently pays a living wage supplement to pay the Foundation Living Wage (FLW) Rate to the lowest paid staff. The new pay spine uplifts the lowest salary significantly which will surpass the existing Foundation Living Wage Rate (£9.00 per hour / £16,913 p.a). The Council is however committed to the payment of the Foundation Living Wage and will continue to monitor the FLW rate and apply a supplement, as required. To date the FLW supplement has been applied on the 1 November annually, however the FLW Foundation permits implementation of the new annual rate by the following April after the increase in the November. Going forward it is proposed that where the FLW supplement is required it will be implemented on the 1 April to coincide with the national pay award and incremental progression scheme.

2.11 The existing pay structure has 10 grades (Grade A to Grade J) on the national pay spine which lead into a local pay structure for middle managers and Heads of Services (Grades K to Grade N), followed by the senior manager pay structure (Assistant Director to Chief Executive). The changes to the national pay spine need to be considered alongside the higher pay spines to ensure pay parity and pay differentials between jobs is maintained.

2.12 Locally there are a number of market supplement payments in place, primarily within Children's Services and Transport Services, to address recruitment and retention issues. These payments were implemented on the basis that a pay review would be undertaken to remove the market supplement requirement; establishing an appropriate pay rate for the jobs within the market.

3 OPPORTUNITIES

3.1 With any change whilst there may be challenges to overcome it also presents a number of opportunities. These include:

- Review the existing pay structure (utilise all SCP's, rationalise grade length, support professional progression);

- Review the integration of the national pay spine with local pay spines;
- Resolve market supplement payments;
- Professional development progression.

3.2 The introduction of a new national pay spine enables the review of the existing pay structure to secure a robust pay framework for the future which supports the people plan to attract, retain and develop the workforce.

3.3 The review has provided the opportunity to consider using all the national pay points, adjust grade composition (number of SCP's in each grade) to support professional development and re-position the Council in the labour market, particularly in relation to professional roles where we have experienced challenges due to our benchmarking position with other local authorities across Greater Manchester (GM).

3.4 Consider how those with specialist skills and knowledge can be retained and rewarded to secure and stabilise the required workforce.

4 GREATER MANCHESTER INTELLIGENCE

4.1 Intelligence across Greater Manchester highlights the following:

- The new national pay spine does not fit neatly with the majority of existing pay structures, therefore adjustments are required
- Pay structure changes include a range of approaches from changing the grade boundaries to omitting SCP's within grades that have become too long with the introduction of new national SCP's
- Whilst the pay structure is being adjusted the majority intend to retain narrow band grades; LGA advice is not to exceed 6 SCP's in a Grade which allows 5 years' incremental progression maximum
- In addition to the minimum pay award costs the pay structure adjustment costs are significant, particularly for schools
- Financial models inform the approach to transition (assimilation v's increment); LGA advise that one consistent approach needs to adopted
- The implementation of the new national pay spine is a separate exercise from job evaluation; LGA advice is not to undertake job evaluation as part of the pay award implementation
- Collective Agreement with Trade Unions may need to be considered to implement the changes

5 PROPOSAL OPTIONS & FINANCIAL IMPLICATIONS

Option A – apply national pay spine only

5.1 Simply implementing the new national pay spine will achieve compliance with the national agreement. This approach will however present a number of immediate and future issues, namely overlapping grades (Grade B and Grade C) and long pay bands (Grade E and Grade F).

5.2 This approach also fails to address existing local issues including, issues relating to the recruitment and retention of key professionals i.e. Children's Social Workers, market pay supplements, professional development and national and local pay spine integration.

5.3 Option A costs the least at £3.668m, including on-costs (based on a sequencing of assimilate then increment, which is the most economical model for this option). This cost ensures the required cost of living allowance is implemented, in accordance with the national agreement.

5.4 Of the £3.668m, £2.520m is a cost to the Council and £1.148m is a cost to Schools.

Option B – apply national pay spine with minor adjustments

5.5 Option B applies the national pay spine and removes the immediate issues created through assimilation to retain a coherent pay structure. Specifically the grade overlap between Grade B and Grade C and the long pay bands at Grade E and F are removed.

5.6 Similarly to Option A, this approach fails to address existing local issues including, issues relating to the recruitment and retention of key professionals i.e. Children's Social Workers, market pay supplements, professional development and national and local pay spine integration.

5.7 Option B costs £4.125m, including on-costs (based on a sequencing of increment then assimilate, which is the most economical model for this option). Therefore the additional cost of this option from the required implementation cost (option A) of the pay award is £457k.

5.8 Of the £4.125m, £2.785m is a cost to the Council and £1.340m is a cost to Schools.

Option C – apply national pay spine with significant changes to the pay structure

5.9 This option applies the national pay spine and introduces a number of fundamental changes to the pay structure to secure a pay framework for the future that supports attraction, development and retention of the workforce.

5.10 The key changes are:

- Utilise all national SCP's (1 to 43)
- Pay bands not exceeding 6 SCP's (SCP range from 2 SCP's at the lower end of the pay structure to 6 SCP's in the middle of the pay structure; Normal Distribution Pay Structure)
- Review of local pay values and additional SCP's at Grades K to N to achieve continuation from the top national SCP value, whilst maintaining pay differentials and parity between the NJC spine and the Chief Officer grades.
- Introduction of professional grade development bar points to recognise qualification/experience specialisms (subject to professional criteria assessment – **Appendix 8**)
- Additional headroom in a number of grades, allowing future progression for the majority of the workforce.

5.11 The introduction and use of the 5 new SCP's in Grades E and F would result in existing staff on the current SCP's 20, 21, 24, 25 and 26 taking longer to reach the equivalent grade maximum in the revised pay structure. To counter this potential detriment for approx. 431 employees, they will be accelerated to leapfrog the new SCP's at the appropriate time in the future. This accelerated incremental progression will need to be managed over the four subsequent years to implementation year, to 2023/24.

5.12 The acceleration costs over the four year period are as follows:

Year	**Increment Acceleration Cost (£)**
2019/20	0.00
2020/21	105,395.58
2021/22	158,056.50
2022/23	146,018.64
2023/24	64,422.48
Total	**473,893.21**

5.13 Option C costs £4.863m, including on-costs (based on a sequencing of increment then assimilate, which is the most economical model for this option). The acceleration increment costs are a further £474K0.m in the subsequent 4 years, up to 2023/24. Therefore the additional cost from the required implementation cost of the pay award is £1.195m.

5.14 Of the £4.863m, £3.651m is a cost to the Council and £1.212m is a cost to Schools.

5.15 Option C is the preferred option as it addresses the local issues whilst ensuring the cost of living rise is implemented. Whilst this option does bring increased costs, this financial impact is outweighed by the creation of a pay structure that supports workforce development and retention; positioning the Council as an attractive employer.

5.16 See **Appendix 2** for Options A to C pay structures and cost implications.

5.17 See **Appendix 3, 4 and 5** for cost information at SCP level.

5.18 See **Appendix 6** for implementation costs comparison analysis and future incremental cost projection to 2022.

6 EQUALITY IMPACT ASSESSMENT

6.1 As part of the review, any changes to the existing pay structure need to be considered to understand the equality impact on the workforce. As such an initial workforce assessment has been undertaken to consider the impact if Option C was implemented, particularly focusing on headroom within a grade (number of increments) in relation to the following characteristics, gender, ethnicity, disability and age.

6.2 The workforce analysis shows:

- The majority of the workforce gain headroom in Option C.
- Overall average increase in headroom for Council employees is 1 increment and 0.83 increment for School employees.
- Gender – Males in schools fair slightly better than average with an average change of 1.15 additional increments.
- Ethnicity and Disability - there is a significant number of employees who are in the 'Not Stated' category, with both groups having a higher than average headroom in Option C.
- Ethnicity – BME groups in both the Council and Schools fair slightly below the average at 0.82 and 0.76 respectively.
- Disability – Both those with and without a disability fair below average, although those with a disability the average headroom is lower than for those without a disability.
- Age – Both the younger (up to 39 years old) and older (65+ years old) age groups have below average headroom in Option C. Some of these employees/groups tend to populate the lower grades where the headroom is limited due to the type of jobs as they do not require the development and/or skills of higher level jobs.

6.3 Existing recruitment and increment practice will remain in place, whereby employees commence at the bottom point of the grade, except where salary matching principles apply and/or career progression principles (Grade H, I and J only). This consistent approach ensures pay equity at appointment and during progression.

6.4 Employment policies/practices including the People Plan and Recruitment and Selection guidance will support the workforce, including those with protected characteristics, to secure job opportunities and develop skills to enhance their careers.

7 TERMS & CONDITIONS OF EMPLOYMENT

7.1 The implementation of the NJC pay award is in accordance with the terms and conditions of employment for the affected employees. Similar to previous pay awards it adds significant costs to the Council and Schools. However this year's pay award amplifies costs incurred due to the requirement to revise the pay structure, ensuring it is fit for purpose for the future to attract and retain a skilled workforce.

7.2 This additional cost implication means that future workforce costs will need to be managed and controlled effectively to achieve the long term financial challenges. With this in mind the Council had previously reviewed employee terms and conditions in 2016 which were subject to further review. As a result of the pay award changes the changes to employment terms and conditions in 2016 will not be reviewed further and the changes will therefore remain in place.

8 NHS PAY AWARD TERMS AND CONDITIONS PAY PROGRESSION

8.1. Similarly to the NJC national pay agreement for NJC staff the NHS has in place the Agenda for Change agreement for NHS staff which applies to the CCG workforce. The 2018 framework agreement on the reform of Agenda for Change introduced provisions to move to a new pay system with faster progression to the top of pay bands through fewer pay step points. For new employees and promotions increments will no longer be annual but will happen after two, three, four or five years. All existing employee, who are not promoted in the period, will continue to receive annual increments until April 2021.

8.2. The majority of CCG employees are already at the top of their pay band. Most others will reach it by the end of the agreement as a result of the accelerated incremental progression they will get over the next three years.

8.3. For existing employees who are not at the top of their pay band by 2021, together with those who get promoted into a new band, and for new employees incremental progression will work quite differently. A new progression framework will be developed ready for use from 1 April 2019 onwards.

Requirements for pay progression

8.4. The payment of an increment is linked to appraisals, before allowing employees to progress to the next pay point and will not be paid.

8.5. The requirements for progressing to the next pay point will be that employees:

- Are up-to-date with any statutory or mandatory training (providing that this has been made available to them)
- Do not have a live formal disciplinary sanction on their record at the time they are due to progress
- Do not have a formal capability process underway at the time they are due to progress
- Have completed appraisals in line with the organisation's appraisal cycle and standards
- For employees who are line managers – they are up-to-date with all the appraisals they need to complete for employees they manage

8.6. The progression process will require managers to be alerted in advance when an employee is coming up to the date where they are eligible to progress to the next pay step. The manager will then be responsible for working with the employee to complete the necessary review of their progression requirements, and for notifying payroll that the pay increase can be activated with effect from their progression date.

Current employees who will not reach the top of their band by the end of the deal April 2021

8.7. Some current employees will not reach the top of the band by the end of the three year period. These employees will effectively switch in April 2021 from the current system of annual progression to the new system. The agreement provides that they can carry past service with them into the new system and credit it towards the time they need to wait before they can progress to the next pay step. For example, under the new system a new employee starting at the bottom of band 6 will take five years to get to the top. So if an employee currently in band 6 has only reached the intermediate point in band 6 by 2021, but has four years' service, they will be able to progress to the top after just one more year. This way their total journey time will have been five years.

Re-earnable pay linked to appraisals for bands 8c, 8d and 9

8.8. Once employees in bands 8c, 8d and 9 reach the top of their pay band, the progression requirements described above will need to be met each year. If they are not, the basic salary could be reduced by 5% or 10% for that year. This can be restored the following year if the employee has met the requirements at that time. All employers are waiting for further guidance on the application and practicalities of this change. On receipt of the guidance the required changes will be implemented accordingly.

9 IMPLEMENTATION & COMMUNICATION

9.1 The new national pay spine is to be implemented as part of the existing 2 year pay award on 1 April 2019. The national agreement therefore sets out the timeline for the implementation of the revised pay structure on the same date, 1 April 2019.

9.2 Consultation with the Trade Unions has been ongoing since Autumn 2018. Feedback to date has been positive and supportive of the proposals, as it offers an enhanced pay structure over and above the requirements of the pay award. However, the Trade Unions are keen to ensure that transition to the revised pay structure doesn't adversely impact on employees in future years, whereby it takes longer to reach the equivalent grade maximum. Where this occurs in Grade E and Grade F they would like the affected employees to the accelerated passed the new SCP, as explained in 5.14.

9.3 Amendments have been introduced following consultation with the Trade Unions, particularly relating to perceived detriment due to grade length and reaching the equivalent grade maximum.

9.4 A detailed communication plan will direct both manager and employee communications and what it means for individuals. Information will be communicated through a range of processes including, SMT briefing, headteacher briefing, manager and team briefing, Wire article, intranet updates and school notifications.

9.5 An Information Booklet (**Appendix 9**) will be circulated ahead of the implementation date to support managers and employees in understanding the changes. Employee Drop-In Sessions with Trade Union and HR representatives are scheduled for March 2019 to enable employees to talk through the changes and ask any questions they may.

9.6 The proposals will be subject to the Council's Governance process in advance of the proposed implementation date in April 2019.

9.7 Concurrent engagement with Schools to adopt and implement the proposed pay structure along with the pay award will be undertaken.

10 RECOMMENDATION

10.1 As set out at the front of the report.

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APPENDIX 1 - NATIONAL PAY SPINE 1/4/2019

1 April 2017 - 31 March 2018					1 April 2018 - 31 March 2019						1 April 2019 - 31 March 2020			
SCP	£ per annum	£ per hour*	Living Wage Salary 1 November 2017**	Living Wage Hourly Rate 1 November 2017**	SCP	£ per annum	£ per hour*	Living Wage Salary 1 November 2017**	Living Wage Hourly Rate 1 November 2017**	Grades	New SCP	£ per annum	£ per hour*	Old SCP[s]
6	£15,014	£7.99	£16,443	£8.75	6	£16,394	£8.72	£16,913	£9.00	Grade A	1	£17,364	£9.24	6/7
7	£15,115	£8.04	£16,443	£8.75	7	£16,495	£8.78	£16,913	£9.00					
8	£15,246	£8.11	£16,443	£8.75	8	£16,626	£8.85	£16,913	£9.00		2	£17,711	£9.42	8/9
9	£15,375	£8.18	£16,443	£8.75	9	£16,755	£8.92	£16,913	£9.00					
10	£15,613	£8.31	£16,443	£8.75	10	£16,863	£8.97	£16,913	£9.00	Grade B	3	£18,065	£9.61	10/11
11	£15,807	£8.41	£16,443	£8.75	11	£17,007	£9.05							
12	£16,123	£8.58	£16,443	£8.75	12	£17,173	£9.14				4	£18,426	£9.81	12/13
13	£16,491	£8.78			13	£17,391	£9.25			Grade C				
14	£16,781	£8.93			14	£17,681	£9.41				5	£18,795	£10.00	14/15
15	£17,072	£9.08			15	£17,972	£9.56							
16	£17,419	£9.27			16	£18,319	£9.75			Grade D	6	£19,171	£10.20	16/17
17	£17,772	£9.46			17	£18,672	£9.94							
18	£18,070	£9.62			18	£18,870	£10.04				7	£19,554	£10.41	18
19	£18,746	£9.98			19	£19,446	£10.35			Grade E	8	£19,945	£10.61	19
20	£19,430	£10.34			20	£19,819	£10.55				9	£20,344	£10.83	20
											10	£20,751	£11.04	
21	£20,138	£10.72			21	£20,541	£10.93				11	£21,166	£11.26	21
22	£20,661	£10.99			22	£21,074	£11.21				12	£21,589	£11.49	22
											13	£22,021	£11.72	
23	£21,268	£11.32			23	£21,693	£11.54				14	£22,462	£11.95	23
24	£21,962	£11.69			24	£22,401	£11.92			Grade F	15	£22,911	£12.19	24
											16	£23,369	£12.44	
25	£22,658	£12.06			25	£23,111	£12.30				17	£23,836	£12.68	25
											18	£24,313	£12.94	
26	£23,398	£12.45			26	£23,866	£12.70				19	£24,799	£13.20	26
27	£24,174	£12.86			27	£24,657	£13.12				20	£25,295	£13.46	27
											21	£25,801	£13.73	
28	£24,964	£13.28			28	£25,463	£13.55				22	£26,317	£14.00	28
29	£25,951	£13.81			29	£26,470	£14.09			Grade G	23	£26,999	£14.37	29
30	£26,822	£14.27			30	£27,358	£14.56				24	£27,905	£14.85	30
31	£27,668	£14.72			31	£28,221	£15.02				25	£28,785	£15.32	31
32	£28,485	£15.16			32	£29,055	£15.46				26	£29,636	£15.77	32
33	£29,323	£15.60			33	£29,909	£15.92			Grade H	27	£30,507	£16.23	33
34	£30,153	£16.05			34	£30,756	£16.37				28	£31,371	£16.69	34
35	£30,785	£16.38			35	£31,401	£16.71				29	£32,029	£17.04	35
36	£31,601	£16.82			36	£32,233	£17.15				30	£32,878	£17.50	36
37	£32,486	£17.29			37	£33,136	£17.63				31	£33,799	£17.99	37
38	£33,437	£17.79			38	£34,106	£18.15			Grade I	32	£34,788	£18.51	38
39	£34,538	£18.38			39	£35,229	£18.75				33	£35,934	£19.12	39
40	£35,444	£18.86			40	£36,153	£19.24				34	£36,876	£19.62	40
41	£36,379	£19.36			41	£37,107	£19.75				35	£37,849	£20.14	41
42					42	£38,052	£20.25				36	£38,813	£20.65	42
43	£38,237	£20.35			43	£39,002	£20.75			Grade J	37	£39,782	£21.17	43
44	£39,177	£20.85			44	£39,961	£21.26				38	£40,760	£21.69	44
45	£40,057	£21.32			45	£40,858	£21.74				39	£41,675	£22.18	45
46	£41,025	£21.83			46	£41,846	£22.27				40	£42,683	£22.71	46
47					47	£42,806	£22.78				41	£43,662	£23.23	47
48					48	£43,757	£23.28				42	£44,632	£23.75	48
49					49	£44,697	£23.79				43	£45,591	£24.26	49

*hourly rate calculated by dividing annual salary by 52.2 weeks and then divided by 36 hours (Tameside's standard working week)

** The Living Wage Foundation Rate is updated annually on 1 November

SCP	£ per annum	£ per hour*	Grades	Number of increments per Grade	New SCP	£ per annum	£ per hour*	Old SCP[s]	Headcount per Grade
1 April 2018 - 31 March 2019					**1 April 2019 - 31 March 2020**				
6	£16,394	£8.72	Grade A	4	1	£17,364	£9.24	6/7	621
7	£16,495	£8.78							
8	£16,626	£8.85			2	£17,711	£9.42	8/9	
9	£16,755	£8.92							
10	£16,863	£8.97	Grade B	3	3	£18,065	£9.61	10/11	222
11	£17,007	£9.05							
12	£17,173	£9.14			4	£18,426	£9.81	12/13	
13	£17,391	£9.25	Grade C	3					
14	£17,681	£9.41			5	£18,795	£10.00	14/15	241
15	£17,972	£9.56							
16	£18,319	£9.75	Grade D	3	6	£19,171	£10.20	16/17	658
17	£18,672	£9.94							
18	£18,870	£10.04			7	£19,554	£10.41	18	
19	£19,446	£10.35	Grade E	6	8	£19,945	£10.61	19	1023
20	£19,819	£10.55			9	£20,344	£10.83	20	
					10	£20,751	£11.04		
21	£20,541	£10.93			11	£21,166	£11.26	21	
22	£21,074	£11.21			12	£21,589	£11.49	22	
					13	£22,021	£11.72		
23	£21,693	£11.54			14	£22,462		23	
24	£22,401	£11.92	Grade F	5	15	£22,911	£12.19	24	614
					16	£23,369	£12.44		
25	£23,111	£12.30			17	£23,836	£12.68	25	
					18	£24,313	£12.94		
26	£23,866	£12.70			19	£24,799	£13.20	26	
27	£24,657	£13.12			20	£25,295	£13.46	27	
					21	£25,801	£13.73		
28	£25,463	£13.55			22	£26,317	£14.00	28	
29	£26,470	£14.09	Grade G	4	23	£26,999	£14.37	29	297
30	£27,358	£14.56			24	£27,905	£14.85	30	
31	£28,221	£15.02			25	£28,785	£15.32	31	
32	£29,055	£15.46			26	£29,636	£15.77	32	
33	£29,909	£15.92	Grade H	5	27	£30,507	£16.23	33	366
34	£30,756	£16.37			28	£31,371	£16.69	34	
35	£31,401	£16.71			29	£32,029	£17.04	35	
36	£32,233	£17.15			30	£32,878	£17.50	36	
37	£33,136	£17.63			31	£33,799	£17.99	37	
38	£34,106	£18.15	Grade I	4	32	£34,788	£18.51	38	142
39	£35,229	£18.75			33	£35,934	£19.12	39	
40	£36,153	£19.24			34	£36,876	£19.62	40	
41	£37,107	£19.75			35	£37,849	£20.14	41	
42	£38,052	£20.25			36	£38,813	£20.65	42	
43	£39,002	£20.75	Grade J	4	37	£39,782	£21.17	43	89
44	£39,961	£21.26			38	£40,760	£21.69	44	
45	£40,858	£21.74			39	£41,675	£22.18	45	
46	£41,846	£22.27			40	£42,683	£22.71	46	
47	£42,806	£22.78			41	£43,662	£23.23	47	
48	£43,757	£23.28			42	£44,632	£23.75	48	
49	£44,697	£23.79			43	£45,591	£24.26	49	
50	£43,484	£23.14	Grade K	3	44	£44,354	£23.60	50	39
51	£45,720	£24.33			45	£46,634	£24.82	51	
52	£47,958	£25.52			46	£48,917	£26.03	52	
53	£50,337	£26.79	Grade L	3	47	£51,344	£27.32	53	29
54	£53,247	£28.33			48	£54,312	£28.90	54	
55	£56,159	£29.88			49	£57,282	£30.48	55	
56	£58,373	£31.06	Grade M	3	50	£59,540	£31.68	56	12
57	£61,397	£32.67			51	£62,625	£33.33	57	
58	£64,419	£34.28			52	£65,707	£34.97	58	
59	£67,613	£35.98	Grade N	3	53	£68,965	£36.70	59	3
60	£71,434	£38.01			54	£72,863	£38.77	60	
61	£75,258	£40.05			55	£76,763	£40.85	61	

Option A

Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference
Grade A	1	£17,364	621	-	2	-
	2	£17,711		2,481		
Grade B	3	£18,065	222	-	2	-
Grade C	4	£18,426	241	2,012	2	-
	5	£18,795		4,981		
Grade D	6	£19,171	658	-	2	-
	7	£19,554		11,633		
Grade E	8	£19,945	1023	-	7	-
	9	£20,344		1,097		
	10	£20,751		1,525		
	11	£21,166		-		
	12	£21,589		2,516		
	13	£22,021		1,466		
	14	£22,462		15,453		
Grade F	15	£22,911	614	-	8	-
	16	£23,369		1,171		
	17	£23,836		-		
	18	£24,313		1,994		
	19	£24,799		-		
	20	£25,295		1,352		
	21	£25,801		883		
	22	£26,317		11,046		
Grade G	23	£26,999	297	-	4	-
	24	£27,905		765		
	25	£28,785		1,330		
	26	£29,636		8,129		
Grade H	27	£30,507	366	-	5	-
	28	£31,371		1,253		
	29	£32,029		1,455		
	30	£32,878		1,611		
	31	£33,799		7,695		
Grade I	32	£34,788	142	-	4	-
	33	£35,934		941		
	34	£36,876		2,028		
	35	£37,849		4,732		
	36	£38,813	-	-		
Grade J	37	£39,782	89	-	4	-
	38	£40,760		704		
	39	£41,675		660		
	40	£42,683		3,517		
	41	£43,662	-	-		
	42	£44,632	-	-		
	43	£45,591	-	-		
Grade K	44	£44,354	39	-	3	-
	45	£46,634		156		
	46	£48,917		2,284		
Grade L	47	£51,344	29	-	3	-
	48	£54,312		144		
	49	£57,282		2,048		
Grade M	50	£59,540	12	-	3	-
	51	£62,625		-		
	52	£65,707		1,048		
Grade N	53	£68,965	3	-	3	-
	54	£72,863		-		
	55	£76,763		307		
				100,416		

Option B

Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference
Grade A	1	£17,364	621	137	2	-
	2	£17,711		2,341		
Grade B	3	£18,065	222	302	2	-
	4	£18,426		1,704		
Grade C	5	£18,795	241	4,981	3	2
	6	£19,171		-		
	7	£19,554		-		
Grade D	8	£19,945	658	11,866	3	3
	9	£20,344		-		
	10	£20,751		-		
Grade E	11	£21,166	1023	2,697	4	-
	12	£21,589		2,516		
	13	£22,021		-		
	14	£22,462		16,949		
	15	£22,911	-	-		
	16	£23,369	-	-		
	17	£23,836	-	-		
	18	£24,313	-	-		
Grade F	19	£24,799	614	3,277	4	-
	20	£25,295		1,352		
	21	£25,801		-		
	22	£26,317		11,946		
Grade G	23	£26,999	297	-	4	-
	24	£27,905		765		
	25	£28,785		1,330		
	26	£29,636		8,129		
Grade H	27	£30,507	366	-	5	-
	28	£31,371		1,253		
	29	£32,029		1,455		
	30	£32,878		1,611		
	31	£33,799		7,695		
Grade I	32	£34,788	142	-	4	-
	33	£35,934		941		
	34	£36,876		2,028		
	35	£37,849		4,732		
	36	£38,813	-	-		
Grade J	37	£39,782	89	-	4	-
	38	£40,760		704		
	39	£41,675		660		
	40	£42,683		3,517		
	41	£43,662	-	-		
	42	£44,632	-	-		
	43	£45,591	-	-		
Grade K	44	£44,354	39	-	3	-
	45	£46,634		156		
	46	£48,917		2,284		
Grade L	47	£51,344	29	-	3	-
	48	£54,312		144		
	49	£57,282		2,048		
Grade M	50	£59,540	12	-	3	-
	51	£62,625		-		
	52	£65,707		1,048		
Grade N	53	£68,965	3	-	3	-
	54	£72,863		-		
	55	£76,763		307		
				100,873		

Option C

Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP	Number of increments per Grade	Headroom Difference
Grade A	1	£17,364	621	137	2	-
	2	£17,711		2,341		
Grade B	3	£18,065	222	302	2	-
	4	£18,426		1,704		
Grade C	5	£18,795	241	4,981	2	1
	6	£19,171		-		
Grade D	7	£19,554	658	11,633	4	3
	8	£19,945		-		
	9	£20,344		-		
	10	£20,751		-		
Grade E	11	£21,166	1,023	2,697	6	2
	12	£21,589		2,516		
	13	£22,021		-		
	14	£22,462		16,949		
	15	£22,911		-		
	16	£23,369		-		
Grade F	17	£23,836	614	1,195	6	-
	18	£24,313		-		
	19	£24,799		2,034		
	20	£25,295		1,352		
	21	£25,801		-		
	22	£26,317		11,946		
Grade G	23	£26,999	297	-	6	2
	24	£27,905		765		
	25	£28,785		1,330		
	26	£29,636		8,129		
	27	£30,507		-		
	28	£31,371		-		
Grade H	29	£32,029	143	817	6	-
	30	£32,878		345		
	31	£33,799		3,212		
Grade H+	32	£34,788	223	8,207		3
	33	£35,934		1,389		
	34	£36,876		-		
Grade I	35	£37,849	77	3,107	5	2
	36	£38,813		-		
	37	£39,782		-		
Grade I+	38	£40,760	65	3,361		4
	39	£41,675		-		
Grade J	40	£42,683	29	1,614	4	1
	41	£43,662		-		
Grade J +	42	£44,632	60	3,476		3
	43	£45,591		-		
Grade K	44	£46,634	39	156	4	-
	45	£47,894		-		
	46	£49,154				
	47	£50,417		2,365		
Grade L	48	£51,344	29	-	4	-
	49	£53,314				
	50	£55,284		147		
	51	£57,282		2,048		
Grade M	52	£59,540	12	-	4	-
	53	£61,595				
	54	£63,650		-		
	55	£65,707		1,048		
Grade N	56	£68,965	3	-	4	-
	57	£71,565				
	58	£74,165		-		
	59	£76,763		307		
				101,610		

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APPENDIX 6 - Summary of Options

2019/20

	Current	Option A Gross	Option A Extra	Option B Gross	Option B Extra	Option C Gross	Option C Extra
		£000s		£000s		£000s	
		Assimilate then Increment					
TMBC	70,298	72,818	2,520	73,394	3,096	74,669	4,371
Schools	26,450	27,598	1,148	28,014	1,564	27,978	1,529
TOTAL	**96,748**	**100,416**	**3,668**	**101,408**	**4,660**	**102,647**	**5,900**
		Increment then Assimilate					
TMBC	70,298	72,900	2,602	73,083	2,785	73,949	3,651
Schools	26,450	27,632	1,183	27,790	1,340	27,661	1,212
TOTAL	**96,748**	**100,532**	**3,784**	**100,873**	**4,125**	**101,610**	**4,863**

Incremental costs in future years:

Rough estimates of potential future year pressures from pay scale change, incremental drift and inflationary uplift
(Based on increment then assimilate)
Figures below include TMBC and Schools Staff

	Current	Option A	Option B	Option C
		2019/20		
General Pay award 2.5%	2,419			
New scale + inflation		3,784	4,125	4,863
Total 2019/20 (additional)	2,419	3,784	4,125	4,863
Cumulative growth	2,419	3,784	4,125	4,863
		2020/21		
Base Pay	72,717	100,532	100,873	101,610
Incremental Drift	0	0	535	1,223
Inflation @ 2.5%	1,818	2,513	2,535	2,757
Total 2020/21 (Additional)	1,818	2,513	3,070	3,980
Cumulative growth	4,237	6,298	7,195	8,843
		2021/22		
Base Pay	74,535	103,045	103,943	105,590
Incremental Drift	0	0	548	1,254
Inflation @ 2.5%	1,863	2,576	2,612	2,671
Total 2021/22 (Additional)	1,863	2,576	3,160	3,925
Cumulative growth	6,100	8,874	10,356	12,767

1 April 2018 - 31 March 2019					1 April 2019 - 31 March 2020					Option A							Option B							Option C						
SCP	£ per annum	£ per hour*	Grades	Number of increments per Grade	New SCP	£ per annum	£ per hour*	Old SCP[s]	Headcount per Grade	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP £000	Number of increments per Grade	Headroom Difference	Grade	New SCP	£ per annum	Headcount per Grade	Cost per SCP	Number of increments per Grade	Headroom Difference
6	£16,394	£8.72	Grade A	4	1	£17,364	£9.24	6/7			1	£17,364		-				1	£17,364		137				1	£17,364		137		
7	£16,495	£8.78							621				621		2	-	Grade A			621		2	-	Grade A			621		2	
8	£16,626	£8.85			2	£17,711	£9.42	8/9		Grade A	2	£17,711		2,481				2	£17,711		2,341				2	£17,711		2,341		
9	£16,755	£8.92																												-
10	£16,863	£8.97	Grade B	3	3	£18,065	£9.61	10/11			3	£18,065		-				3	£18,065		302				3	£18,065		302		
11	£17,007	£9.05							222	Grade B			222		2	-														
12	£17,173	£9.14			4	£18,426	£9.81	12/13			4	£18,426		2,012			Grade B	4	£18,426	222	1,704	2	-	Grade B	4	£18,426	222	1,704	2	
13	£17,391	£9.25	Grade C	3																										-
14	£17,681	£9.41			5	£18,795	£10.00	14/15	241	Grade C	5	£18,795	241	4,981	2	-		5	£18,795		4,981				5	£18,795		4,981		
15	£17,972	£9.56																						Grade C			241		2	
16	£18,319	£9.75	Grade D	3	6	£19,171	£10.20	16/17			6	£19,171		-			Grade C	6	£19,171	241	-	3	2		6	£19,171		-		
17	£18,672	£9.94							658	Grade D			658		2	-														1
18	£18,870	£10.04			7	£19,554	£10.41	18			7	£19,554		11,633				7	£19,554		-				7	£19,554		11,633		
19	£19,446	£10.35	Grade E	6	8	£19,945	£10.61	19			8	£19,945		-				8	£19,945		11,866			Grade D	8	£19,945		-		
20	£19,819	£10.55			9	£20,344	£10.83	20			9	£20,344		1,097			Grade D	9	£20,344	658	-	3	3		9	£20,344	658	-	4	
					10	£20,751	£11.04				10	£20,751		1,525				10	£20,751		-				10	£20,751		-		3
21	£20,541	£10.93			11	£21,166	£11.26	21	1023	Grade E	11	£21,166	1023	-	7	-		11	£21,166		2,697				11	£21,166		2,697		
22	£21,074	£11.21			12	£21,589	£11.49	22			12	£21,589		2,516			Grade E	12	£21,589	1023	2,516	4	-		12	£21,589		2,516		
					13	£22,021	£11.72				13	£22,021		1,466				13	£22,021		-				13	£22,021	1,023	-	6	
23	£21,693	£11.54			14	£22,462		23			14	£22,462		15,453				14	£22,462		16,949			Grade E	14	£22,462		16,949		
24	£22,401	£11.92	Grade F	5	15	£22,911	£12.19	24			15	£22,911		-				15	£22,911	-	-				15	£22,911		-		
					16	£23,369	£12.44				16	£23,369		1,171				16	£23,369	-	-				16	£23,369		-		2
25	£23,111	£12.30			17	£23,836	£12.68	25			17	£23,836		-				17	£23,836	-	-				17	£23,836		1,195		
					18	£24,313	£12.94		614	Grade F	18	£24,313	614	1,994	8	-		18	£24,313	-	-				18	£24,313		-		
26	£23,866	£12.70			19	£24,799	£13.20	26			19	£24,799		-				19	£24,799		3,277				19	£24,799	614	2,034	6	
27	£24,657	£13.12			20	£25,295	£13.46	27			20	£25,295		1,352			Grade F	20	£25,295	614	1,352	4	-	Grade F	20	£25,295		1,352		
					21	£25,801	£13.73				21	£25,801		883				21	£25,801		-				21	£25,801		-		
28	£25,463	£13.55			22	£26,317	£14.00	28			22	£26,317		11,046				22	£26,317		11,946				22	£26,317		11,946		-
29	£26,470	£14.09	Grade G	4	23	£26,999	£14.37	29			23	£26,999		-				23	£26,999		-				23	£26,999		-		
30	£27,358	£14.56			24	£27,905	£14.85	30	297	Grade G	24	£27,905	297	765	4	-		24	£27,905		765				24	£27,905		765		
31	£28,221	£15.02			25	£28,785	£15.32	31			25	£28,785		1,330			Grade G	25	£28,785	297	1,330	4	-	Grade G	25	£28,785	297	1,330	6	
32	£29,055	£15.46			26	£29,636	£15.77	32			26	£29,636		8,129				26	£29,636		8,129				26	£29,636		8,129		
33	£29,909	£15.92	Grade H	5	27	£30,507	£16.23	33			27	£30,507		-				27	£30,507		-				27	£30,507		-		
34	£30,756	£16.37			28	£31,371	£16.69	34			28	£31,371		1,253				28	£31,371		1,253				28	£31,371		-		2
35	£31,401	£16.71			29	£32,029	£17.04	35	366	Grade H	29	£32,029	366	1,455	5	-	Grade H	29	£32,029	366	1,455	5	-		29	£32,029		817		
36	£32,233	£17.15			30	£32,878	£17.50	36			30	£32,878		1,611				30	£32,878		1,611			Grade H	30	£32,878	143	345		
37	£33,136	£17.63			31	£33,799	£17.99	37			31	£33,799		7,695				31	£33,799		7,695				31	£33,799		3,212		-
38	£34,106	£18.15	Grade I	4	32	£34,788	£18.51	38			32	£34,788		-				32	£34,788		-				32	£34,788		8,207		
39	£35,229	£18.75			33	£35,934	£19.12	39	142	Grade I	33	£35,934	142	941	4	-	Grade I	33	£35,934	142	941	4	-	Grade H+	33	£35,934	223	1,389	6	
40	£36,153	£19.24			34	£36,876	£19.62	40			34	£36,876		2,028				34	£36,876		2,028				34	£36,876		-		3
41	£37,107	£19.75			35	£37,849	£20.14	41			35	£37,849		4,732				35	£37,849		4,732				35	£37,849		3,107		
42	£38,052	£20.25			36	£38,813	£20.65	42			36	£38,813	-	-				36	£38,813	-	-			Grade I	36	£38,813	77	-		
43	£39,002	£20.75	Grade J	4	37	£39,782	£21.17	43			37	£39,782		-				37	£39,782		-				37	£39,782		-		2
44	£39,961	£21.26			38	£40,760	£21.69	44	89	Grade J	38	£40,760	89	704	4	-	Grade J	38	£40,760	89	704	4	-	Grade I+	38	£40,760	65	3,361	5	
45	£40,858	£21.74			39	£41,675	£22.18	45			39	£41,675		660				39	£41,675		660				39	£41,675		-		4
46	£41,846	£22.27			40	£42,683	£22.71	46			40	£42,683		3,517				40	£42,683		3,517			Grade J	40	£42,683	29	1,614		
47	£42,806	£22.78			41	£43,662	£23.23	47			41	£43,662	-	-				41	£43,662	-	-				41	£43,662		-		1
48	£43,757	£23.28			42	£44,632	£23.75	48			42	£44,632	-	-				42	£44,632	-	-			Grade J +	42	£44,632	60	3,476	4	
49	£44,697	£23.79			43	£45,591	£24.26	49			43	£45,591	-	-				43	£45,591	-	-				43	£45,591		-		3
50	£43,484	£23.14	Grade K	3	44	£44,354	£23.60	50			44	£44,354		-				44	£44,354		-				44	£46,634		156		
51	£45,720	£24.33			45	£46,634	£24.82	51		Grade K	45	£46,634		156			Grade K	45	£46,634		156			Grade K	45	£47,894		-		
									39				39		3	-				39		3	-		46	£49,154	39		4	
52	£47,958	£25.52			46	£48,917	£26.03	52			46	£48,917		2,284				46	£48,917		2,284				47	£50,417		2,365		-
53	£50,337	£26.79	Grade L	3	47	£51,344	£27.32	53			47	£51,344		-				47	£51,344		-				48	£51,344		-		
									29				29		3	-				29		3	-		49	£53,314	29		4	
54	£53,247	£28.33			48	£54,312	£28.90	54		Grade L	48	£54,312		144			Grade L	48	£54,312		144			Grade L	50	£55,284		147		
55	£56,159	£29.88			49	£57,282	£30.48	55			49	£57,282		2,048				49	£57,282		2,048				51	£57,282		2,048		-
56	£58,373	£31.06	Grade M	3	50	£59,540	£31.68	56			50	£59,540		-				50	£59,540		-				52	£59,540		-		
									12				12		3	-				12		3	-		53	£61,595	12		4	
57	£61,397	£32.67			51	£62,625	£33.33	57		Grade M	51	£62,625		-			Grade M	51	£62,625		-			Grade M	54	£63,650		-		
58	£64,419	£34.28			52	£65,707	£34.97	58			52	£65,707		1,048				52	£65,707		1,048				55	£65,707		1,048		-
59	£67,613	£35.98	Grade N	3	53	£68,965	£36.70	59			53	£68,965		-				53	£68,965		-				56	£68,965		-		
									3				3		3	-				3		3	-		57	£71,565	3		4	
60	£71,434	£38.01			54	£72,863	£38.77	60		Grade N	54	£72,863		-			Grade N	54	£72,863		-			Grade N	58	£74,165		-		
61	£75,258	£40.05			55	£76,763	£40.85	61			55	£76,763		307				55	£76,763		307				59	£76,763		307		-
														100,416							100,873							101,610		

APPENDIX 3

2018-19 Current Structure					2019-20 Option A: Assimilate then Increment				2019-20 Option A: Increment then Assimilate			
Grade	SCP	£ per annum	Total Cost £	No. of staff	New SCP	£ per annum	Total Cost £	% Increase	New SCP	£ per annum	Total Cost £	% Increase
Grade A	6	16,394	129,091	38	02	17,711	139,462	8.03%	01	17,364	136,729	5.92%
	7	16,495	277,590	82	02	17,711	298,054	7.37%	02	17,711	298,054	7.37%
	8	16,626	215,564	61	02	17,711	229,631	6.53%	02	17,711	229,631	6.53%
	9	16,755	1,715,780	440	02	17,711	1,813,678	5.71%	02	17,711	1,813,678	5.71%
Grade B	10	16,863	281,713	28	04	18,426	307,824	9.27%	03	18,065	301,793	7.13%
	11	17,007	270,936	24	04	18,426	293,542	8.34%	04	18,426	293,542	8.34%
	12	17,173	1,314,499	170	04	18,426	1,410,409	7.30%	04	18,426	1,410,409	7.30%
Grade C	13	17,391	227,540	11	05	18,795	245,909	8.07%	05	18,795	245,909	8.07%
	14	17,681	644,088	34	05	18,795	684,669	6.30%	05	18,795	684,669	6.30%
	15	17,972	3,873,392	196	05	18,795	4,050,768	4.58%	05	18,795	4,050,768	4.58%
Grade D	16	18,319	747,750	46	07	19,554	802,139	6.74%	06	19,171	786,428	4.65%
	17	18,672	908,427	54	07	19,554	956,081	4.72%	07	19,554	956,081	4.72%
	18	18,870	9,482,059	558	07	19,554	9,874,744	3.62%	07	19,554	9,874,744	3.62%
Grade E	19	19,446	1,041,134	51	09	20,344	1,097,417	4.62%	09	20,344	1,097,417	4.62%
	20	19,819	1,445,521	86	10	20,751	1,524,898	4.70%	11	21,166	1,555,395	6.80%
	21	20,541	2,394,179	128	12	21,589	2,516,330	5.10%	12	21,589	2,516,330	5.10%
	22	21,074	1,402,741	66	13	22,021	1,465,776	4.49%	14	22,462	1,495,130	6.59%
	23	21,693	14,924,404	692	14	22,462	15,453,462	3.54%	14	22,462	15,453,462	3.54%
Grade F	24	22,401	1,114,416	44	16	23,369	1,171,169	4.32%	17	23,836	1,194,574	6.41%
	25	23,111	1,895,480	74	18	24,313	1,994,064	5.20%	19	24,799	2,033,924	7.30%
	26	23,866	1,275,222	55	20	25,295	1,351,577	5.99%	20	25,295	1,351,577	5.99%
	27	24,657	843,385	36	21	25,801	882,515	4.64%	22	26,317	900,165	6.73%
	28	25,463	10,687,711	405	22	26,317	11,046,164	3.35%	22	26,317	11,046,164	3.35%
Grade G	29	26,470	723,102	22	24	27,905	764,811	5.42%	24	27,905	764,811	5.42%
	30	27,358	1,263,627	38	25	28,785	1,329,538	5.22%	25	28,785	1,329,538	5.22%
	31	28,221	838,690	26	26	29,636	880,741	5.01%	26	29,636	880,741	5.01%
	32	29,055	7,106,629	211	26	29,636	7,248,738	2.00%	26	29,636	7,248,738	2.00%
Grade H	33	29,909	760,011	21	28	31,371	800,497	4.89%	28	31,371	800,497	4.89%
	34	30,756	977,341	57	29	32,029	1,017,793	4.14%	29	32,029	1,017,793	4.14%
	35	31,401	879,333	30	30	32,878	920,694	4.70%	30	32,878	920,694	4.70%
	36	32,233	616,134	15	31	33,799	646,068	4.86%	31	33,799	646,068	4.86%
	37	33,136	6,314,330	153	31	33,799	6,440,670	2.00%	31	33,799	6,440,670	2.00%
Grade H Market Supplement	33	29,909	430,064	11	28	31,371	452,973	4.89%	28	31,371	452,973	4.89%
	34	30,756	419,421	11	29	32,029	436,781	4.14%	29	32,029	436,781	4.14%
	35	31,401	659,500	16	30	32,878	690,521	4.70%	30	32,878	690,521	4.70%
	36	32,233	317,332	8	31	33,799	332,749	4.86%	31	33,799	332,749	4.86%
	37	33,136	260,977	8	31	33,799	275,451	2.00%	31	33,799	275,451	2.00%
	38	34,106	135,025	3	33	35,934	142,262	5.36%	33	35,934	142,262	5.36%
	39	35,229	1,361,781	33	34	36,876	1,389,033	4.68%	34	36,876	1,389,033	4.68%
Grade I	38	34,106	757,642	18	33	35,934	798,250	5.36%	33	35,934	798,250	5.36%
	39	35,229	610,187	27	34	36,876	638,714	4.68%	34	36,876	638,714	4.68%
	40	36,153	524,807	11	35	37,849	549,427	4.69%	35	37,849	549,427	4.69%
	41	37,107	4,100,451	86	35	37,849	4,182,445	2.00%	35	37,849	4,182,445	2.00%
	42	38,052	0	0			0				0	
Grade J	43	39,002	673,393	14	38	40,760	703,745	4.51%	38	40,760	703,745	4.51%
	44	39,961	632,821	12	39	41,675	659,963	4.29%	39	41,675	659,963	4.29%
	45	40,858	431,350	8	40	42,683	450,617	4.47%	40	42,683	450,617	4.47%
	46	41,846	3,005,797	55	40	42,683	3,065,919	2.00%	40	42,683	3,065,919	2.00%
	47	42,806	0	0			0				0	
	48	43,757	0	0			0				0	
	49	44,697	0	0			0				0	
Grade K	50	43,484	145,452	3	45	46,634	155,988	7.24%	45	46,634	155,988	7.24%
	51	45,720	242,000	4	46	48,917	258,923	6.99%	46	48,917	258,923	6.99%
	52	47,958	1,984,938	32	46	48,917	2,024,630	2.00%	46	48,917	2,024,630	2.00%
Grade L	53	50,337	133,856	2	48	54,312	144,426	7.90%	48	54,312	144,426	7.90%
	54	53,247	133,728	2	49	57,282	143,862	7.58%	49	57,282	143,862	7.58%
	55	56,159	1,866,725	25	49	57,282	1,904,054	2.00%	49	57,282	1,904,054	2.00%
Grade M	56	58,373	0	0			0				0	
	57	61,397	0	0			0				0	
	58	64,419	1,027,818	12	52	65,707	1,048,368	2.00%	52	65,707	1,048,368	2.00%
Grade N	59	67,613	0	0			0				0	
	60	71,434	0	0			0				0	
	61	75,258	300,680	3	55	76,763	306,693	2.00%	55	76,763	306,693	2.00%
Totals			**96,747,562**	**4,356**			**100,415,627**				**100,531,917**	
Increase in cost							**3,668,064**				**3,784,354**	

APPENDIX 4

					2019-20 Option B							
2018-19 Current Structure					Assimilate then Increment				Increment then Assimilate			
Grade	SCP	£ per annum	Total Cost £	No. of staff	New SCP	£ per annum	Total Cost £	% Increase	New SCP	£ per annum	Total Cost £	% Increase
Grade A	6	16,394	129,091	38	02	17,711	139,462	8.03%	01	17,364	136,729	5.92%
	7	16,495	277,590	82	02	17,711	298,054	7.37%	02	17,711	298,054	7.37%
	8	16,626	215,564	61	02	17,711	229,631	6.53%	02	17,711	229,631	6.53%
	9	16,755	1,715,780	440	02	17,711	1,813,678	5.71%	02	17,711	1,813,678	5.71%
Grade B	10	16,863	281,713	28	04	18,426	307,824	9.27%	03	18,065	301,793	7.13%
	11	17,007	270,936	24	04	18,426	293,542	8.34%	04	18,426	293,542	8.34%
	12	17,173	1,314,499	170	04	18,426	1,410,409	7.30%	04	18,426	1,410,409	7.30%
Grade C	13	17,391	227,540	11	06	19,171	252,079	10.24%	05	18,795	245,909	8.07%
	14	17,681	644,088	34	06	19,171	701,847	8.43%	05	18,795	684,669	6.30%
	15	17,972	3,873,392	196	06	19,171	4,152,401	6.67%	05	18,795	4,050,768	4.58%
Grade D	16	18,319	747,750	46	09	20,344	840,833	11.05%	08	19,945	818,179	8.88%
	17	18,672	908,427	54	09	20,344	1,002,200	8.95%	08	19,945	975,198	6.82%
	18	18,870	9,482,059	558	09	20,344	10,351,082	7.81%	08	19,945	10,072,198	5.70%
Grade E	19	19,446	1,041,134	51	12	21,589	1,164,576	11.02%	11	21,166	1,141,758	8.85%
	20	19,819	1,445,521	86	12	21,589	1,586,479	8.93%	11	21,166	1,555,395	6.80%
	21	20,541	2,394,179	128	12	21,589	2,516,330	5.10%	12	21,589	2,516,330	5.10%
	22	21,074	1,402,741	66	13	22,021	1,465,776	4.49%	14	22,462	1,495,130	6.59%
	23	21,693	14,924,404	692	14	22,462	15,453,462	3.54%	14	22,462	15,453,462	3.54%
Grade F	24	22,401	1,114,416	44	20	25,295	1,267,693	12.92%	19	24,799	1,242,836	10.70%
	25	23,111	1,895,480	74	20	25,295	2,074,604	9.45%	19	24,799	2,033,924	7.30%
	26	23,866	1,275,222	55	20	25,295	1,351,577	5.99%	20	25,295	1,351,577	5.99%
	27	24,657	843,385	36	21	25,801	882,515	4.64%	22	26,317	900,165	6.73%
	28	25,463	10,687,711	405	22	26,317	11,046,164	3.35%	22	26,317	11,046,164	3.35%
Grade G	29	26,470	723,102	22	24	27,905	764,811	5.42%	24	27,905	764,811	5.42%
	30	27,358	1,263,627	38	25	28,785	1,329,538	5.22%	25	28,785	1,329,538	5.22%
	31	28,221	838,690	26	26	29,636	880,741	5.01%	26	29,636	880,741	5.01%
	32	29,055	7,106,629	211	26	29,636	7,248,738	2.00%	26	29,636	7,248,738	2.00%
Grade H	33	29,909	760,011	21	28	31,371	800,497	4.89%	28	31,371	800,497	4.89%
	34	30,756	977,341	57	29	32,029	1,017,793	4.14%	29	32,029	1,017,793	4.14%
	35	31,401	879,333	30	30	32,878	920,694	4.70%	30	32,878	920,694	4.70%
	36	32,233	616,134	15	31	33,799	646,068	4.86%	31	33,799	646,068	4.86%
	37	33,136	6,314,330	153	31	33,799	6,440,670	2.00%	31	33,799	6,440,670	2.00%
Grade H Market Supplement	33	29,909	430,064	11	28	31,371	452,973	4.89%	28	31,371	452,973	4.89%
	34	30,756	419,421	11	29	32,029	436,781	4.14%	29	32,029	436,781	4.14%
	35	31,401	659,500	16	30	32,878	690,521	4.70%	30	32,878	690,521	4.70%
	36	32,233	317,332	8	31	33,799	332,749	4.86%	31	33,799	332,749	4.86%
	37	33,136	260,977	8	31	33,799	275,451	2.00%	31	33,799	275,451	2.00%
	38	34,106	135,025	3	33	35,934	142,262	5.36%	33	35,934	142,262	5.36%
	39	35,229	1,361,781	33	34	36,876	1,389,033	4.68%	34	36,876	1,389,033	4.68%
Grade I	38	34,106	757,642	18	33	35,934	798,250	5.36%	33	35,934	798,250	5.36%
	39	35,229	610,187	27	34	36,876	638,714	4.68%	34	36,876	638,714	4.68%
	40	36,153	524,807	11	35	37,849	549,427	4.69%	35	37,849	549,427	4.69%
	41	37,107	4,100,451	86	35	37,849	4,182,445	2.00%	35	37,849	4,182,445	2.00%
	42	38,052	0	0			0				0	
Grade J	43	39,002	673,393	14	38	40,760	703,745	4.51%	38	40,760	703,745	4.51%
	44	39,961	632,821	12	39	41,675	659,963	4.29%	39	41,675	659,963	4.29%
	45	40,858	431,350	8	40	42,683	450,617	4.47%	40	42,683	450,617	4.47%
	46	41,846	3,005,797	55	40	42,683	3,065,919	2.00%	40	42,683	3,065,919	2.00%
	47	42,806	0	0			0				0	
	48	43,757	0	0			0				0	
	49	44,697	0	0			0				0	
Grade K	50	43,484	145,452	3	45	46,634	155,988	7.24%	45	46,634	155,988	7.24%
	51	45,720	242,000	4	46	48,917	258,923	6.99%	46	48,917	258,923	6.99%
	52	47,958	1,984,938	32	46	48,917	2,024,630	2.00%	46	48,917	2,024,630	2.00%
Grade L	53	50,337	133,856	2	48	54,312	144,426	7.90%	48	54,312	144,426	7.90%
	54	53,247	133,728	2	49	57,282	143,862	7.58%	49	57,282	143,862	7.58%
	55	56,159	1,866,725	25	49	57,282	1,904,054	2.00%	49	57,282	1,904,054	2.00%
Grade M	56	58,373	0	0			0				0	
	57	61,397	0	0			0				0	
	58	64,419	1,027,818	12	52	65,707	1,048,368	2.00%	52	65,707	1,048,368	2.00%
Grade N	59	67,613	0	0			0				0	
	60	71,434	0	0			0				0	
	61	75,258	300,680	3	55	76,763	306,693	2.00%	55	76,763	306,693	2.00%
Totals			**96,747,562**	**4,356**			**101,407,564**				**100,872,843**	
Increase in cost							**4,660,001**				**4,125,281**	

APPENDIX 5

2018-19 Current Structure					2019-20 Option C: Assimilate then Increment				2019-20 Option C: Increment then Assimilate			
Grade	SCP	£ per annum	Total Cost £	No. of staff	New SCP	£ per annum	Total Cost £	% Increase	New SCP	£ per annum	Total Cost £	% Increase
Grade A	6	16,394	129,091	38	02	17,711	139,462	8.03%	01	17,364	136,729	5.92%
	7	16,495	277,590	82	02	17,711	298,054	7.37%	02	17,711	298,054	7.37%
	8	16,626	215,564	61	02	17,711	229,631	6.53%	02	17,711	229,631	6.53%
	9	16,755	1,715,780	440	02	17,711	1,813,678	5.71%	02	17,711	1,813,678	5.71%
Grade B	10	16,863	281,713	28	04	18,426	307,824	9.27%	03	18,065	301,793	7.13%
	11	17,007	270,936	24	04	18,426	293,542	8.34%	04	18,426	293,542	8.34%
	12	17,173	1,314,499	170	04	18,426	1,410,409	7.30%	04	18,426	1,410,409	7.30%
Grade C	13	17,391	227,540	11	06	19,171	252,079	10.24%	05	18,795	245,909	8.07%
	14	17,681	644,088	34	06	19,171	701,847	8.43%	05	18,795	684,669	6.30%
	15	17,972	3,873,392	196	06	19,171	4,152,401	6.67%	05	18,795	4,050,768	4.58%
Grade D	16	18,319	747,750	46	08	19,945	818,179	8.88%	07	19,554	802,139	6.74%
	17	18,672	908,427	54	08	19,945	975,198	6.82%	07	19,554	956,081	4.72%
	18	18,870	9,482,059	558	08	19,945	10,072,198	5.70%	07	19,554	9,874,744	3.62%
Grade E	19	19,446	1,041,134	51	12	21,589	1,164,576	11.02%	11	21,166	1,141,758	8.85%
	20	19,819	1,445,521	86	12	21,589	1,586,479	8.93%	11	21,166	1,555,395	6.80%
	21	20,541	2,394,179	128	12	21,589	2,516,330	5.10%	12	21,589	2,516,330	5.10%
	22	21,074	1,402,741	66	13	22,021	1,465,776	4.49%	14	22,462	1,495,130	6.59%
	23	21,693	14,924,404	692	15	22,911	15,762,366	5.61%	14	22,462	15,453,462	3.54%
Grade F	24	22,401	1,114,416	44	18	24,313	1,218,479	8.54%	17	23,836	1,194,574	6.41%
	25	23,111	1,895,480	74	18	24,313	1,994,064	5.20%	19	24,799	2,033,924	7.30%
	26	23,866	1,275,222	55	20	25,295	1,351,577	5.99%	20	25,295	1,351,577	5.99%
	27	24,657	843,385	36	21	25,801	882,515	4.64%	22	26,317	900,165	6.73%
	28	25,463	10,687,711	405	22	26,317	11,046,164	3.35%	22	26,317	11,046,164	3.35%
Grade G	29	26,470	723,102	22	24	27,905	764,811	5.42%	24	27,905	764,811	5.42%
	30	27,358	1,263,627	38	25	28,785	1,329,538	5.22%	25	28,785	1,329,538	5.22%
	31	28,221	838,690	26	26	29,636	880,741	5.01%	26	29,636	880,741	5.01%
	32	29,055	7,106,629	211	27	30,507	7,492,996	5.00%	26	29,636	7,248,738	2.00%
Grade H	33	29,909	408,141	12	30	32,878	450,533	9.93%	29	32,029	438,899	7.09%
	34	30,756	363,349	41	30	32,878	388,418	6.90%	29	32,029	378,388	4.14%
	35	31,401	329,750	16	30	32,878	345,260	4.70%	30	32,878	345,260	4.70%
	36	32,233	277,647	7	31	33,799	291,136	4.86%	31	33,799	291,136	4.86%
	37	33,136	2,863,108	67	31	33,799	2,920,394	2.00%	31	33,799	2,920,394	2.00%
Grade H +	33	29,909	781,934	20	32	34,788	918,169	16.31%	32	34,788	918,169	16.31%
	34	30,756	1,033,413	27	32	34,788	1,175,128	13.11%	32	34,788	1,175,128	13.11%
	35	31,401	1,209,083	30	32	34,788	1,346,647	10.79%	32	34,788	1,346,647	10.79%
	36	32,233	655,819	16	32	34,788	711,581	7.93%	32	34,788	711,581	7.93%
	37	33,136	3,712,199	94	32	34,788	3,918,072	4.99%	32	34,788	3,918,072	4.99%
	38	34,106	135,025	3	32	34,788	137,725	2.00%	32	34,788	137,725	2.00%
	39	35,229	1,361,781	33	33	35,934	1,389,033	2.00%	33	35,934	1,389,033	2.00%
Grade I	38	34,106	360,067	9	36	38,813	409,761	13.80%	35	37,849	399,583	10.97%
	39	35,229	162,716	17	36	38,813	179,270	10.17%	35	37,849	174,818	7.44%
	40	36,153	381,678	8	36	38,813	409,761	7.36%	35	37,849	399,583	4.69%
	41	37,107	2,091,373	43	36	38,813	2,187,524	4.60%	35	37,849	2,133,192	2.00%
Grade I +	38	34,106	397,574	9	38	40,760	475,140	19.51%	38	40,760	475,140	19.51%
	39	35,229	447,470	10	38	40,760	517,724	15.70%	38	40,760	517,724	15.70%
	40	36,153	143,129	3	38	40,760	161,368	12.74%	38	40,760	161,368	12.74%
	41	37,107	2,009,078	43	38	40,760	2,206,862	9.84%	38	40,760	2,206,862	9.84%
	42	38,052	0	0			0				0	
Grade J	43	39,002	51,469	1	41	43,662	57,777	11.95%	40	42,683	56,327	9.44%
	44	39,961	210,940	4	41	43,662	231,107	9.26%	40	42,683	225,309	6.81%
	45	40,858	0	0	41	43,662	0	6.86%	40	42,683	0	4.47%
	46	41,846	1,306,168	24	41	43,662	1,366,582	4.34%	40	42,683	1,332,294	2.00%
Grade J +	43	39,002	621,923	13	42	44,632	713,647	14.44%	42	44,632	713,647	14.44%
	44	39,961	421,880	8	42	44,632	472,483	11.69%	42	44,632	472,483	11.69%
	45	40,858	431,350	8	42	44,632	472,483	9.24%	42	44,632	472,483	9.24%
	46	41,846	1,699,629	31	42	44,632	1,817,748	6.66%	42	44,632	1,817,748	6.66%
	47	42,806	0	0			0				0	
	48	43,757	0	0			0				0	
	49	44,697	0	0			0				0	
Grade K	50	43,484	145,452	3	45	47,894	160,203	10.14%	44	47,894	155,988	10.14%
	51	45,720	242,000	4	45	47,894	253,508	4.76%	47	47,894	268,138	4.76%
	52	47,958	1,984,938	32	47	50,417	2,096,688	5.13%	47	50,417	2,096,688	5.13%
Grade L	53	50,337	133,856	2	49	53,314	141,773	5.91%	50	53,314	147,011	5.91%
	54	53,247	133,728	2	51	57,282	143,862	7.58%	51	57,282	143,862	7.58%
	55	56,159	1,866,725	25	51	57,282	1,904,054	2.00%	51	57,282	1,904,054	2.00%
Grade M	56	58,373	0	0			0				0	
	57	61,397	0	0			0				0	
	58	64,419	1,027,818	12	55	65,707	1,048,368	2.00%	55	65,707	1,048,368	2.00%
Grade N	59	67,613	0	0			0				0	
	60	71,434	0	0			0				0	
	61	75,258	300,680	3	59	76,763	306,693	2.00%	59	76,763	306,693	2.00%
Totals			**96,747,562**	**4,356**			**102,647,398**				**101,610,250**	
Increase in cost							**5,899,836**				**4,862,688**	

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Professional Grade Development Scheme

1. INTRODUCTION

1.1 The professional grade development scheme is a structured, development pathway for roles of specified professions where the acquisition of skills, knowledge, experience and qualifications are required. To attract and retain the professional workforce it is essential that an appropriate grading and career pathway is in place. The scheme outlines the development progression through NJC Grade H+, Grade I+ and Grade J+, setting out the professional development criteria that must be achieved to progress through the professional development bar points.

2. SCOPE

2.1 The Professional Grade Development Scheme applies to all employees of Tameside Metropolitan Borough Council, and the Governing Body of a School in pre-determined roles evaluated in Grade H,I and J classified as being in a professional job category and whose pay terms and conditions are governed by the NJC.

2.2 The professional job category will enable the employee to pass through the develop bar point, in accordance with the incremental progression scheme, subject to the professional development criteria.

3. PAY PROGRESSION

3.1 TMBC's pay structure which has 10 grades (Grade A to Grade J) on the national pay spine which lead into a local pay structure for middle managers and Heads of Services (Grade K to Grade N). All appointments are to the bottom SCP of the grade.

3.2 Pay progression relates to moving through the SCP's in the allocated grade, subject to satisfactory performance and any 'Incremental Progression and Qualification Criteria'. Incremental progression is awarded on the 1 April each year until the maximum SCP is reached. However, where on the 1 April an employee has less than 6 months' service in the post their first increment will be awarded 6 months after their appointment.

3.3 When appointing through an external recruitment process consideration may be given to appointing the successful candidate at a higher SCP, grade acceleration. The criteria for grade acceleration upon external appointment is where the employee can evidence they are moving from a relevant role at a higher pay level. For example, a Planner is leaving a Planning Officer post at Rochdale Council and is currently paid £1,500 more than the bottom SCP in the TMBC allocated grade. Through the grade acceleration process the recruiting manager can request for appointment at a high SCP in the grade based on the evidence. The grade acceleration decision is at the discretion of the delegated officers on behalf of the Director of Governance and Pensions.

3.4 The application of career progression points in Grades H, I and J which are labelled as Grade Plus points i.e. Grade H+, I+ and J+, allow a specific number of professional jobs where specialist expertise and knowledge are required, and are typically hard to attract and retain, to progress through the Grade bar point to the additional SCP's. The introduction and criteria for this framework is explained in more detail in the section 'Career Progression Scheme'.

4. CRITERIA FOR PROGRESSION THROUGH THE PROFESSIONAL GRADE DEVELOPMENT BAR POINT (GRADES H+, I+ AND J+)

4.1 A professional development criteria is necessary to ensure that there is a consistent and fair application and approach to the appointment and salary progression of those appointed to professional grades (grades H+, I+ and J+). The progression criteria will ensure that the application is fair and equitable and complies with our statutory duty under Equal Pay Regulations

4.2 The application of the professional development criteria for those job roles within the professional category will enable progression beyond the salary bar point applicable to the grade:

Grade	Grade Range	Grade Bar Point
H+	29-34	31
I+	35-39	37
J+	40-43	41

4.3 Pay progression beyond the salary bar point of grade H+, I+ or J+ depends on the employee attaining all of the following:

1. Relevant professional qualification for the job role at Level 6 or above e.g. social work degree, AND
2. Minimum of 2 years post qualification experience in the role, AND
3. Maintained membership of a regulated body where this is a requirement to practice in the role.
4. Professional standards practised to the highest expected level.

4.4 The table below shows how the criteria will be applied on appointment to the grade subject to job category and individual circumstances.

PROFESSIONAL GRADE DEVELOPMENT SCHEME ROLES	ALL OTHER NJC ROLES
Appoint at the bottom point of the grade unless salary matching principles apply, subject to career progression criteria	Appoint at the bottom point of the grade unless salary matching principles apply up to the bar point of the grade
If current salary is higher than the bottom spinal point and the individual meets the pay progression criteria, salary matched at the relevant point within the grade	Progression up to bar point of grade only, this will be the maximum point of the grade and no further progression applies
If appointed but do not meet the pay progression criteria, appoint at the bottom point of the grade unless salary matching principles apply (not exceeding the bar point), and progression through the bar will be applied at such time when the pay progression criteria is met.	

5. PROFESSIONAL CATEGORY JOB ROLES WITHIN THE PROFESSIONAL GRADES

5.1 Jobs categorised in the professional category have a required level of know-how and expertise which is validated through a formal qualification. This is enhanced through post qualification experience which allows the job holder to practise and refine their skills, both of which are required in order to satisfy the career progression criteria.

5.2 The table below outlines the identified profession, registration / membership and relevant qualification(s). At the professional level the post holder must have a Level 6 qualification or above and, where the profession is regulated i.e. HCPC and SRA registration, evidence of continuing membership will be required.

Profession	**Registration Body**	**Relevant Qualification**
Building Control	RICS / RTPI	Building Studies Degree / Civil Engineering Degree / Structural Engineering Degree / Building Control Degree / Building Surveying Degree
Communications & Public Relations	CIPR	Public Relations Degree / marketing Degree / Journalism Degree / Media Communications Degree / Digital Media Degree Business and Public Relations Degree English Degree **with** NCTJ (previously NVQ/NCE) in Journalism
Computing, Technology and Digital (Business Analyst, Systems Analyst, Network Engineer, Network Manager, IT Security, IT Manager, Software Development, Web Developer, Web Designer)	IISP / IAP	Information Technology Degree / Computing Degree / Business Information Systems Degree / Information Management Systems Degree / Computing and Systems Development Degree / Computer Science Degree, Maths Degree (Level 6 or above) Network Engineering Degree / Electronic Engineering Degree / Network Security Degree / Software Engineering Degree / Computer Networking and Security Degree / Networks and Communications Systems Degree (Level 6 or above) Web Developer, Web Designer: Web Design and Development Degree, Digital Media Development Degree / Multimedia Design Degree / Interactive Computing Degree / Internet Design Degree (level 6 or above)
Ecology	CIEEM	Ecology Degree / Conservation Biology Degree / Zoology Degree / Marine Biology Degree
Creative, Media and Marketing	CIM	Marketing Degree / Digital Marketing Degree / Marketing and Public Relations Degree / Digital (and Social) Media Degree / Advertising Degree / Journalism Degree
Engineering	ICES	Civil Engineering Degree / Engineering Product Design Degree / CAD Degree / Civil Engineering HNC or HND (Level 6)

Environmental Health	CIEH	Environmental Health Degree / Environmental Health Science Degree Occupational Safety & Health Diploma (level 6 or above)
Finance	CCAB – CIPFA, ACCA, ICAEW, ICAS.	Finance or Accountancy Degree / Combined Degree with Financial Management **with** further professional training to qualify (Level 7)
Health, Psychological and Social Work (Occupational Therapist, Social Worker, Speech and Language Therapist)	**HCPC – required**	Social Worker Degree Occupational Therapy Degree / Postgraduate conversion if degree is in biological science, health science or psychology Speech and Language Therapy Degree or a degree in a science or language based subject with a 2 year fast-track postgraduate course in speech and language therapy
HR / OD	CIPD	Human Resource Management Degree / Combined Degree with Human Resources / Employment Law qualification (Level 6 or above) Any degree **with** CIPD Post Graduate Diploma (Level 7) or above
Legal	**Solicitors Regulation Authority (SRA) – required** The Law Society	Law Degree / Non-law degree followed by the Common Professional Exam or Graduate Diploma in Law
Pension Benefits	PMI / CIPP	Regulated Retirement Advice Diploma / Retirement Provision Diploma / Employee Benefits and Retirement Savings Diploma / Pensions Administration Diploma (Level 6 or above)
Pension Investment	PMI	Economics Degree / Maths Degree / Accountancy Degree or Finance Degree
Planning	RTPI	Town and Country Planning Degree / Post Graduate Degree accredited by the RTPI (Level 6 or above)
School Business Management	ISBL	School Business Manager Diploma (Level 6) – formerly ADSBM
Surveying	RICS	Surveying Degree / Construction Degree / Civil Engineering Degree / Building Engineering Degree
Trading Standards	CTSI	Law or Consumer Protection Degree Any degree **with** further professional training from the Chartered Trading Standards Institute to qualify

Youth Justice	HCPC	Youth Work degree / Youth Justice Degree / Social Work Degree / Criminology Degree

HOW TO REQUEST A REVIEW WHERE A GRADE BAR POINT INCREMENT HAS NOT BEEN APPLIED

6.1 Where an employee, who is in a professional job category, feels the Professional Grade development Scheme has not been applied to them correctly, they them should seek informal resolution in the first instance, by raising the matter with their manager. Where an informal resolution isn't achieved the employee is able to request a review by submitting a request form to People and Workforce Development.

6.2 A Professional Grade Development Scheme review request requires the completion of the request form (Appendix 1) along with the submission of the required information to support the reason for the request.

6.3 All the completed documents should be returned to jenny.dickie@tameside.gov.uk You will be informed of the grade outcome by email within 20 working days of your submission. If you require any assistance please contact Jenny Dickie or your link HR Consultant.

REVIEW REQUEST OF POFESSIONAL GARDE DEVELOPMENT SCHEME FORM

Employee Name:	
Payroll Number (PRN):	
E-mail address for correspondence:	
Contact telephone number:	
Job Title:	
Service / School:	
Representative Name (<u>must</u> be completed if you have chosen to have a representative):	
Representative contact details for correspondence:	
Manager / Headteacher name and email contact to receive notification:	

	Reason for review request	**Please Tick**
1	Relevant professional qualification for the job role at Level 6 or above e.g. social work degree *Please provide a copy of the qualification certificate*	☐
2	Minimum of 2 years post qualification experience in the role *Please provide information confirming date the qualification was achieved and confirmation of the commencement date in post*	☐
3	Maintained membership of a regulated body where this is a requirement to practice in the role (HCPC and SAR only) *Where applicable, please provide information confirming current registration*	☐
4	Professional standards practised to the highest expected level	☐

Please provide details to evidence your reason for your request, in accordance with your reason ticked above i.e. when you obtained you relevant qualification, number of years' post qualification experience in the role. Please attached supplementary evidence / information to support your appeal i.e. qualification certificate.

Please continue on a separate sheet if you need to provide further information

I confirm that the information contained in this appeal paperwork is a true and accurate:

Signed:	
Print:	
Date:	

Please ensure that you have completed and signed this form in full before you submit it. **Once you have completed this form please send it to tracy.brennand@tameside.gov.uk**

Review Outcome (*to be completed by People and Workforce Development*):

	Outcome:	**Please Tick**
1	Relevant professional qualification for the job role at Level 6 or above obtained e.g. social work degree.	☐ Qualification: Level: Date Obtained:
2	Minimum of 2 years post qualification experience in the role	☐ Qualification Date: Date in relevant job role:
3	Maintained membership of a regulated body where this is a requirement to practice in the role (HCPC and SAR only)	☐ Registration Body: Registration Date:
4	Professional standards practised to the highest expected level	☐ ADR / Annual performance review Date: Any live employment warnings on file / date:

Outcome information for payroll provider:	
Current SCP:	
Review outcome SCP:	
Effective Date:	
Notes:	

Tameside MBC

NJC Pay Award 2019-2020

Information Booklet

Contents

Introduction

The National Joint Council (NJC) for Local Government Services provides the National Agreement on Pay and Conditions for Local Government. This sets out the terms and conditions for NJC staff, including the pay award (cost of living increase).

The majority of the Council Workforce is covered by the NJC agreement as are Support Staff in Schools, circa 4,300 employees.

The national conditions set out the national pay spine and then each Local Authority has to design its pay structure through which its workforce will be paid.

The current national pay agreement sets out a two year pay award, which came into effect on 1 April 2018, for the period 1 April 2018 to 31 March 2020. The focus of the pay award is to achieve a fair and equitable pay increase in a challenging economic environment to support the lowest paid.

To this end, the two year pay award is based on variable percentage increases, with the highest rises at the lower end of the pay spine, and introduces a new national pay spine in April 2019.

The new national pay spine has been introduced as the existing pay spine is not comparable with the National Living Wage to ensure higher pay for the lowest paid. The new pay spine has therefore been created to withstand the future changes to the National Living Wage rate, currently at £9.00 per hour.

Due to the national pay spine changes each Local Authority is required to review their pay structure to comply with the national changes. This review has provided the opportunity for us to ensure that a revised pay structure increases the pay for the workforce at all levels, is fair and equitable and provides development opportunities with recognition for professional skills, knowledge and experience.

In designing the new TMBC pay structure we have consulted with the Trade Unions.

NJC Pay Award 2019-2020

A new national pay spine will be introduced on 1 April 2019 based on the following:

- **Reconfigured national pay spine consisting of 43 spinal column points (SCP); created by 'pairing off' existing SCP's 6 to 17 to create new SCP's 1 to 6 and creating equal steps of 2% between each new SCP 1 to 22 (equivalent to existing SCP 6 to 28)**
- **A bottom rate of £17,364 per annum**
- **A flat-rate increase of 2% to the new SCP 23 and above (equivalent to existing SCP 29 and above)**

1 April 2019 - 31 March 2020			
New SCP	**£ per annum**	**£ per hour (based on 36 hours per week)**	**Old SCP[s]**
1	£17,364	£9.24	6/7
2	£17,711	£9.42	8/9
3	£18,065	£9.61	10/11
4	£18,426	£9.81	12/13
5	£18,795	£10.00	14/15
6	£19,171	£10.20	16/17
7	£19,554	£10.41	18
8	£19,945	£10.61	19
9	£20,344	£10.83	20
10	£20,751	£11.04	
11	£21,166	£11.26	21
12	£21,589	£11.49	22
13	£22,021	£11.72	
14	£22,462	£11.95	23
15	£22,911	£12.19	24
16	£23,369	£12.44	
17	£23,836	£12.68	25
18	£24,313	£12.94	
19	£24,799	£13.20	26
20	£25,295	£13.46	27
21	£25,801	£13.73	
22	£26,317	£14.00	28
23	£26,999	£14.37	29
24	£27,905	£14.85	30
25	£28,785	£15.32	31
26	£29,636	£15.77	32
27	£30,507	£16.23	33
28	£31,371	£16.69	34
29	£32,029	£17.04	35
30	£32,878	£17.50	36
31	£33,799	£17.99	37
32	£34,788	£18.51	38
33	£35,934	£19.12	39
34	£36,876	£19.62	40

35	£37,849	£20.14	41
36	£38,813	£20.65	42
37	£39,782	£21.17	43
38	£40,760	£21.69	44
39	£41,675	£22.18	45
40	£42,683	£22.71	46
41	£43,662	£23.23	47
42	£44,632	£23.75	48
43	£45,591	£24.26	49
Local Pay Structure			
44	£46,634	£24.82	**50**
45	£47,894	£25.49	**51**
46	£49,154	£26.16	
47	£50,417	£26.83	**52**
48	£51,344	£27.32	**53**
49	£53,314	£28.37	
50	£55,284	£29.42	**54**
51	£57,282	£30.48	**55**
52	£59,540	£31.68	**56**
53	£61,595	£32.78	
54	£63,650	£33.87	**57**
55	£65,707	£34.97	**58**
56	£68,965	£36.70	**59**
57	£71,565	£38.08	
58	£74,165	£39.47	**60**
59	£76,763	£40.85	**61**

Allowance payments (1/4/2019):
Sleep in Duty Payment - £36.08
Standby Duty Allowance - £29.03

All local allowances are also subject to the pay award and will be uplifted accordingly.

Questions and Answers

Who is entitled to this pay award?
Employees on National Joint Council terms and conditions who are covered by the 'Green Book' are entitled to this pay award, subject to the terms of the pay agreement. This excludes employees on Teacher, Youth Worker, Soulbury and Chief Officers (this is the Chief Executive, Executive Directors and Assistant Executive Directors), modern apprentices, and NHS as these groups are covered by other negotiating bodies.

I am on grade A to J, how does the pay award affect me?
The NJC pay award covers grades A to J. At the lower end of the pay spine the percentage increase is significantly higher than 2% to increase the salaries of the lowest paid (Grades A to F). A 2% cost of living increase will be applied to Grade G and above.

I am on grade K or above, how does the pay award affect me?
The NJC pay award is applied to the local TMBC grades K, L, M and N. The 2% cost of living increase will be applied to these grades, in accordance with the pay award agreement which sets out that 'A flat-rate increase of 2% to the new SCP 23 and above (equivalent to existing SCP 29 and above)'.

Why are there some new SCP's that don't have a corresponding 'old SCP'?
The new national pay spine has 6 new SCP's that do not have a corresponding 'old SCP'. These have been created to ensure equal steps of 2% between each new SCP 1 to 22 (equivalent to existing SCP 6 to 28). The new SCP's with no corresponding 'Old SCP' are 10, 13, 16, 18 and 21. As these are new SCP's nobody will transition to the new TMBC pay structure on one of these points on 1 April 2019.

Similarly, we have also introduced some new SCP's into the local pay structure to create additional progression points to support professional growth and development in these job roles.

I am part time / work term time only (TTO). How is my pay award calculated?
The pay award will be paid on a pro rata basis according to our established procedure for remunerating part time / TTO employees taking into account contracted hours and working weeks.

In my role I receive pay enhancements for working at night and at the weekend. How will the pay award affect these enhancements?
Your pay enhancements are paid based on the hourly rate for the job being undertaken and will therefore be calculated in accordance with the new hourly rate following the pay award implementation on the 1 April.

I am currently on a secondment – how am I affected?
Employees will be paid in accordance with their secondment agreement in place. Where alternative pay award arrangements are explicitly stated in the secondment agreement, this will prevail.

I am in receipt of an honoraria payment – how am I affected?
Honoraria payments will be re-calculated from 1 April to reflect the pay award increase. They will be paid at the new rate for the remaining duration of the agreement.

I am receiving pay protection, how does the pay award affect me?
During the protection period your salary is frozen. The percentage increase will be applied to the salary for the role that you are contracted to. Therefore your pay protection payment will be reduced in accordance with the pay award uplift to ensure your take home pay continues to be at the level of protection for the duration of the protection period.

Will my pension contributions be affected by the pay award?
If you are a member of the Local Government Pension Scheme (LGPS), the rate of pension contributions is determined by your actual monthly earnings. As pay will increase with the pay award, this may impact on your pension contribution level. The contribution bands are based on the amount of take home pay you have so getting paid overtime or additional hours can also impact on your contribution rate which ever SCP you are on.

GMPF employee contribution rates 1 April 2019:

Band	Yearly Pay	Main Scheme	50/50 Option
1	Up to £14,000	5.5%	2.75%
2	£14,001 to £22,500	5.8%	2.9%
3	£22,501 to £36,500	6.5%	3.25%
4	£36,501 to £46,200	6.8%	3.4%
5	£46,201 to £64,600	8.5%	4.25%
6	£64,601 to £91,500	9.9%	4.95%
7	£91,501 to £107,700	10.5%	5.25%
8	£107,701 to £161,500	11.4%	5.7%
9	£161,501 or more	12.5%	6.25%

Further information on pension contributions is available at: https://www.gmpf.org.uk/cost/paybands.htm

How will the pay award affect my statutory payments i.e. Tax and NI?

The impact of receiving any pay rise can be to put you in a new tax bracket and/or to increase your NI Contributions. If you have any other payments/deductions from your salary that are calculated based on your level of earnings it may also impact on these i.e. student loan. It is advised that you check your pay slip to understand if the pay award has impacted you in this way.

TMBC Pay Structure 1 April 2019

A revised TMBC pay structure from 1 April 2019 following the introduction of the new NJC national pay spine

The introduction of a new national pay spine means that the existing pay structure and grades needs to be reviewed as it does not fit neatly with TMBC's existing pay structure. This does not however affect the job evaluation scheme and ratings of jobs within the scheme which ensures and maintains pay equity between jobs.

TMBC's current pay structure which has 10 grades (Grade A to Grade J) on the national pay spine which lead into a local pay structure for middle managers and Heads of Services (Grade K to Grade N). The number and the name of the grades will remain the same however the length of the grade, the bottom SCP, the top SCP and incremental progression SCP's in each grade will change.

In the majority of cases not only has the salary increased due to the cost of living rise, but the bottom and top SCP has been lifted alongside the number of increments in the grade increasing. The starting TMBC salary is £17,364 per annum, which is £9.24 per hour (based on 36 hours per week), which now surpasses the current Living Wage Foundation Rate at £9.00 per hour (£16,913 p.a.), lifting take home pay significantly for the lowest paid.

The new TMBC pay structure ensures the required NJC pay award changes are implemented but also increases the salary level beyond the national changes for most grades as the grade lines have been re-drawn and lifted at grade entry and/or grade maximum. For example Grade D currently has a SCP range of SCP 16 to 18, which would map onto the new national pay spine at SCP 6 to 7 however the TMBC pay structure review has uplifted the range for Grade D to SCP 7 to 10.

To support professional development the new TMBC pay structure encompasses the addition of professional development points in Grades H, I and J which are labelled as Grade Plus points i.e. Grade H+, I+ and J+, and allow a specific number of professional jobs where specialist expertise and knowledge are required, and are typically hard to attract and retain, to progress through the Grade bar point to the additional SCP's. The introduction and criteria for this framework is explained in more detail in the 'Career Progression Scheme' section.

The new national pay spine enabled the review of the existing TMBC pay structure to not only ensure compliance with the cost of living increase but also to secure a robust pay framework for the future which supports the people plan to attract, retain and develop the workforce.

TMBC Pay Structure 1 April 2019			
Grade	**SCP**	**£ per annum**	**£ per hour (36 hours per week)**
Grade A	**1**	£17,364	£9.24
	2	£17,711	£9.42
Grade B	**3**	£18,065	£9.61
	4	£18,426	£9.81
Grade C	**5**	£18,795	£10.00
	6	£19,171	£10.20
Grade D	**7**	£19,554	£10.41
	8	£19,945	£10.61
	9	£20,344	£10.83
	10	£20,751	£11.04
Grade E	**11**	£21,166	£11.26
	12	£21,589	£11.49
	13	£22,021	£11.72
	14	£22,462	£11.95
	15	£22,911	£12.19
	16	£23,369	£12.44
Grade F	**17**	£23,836	£12.68
	18	£24,313	£12.94
	19	£24,799	£13.20
	20	£25,295	£13.46
	21	£25,801	£13.73
	22	£26,317	£14.00
Grade G	**23**	£26,999	£14.37
	24	£27,905	£14.85
	25	£28,785	£15.32
	26	£29,636	£15.77
	27	£30,507	£16.23
	28	£31,371	£16.69
Grade H	**29**	£32,029	£17.04
	30	£32,878	£17.50
	31	£33,799	£17.99
Grade H+	**32**	£34,788	£18.51
	33	£35,934	£19.12
	34	£36,876	£19.62
Grade I	**35**	£37,849	£20.14
	36	£38,813	£20.65
	37	£39,782	£21.17
Grade I+	**38**	£40,760	£21.69
	39	£41,675	£22.18
Grade J	**40**	£42,683	£22.71
	41	£43,662	£23.23
Grade J+	**42**	£44,632	£23.75
	43	£45,591	£24.26
Grade K	**44**	£46,634	£24.82
	45	£47,894	£25.49
	46	£49,154	£26.16
	47	£50,417	£26.83
Grade L	**48**	£51,344	£27.32
	49	£53,314	£28.37
	50	£55,284	£29.42
	51	£57,282	£30.48
Grade M	**52**	£59,540	£31.68
	53	£61,595	£32.78
	54	£63,650	£33.87
	55	£65,707	£34.97
Grade N	**56**	£68,965	£36.70
	57	£71,565	£38.08
	58	£74,165	£39.47
	59	£76,763	£40.85

Questions and Answers

The number of increments in my grade has increased. How does this affect me?
The introduction of the new national pay spine has meant that the existing grade lines have been adjusted. In many cases this means that there are additional incremental progression points for the workforce to progress through in future years. The new TMBC pay structure uses all the national spinal column points which allows for maximum incremental progression steps for the workforce.

Why have SCP's increased more than others?
SCP's at the lower end of the pay spine have been increased by more than 2% to ensure that salary levels rise for the lowest paid and are comparable to the National Living Wage rate.

Why is my SCP in the new TMBC pay structure lower than my existing SCP?
The creation of the new national pay spine has led to the renumbering of the existing SCP's and the introduction of 5 new SCP's. In all cases the new SCP is a lower number than the corresponding existing SCP as the new national pay spine starts at SCP 1, whereas the existing pay structure starts at SCP 6. Whilst your new SCP is lower, the salary value corresponds directly with your existing salary with the required cost of living increase applied. For example existing SCP 29, £26,470 p.a. is re-numbered SCP 23 (a lower SCP number), but has an increased salary value by 2% of £26,999 p.a.

I am paid on the local pay structure, Grade K to N, how does the new TMBC pay structure affect me?
Employees paid on Grades K to N are also covered by the NJC pay award, with a minimum 2% increase being applied. The national pay spine review has provided the opportunity to review the local pay structure, with similar changes being made to those to achieve the new national pay spine. Grades K to N all now have 4 incremental progression points with some values being uplifted beyond the 2% to ensure cohesion between the top of the national pay spine and the continuity of salary growth through the local pay structure. This change is to support and recognise the required growth and development at the senior level.

How do I transition from the existing pay structure to the new TMBC pay structure?
A consistent approach will be applied to all employees to transition from the existing pay structure to the new TMBC pay structure. This is explained in more detail in the 'Transition to the new TMBC Pay Structure' section.

Will I be issued with an updated contract of employment to reflect the change in the pay structure?
The terms of your contract are not changing and therefore it is not necessary to issue you with an updated contract of employment. The Grade for your job remains the same, albeit the grade range and SCP's numbers have been adjusted to reflect the new national pay spine.

Pay the Living Wage Foundation Rate

Continue to pay the Living Wage Foundation (LWF) rate as a payment supplement where the LWF rate exceeds the TMBC hourly rate.

The LWF rate was implemented in 2016 to raise the take home pay of the lowest paid. The LWF rate is payable to all eligible employees, irrespective of age, where the LWF rate exceeds the TMBC rate of pay. Where applicable, it is paid as a supplement to increase the take home pay off affected employees to the LWF rate. The current LWF rate is £9.00 per hour (£16,913 p.a.) and is presently paid to employees on SCP 6 to 10 (Grade A and B).

The rate of pay is reviewed annually in November of each year by the Living Wage Foundation and is to be implemented no later than the following April each year. This review is separate to any cost of living increase that the Council / Schools may choose to implement.

The new pay spine uplifts the lowest salary significantly which will surpass the existing FLW rate and therefore on 1 April 2019 the supplement payment will not be required. We are committed to the payment of the FLW rate and will continue to monitor it and apply a supplement, as required. Where required the FLW supplement will be implemented in the following April after the review each November, to coincide with the national pay award and incremental progression scheme.

Questions and Answers

How is this Living Wage Foundation rate calculated?
The Living Wage Foundation rate is a non-statutory hourly rate calculated independently. It reflects the rate of pay to enable individuals to live a reasonable quality of life based on the basic cost of living in the UK. This rate of pay is reviewed annually each November. For more information go to the Living Wage Foundation website – www.livingwage.org.uk

What is the current rate?
The current Living Wage Foundation rate is £9.00 per hour (as at 1 November 2018). This is reviewed annually each November by the Living Wage Foundation and any relevant changes will be applied accordingly by the Council in the following April to coincide with the NJC pay award and the incremental progression scheme.

I am an Apprentice; does this pay increase apply to me?
No, Apprentices are employed on training contracts and will continue to receive their current pay which is reviewed from time to time to ensure that the rates payable within Tameside are equal to, or higher than the minimum apprentice pay rates set by the Government.

If I work overtime, what rate of pay will I receive?
The rate of pay for additional hours/overtime will be paid at plain time at the higher FLW rate.

What will happen if the pay level for the grade exceeds the living wage rate?
The living wage is a voluntary hourly rate set independently and updated annually by the Living Wage Foundation. You will receive this rate of pay whilst your salary is below the current rate.

Professional Grade Development Bar Points

The introduction of professional grades at the higher end of the national pay spine (Grade H+, I+, and J+) with development bar points to attract and retain specialist skills.

At the higher level of the national pay spine (grades H, I and J) there have been significant difficulties in recruiting and retaining qualified professionals across a range of professional job roles. To attract and retain the professional workforce it is essential that an appropriate grading and career pathway is in place. To achieve, this, it has been determined that specific job roles that are evaluated within Grades H, I and J will be classified as being in a professional category which will enable the employee to pass through the development bar point, in accordance with the incremental progression scheme, subject to the professional development criteria.

The professional job categories are:

Professional Job Category
• Building Control • Communications & Public Relations • Computing, Technology and Digital • Creative, Media and Marketing • Engineering • Environmental Health • Finance • Health, Psychological and Social Work (Occupational Therapist, Social Worker, Speech and Language Therapist) • Public Health • Human Resources / Organisational Development • Legal • Pension Benefits • Pensions Investment • Planning • School Business Management • Surveying • Trading Standards • Youth Justice

The bar points apply to the following grades:

Grade	Grade Range	Grade Bar Point
H+	29-34	31
I+	35-39	37
J+	40-43	41

For an employee in a professional job category they will need to meet the following professional development criteria to progress through the development bar point:

1. Relevant professional qualification for the job role at Level 6 or above e.g. social work degree, AND
2. Minimum of 2 years post qualification experience in the role, AND
3. Maintained membership of a regulated body where this is a requirement to practice in the role, AND
4. Professional standards practised to the highest expected level.

To progress through the professional development bar point employees will be required to provide evidence of how they meet the professional development criteria. For the majority of the existing workforce this information is already held centrally on your personal employment record, however where it is not this will need to be provided.

Questions & Answers

What is the entry SCP to the professional grades (Grade H+, I+ or J+)

The entry/bottom SCP for Grade H+, I+ and J+ is SCP 29, SCP 35 and SCP 40 respectively. This is the same as Grades H, I and J. The difference with the professional grades is that employees who are in a job classified as professional **and** meets the professional development criteria can progress through the professional bar point, subject to the incremental progression scheme.

How do I know if I am in a professional job category?

Employees in a professional job category will be in Grade H, I or J and their job will have been assessed as being a professional job. Where this is the case all affected employees will be informed of this in writing following the implementation of the pay award in April 2019.

What if I haven't got the required evidence to meet the professional development criteria?

We are aware that lots of employees are operating in professional job category roles, albeit that we do not have a central record of their qualification. In these cases it will be necessary for individuals to provide the required evidence to meet the scheme criteria and progress through the professional development points. Individuals will be notified in writing following the implementation of the pay award in April 2019.

I am in a professional job but don't meet the professional development criteria?

We are committed to supporting the learning and development needs of our workforce and where employees would like to be considered to undertake a relevant professional qualification this can be considered. Please discuss this with your manager in the first instance in your one to one and/or Annual Development Review meeting. Where possible the apprenticeship levy programme will be considered in the first instance to support learning and development opportunities.

I am in a professional job category, how do I progress through the grade?

Employees in a professional job category will progress through the grade in the normal way that all other employees do. Employees will commence at the bottom SCP in the grade and progress annually to the next SCP in accordance with the incremental progression scheme. When an employee in a professional job category reaches the professional development bar point they will continue to progress annually through the remaining professional development SCP's in the 'plus' part of the grade if they meet the professional development criteria.

I am in a professional job and recently qualified when will I progress through the professional grade bar point?

All Progression to the next SCP in the grade will occur in accordance with the annual increment progression scheme. Therefore if you meet the professional development criteria at any point after the 1 April your increment will be awarded the following 1 April. For example, an employee in Grade I is in a professional job category and meets the professional development criteria in August and will therefore be eligible to progress to the next SCP in the grade on the following 1 April and each year thereafter, until they meet the maximum of the grade.

Transition to the new TMBC Pay Structure

Employees will transfer to the new TMBC pay structure on the 1 April 2019 as follows:

- **normal incremental progression will occur first, followed by**
- **assimilation to the new TMBC pay structure**

The implementation of the NJC pay award coincides with the annual incremental progression scheme which is also applied on the 1 April. It has therefore been necessary to determine the sequence of incremental progression and assimilation to the new TMBC pay structure. The approach will be applied consistently to all employees, with incremental progression occurring first and then assimilation to the new TMBC pay structure.

Where an employee is due an increment on 1 April 2019 they will progress to the next increment in the existing pay structure before being assimilated to the new TMBC pay structure. For employees that have reached the top SCP in their existing grade or their next increment is due after the 1 April 2019 they will assimilate to the new TMBC pay structure on the basis of their existing SCP, and will receive their next increment at the appropriate time in the new pay structure.

Example 1:
An employee on Grade D SCP 17, will increment to SCP 18 in the existing pay structure and then assimilate to the new pay structure at SCP 7. The employee will benefit from 3 further years of incremental progression in the new pay structure, with their next increment will be on 1 April 2020 to SCP 8, as per the normal incremental progression arrangements. Further incremental progression will then occur annually until the maximum SCP for the grade is reached.

Example 2:
An employee on Grade E SCP 22, will increment to SCP 23 in the existing pay structure and then assimilate to the new pay structure at SCP 14. The employee will benefit from 2 further years of incremental progression in the new pay structure, with their next increment will be on 1 April 2020 to SCP 15, as per the normal incremental progression arrangements. Further incremental progression will then occur annually until the maximum SCP for the grade is reached.

Example 3:
An employee on Grade F SCP 25, will increment to SCP 26 in the existing pay structure and then assimilate to the new pay structure at SCP 19. Their next increment will be on 1 April 2020 to SCP 20, as per the normal incremental progression arrangements. Further incremental progression will then occur annually until the maximum SCP for the grade is reached.

Example 4:
An employee on Grade H SCP 34, will increment to SCP 35 in the existing pay structure and then assimilate to the new pay structure at SCP 29. Their next increment will be on 1 April 2020 to SCP 30, as per the normal incremental progression arrangements. Further incremental progression will then occur annually until the maximum SCP for the grade is reached.

If a job role in Grade H meets the Career Progression Criteria to progress through the bar point to Grade H+ then further incremental progression will occur annually until the maximum SCP for the Plus Grade is reached. Please refer to the ‘Career Progression Scheme’ section.

Example 5:
An employee on Grade L SCP 53, will increment to SCP 54 in the existing pay structure and then assimilate to the new pay structure at SCP 48. Their next increment will be on 1 April 2020 to SCP 49, as per the normal incremental progression arrangements.

Questions and Answers

Why are the transition arrangements to apply incremental progression first?

Both incremental progression and the pay award changes are to be applied on 1 April 2019. It is therefore necessary to agree and apply a consistent sequence as to which occurs first to transition employees from the existing pay structure to the new TMBC pay structure. As the new TMBC pay structure will add significant costs to the organisation's immediate and future staffing costs it has been determined that to implement a pay structure with the maximum level of future progression the existing increment arrangements will be applied first before assimilation to the new TMBC pay structure. Whilst for some employees this will mean they do not receive an increment this year, in the majority of cases the new TMBC pay structure provides additional incremental progression in future years.

The entry/bottom SCP in my grade is equivalent or higher than the existing grade maximum. Does everyone assimilate to the new entry/bottom SCP?

Where the entry/bottom SCP on the new TMBC pay structure is higher or equivalent to the existing grade maximum all employees will assimilate to the new entry/bottom SCP in the grade. Whilst this erodes previous length of service differences in the grade it means that there is future pay progression above the existing grade maximum for the grade for everyone.

I am not due to receive an increment on the 1 April, how will the transition arrangements affect me?

Where you are not due to receive an increment on the 1 April 2019 your existing SCP will be used to assimilate you to the new SCP. This is the case for many employees who are at the maximum point in the grade in the existing pay structure. In the new TMBC pay structure many employees will experience further incremental progression opportunities within their grade, which they would not have had in the existing pay structure.

I am due an increment in the 6 months following 1 April 2019, how will the transition arrangements affect me?

If you are due to receive an increment in the following 6 months after 1 April 2019 you will assimilate to the new TMBC pay structure on your existing SCP. You will then receive your scheduled increment on the appropriate date in the new TMBC pay structure.

For example, an employee on SCP 10 will be assimilated to the new TMBC pay structure on SCP 3 and will then progress to SCP 4 on their scheduled increment date within the 6 month period.

Increment Acceleration

Increment acceleration is to be applied to ensure employees progress through the new TMBC pay structure to the equivalent existing grade maximum in the same number of years.

The insertion of new SCP's, with no corresponding 'Old SCP', adds an additional incremental step in the affected grade. The impact of this change means that it would take some employees an additional year(s) to reach the equivalent grade maximum. For example an employee on existing SCP 20 would reach the grade maximum in 2021 under the current structure (increment to SCP 21 in 2019, SCP 22 in 2020 and SCP 23 in 2021). However under the new TMBC pay structure they would not reach the same equivalent point (existing SCP 23 / re-numbered SCP 14) until 2022 (increment to SCP 21 and assimilate to SCP 11 in 2019, increment to SCP 12 in 2020, SCP 13 in 2021 and SCP 14 (direct equivalent to the existing grade maximum) in 2022. It would therefore take the employee one additional year to reach the same equivalent grade maximum.

Where this occurs, affected employees on the 1 April 2019 will be afforded incremental progression protection in the appropriate future year(s) to accelerate past the new SCP. The affected employees will 'leapfrog' the new SCP to ensure they reach the equivalent grade maximum in the same time as it would take in the existing structure.

The table below sets out which existing SCP's are affected by increment acceleration and in which year the acceleration will occur.

Grade	Existing SCP as at 31/3/2019	Incremental Progression 1/4/2019	Assimilation SCP in new TMBC Pay Structure 1/4/2019	Year of Incremental Acceleration	Incremental Acceleration SCP in the new TMBC Pay Structure
Grade E	SCP 20	SCP 21	SCP 11	2021	SCP 13
Grade E	SCP 21	SCP 22	SCP 12	2020	SCP 13
Grade F	SCP 24	SCP 25	SCP 17	2020 & 2023	SCP 18 & SCP 21
Grade F	SCP 25	SCP 26	SCP 19	2021	SCP 21
Grade F	SCP 26	SCP 27	SCP 20	2020	SCP 21
Grade K	SCP 50	SCP 51	SCP 45	2020	SCP 46

Questions and Answers

I am affected by increment acceleration, do I have to do anything

The increment acceleration scheme will be applied automatically to the affected employees, with no requirement for individuals to take any action. The affected employees will be identified upon transition to the new TMBC pay structure to ensure in the appropriate future year(s) they will 'leapfrog' over the new SCP.

Where affected employees are paid via an external payroll provider they will be required to implement the increment acceleration scheme in the same way.

Not all the new SCP's are listed in the increment acceleration table. Why?

There are 9 new SCP's (without a corresponding 'Old SCP') in the new TMBC pay structure, SCP 10, SCP 13, SCP 16, SCP 18, SCP 21, SCP 46, SCP 49, SCP 53 and SCP 57, however subject to where the new grade entry and maximum lines are each new SCP does not have the have the same impact on employee's future incremental progression. It is therefore only employees on SCP's 20, 21, 24, 25, 25, 26 and 50 as at 31 March 2019 that will be afforded accelerated incremental progression.

Will increment acceleration apply to newly appointed employees?

No. Increment acceleration is only required to ensure that existing employees progress through the new TMBC pay structure in the same number of years as it would in the current structure. Therefore this protection is only provided to existing employees on SCP's 20, 21, 24, 25, 26 and 50 upon transition to the new pay structure.

New employees will be appointed to and progress through the new TMBC pay structure in accordance with the normal appointment and incremental progression arrangeemnts.

Market Supplement

All existing market supplement payments will cease on implementation of the new TMBC pay structure

There are a number of market supplement payments in place, primarily within Children's Services, to address recruitment and retention issues. These market supplement payments were implemented on the basis that a pay review would be undertaken to remove the market supplement requirement; establishing an appropriate pay rate for the jobs within the market.

The new TMBC pay structure has therefore taken into account the existing market supplement payments when developing the pay structure. Upon transition to the new TMBC pay structure these market supplements will be removed and will therefore no longer be payable.

For employees with market supplement payments the transition arrangements to the new TMBC pay structure will follow the same sequence, increment and then assimilation. The market supplement payment will be accounted for alongside the increment step before assimilation to the new TMBC pay structure, subject to the career progression scheme requirements.

Example 1:
An employee on Grade I SCP 38 (£34,106), will increment to SCP 39 (£35,229) in the existing pay structure, their market supplement of £3,000 p.a. (pro rata for part time) will be added to the value of SCP 39 (£38,229) and then they will assimilate to the new pay structure at SCP 36 (£38,813).

Example 2:
An employee on Grade J SCP 44 (£39,961), will increment to SCP 45 (£40,858) in the existing pay structure, their market supplement of £3,000 p.a. (pro rata for part time) will be added to the value of SCP 45 (£43,858) and then they will assimilate to the new pay structure at SCP 42 (£44,632).

Example 3:
An employee on Grade K SCP 51 (£45,720), will increment to SCP 52 (£47,958) in the existing pay structure, their market supplement of £1,500 p.a. (pro rata for part time) will be added to the value of SCP 52 (£49,458) and then they will assimilate to the new pay structure at SCP 47 (£50,417).

Where an employee has a market supplement but it is not paid as a separate supplement payment i.e. they are paid on a higher SCP the transition arrangements set out in the 'Transition to the new TMBC Pay Structure' section apply.

Questions & Answers

I have a market supplement payment at the moment will this continue to be paid?
Market supplement payments are a temporary payment in place to respond to the external market where pay in the organisation for a particular job is not competitive. The pay structure review has enabled us to consider the current market supplement payments and design the new TMBC pay structure with these salary levels in mind. Therefore, all existing market supplement payments will cease on the implementation of the new TMBC pay structure.

Will my market supplement payment be taken into account when I transition to the new TMBC pay Structure?
Yes, it recognised that employees with an existing market supplement have a higher level take home pay than their contractual spinal column point. This higher level of take home pay has been accounted for when assimilating employees to the new TMBC pay structure, which means that employees assimilate at a higher point in the new TMBC pay Structure.

Additional Questions & Answers

Has the Trade Union agreed to these changes?
The Trade Unions have been consulted and support the implementation of the NJC pay award and the new TMBC pay structure. The Trade Unions welcome the development and additional earning opportunities the new TMBC pay structure brings.

I work in a school do the changes affect me?
The NJC pay award which introduces a new national pay spine are part of your terms and conditions of employment and therefore the changes affect you. Tameside schools have adopted the TMBC pay structure and therefore the revisions to the pay structure to reflect the changes in the national agreement apply to you also.

My school is due to become an Academy from 1 April 2019 – how does this affect me?
The NJC agreement which introduces the new national pay spine is part of a 2 year deal which affects the period 1 April 2018 to 31 March 2020. Therefore, irrespective of the Academy transfer this agreement applies to you. The Academy Trust, as your new employer following the transfer, will be required to implement the national agreement. However, they do not necessarily have to apply the new TMBC pay structure as this has been determined locally.

Will I receive an updated contract of employment?
The terms of your contract are not changing and therefore it is not necessary to issue you with an updated contract of employment. The Grade for your job remains the same, albeit the grade range and SCP's numbers have been adjusted to reflect the new national pay spine.

Next Steps

The changes to the pay award will automatically be made in April 2019 and therefore you do not need to take any action. It would be helpful if you read the information in this booklet carefully and consider how you are affected.

Help and Support

There are a number of ways you can get more information and support, should you need it:

- If you have any concerns or queries and want to speak to someone about the changes, you should talk to your line manager, Headteacher or Head of Service, who have been briefed and will be able to support you and answer questions in the first place
- Attend a scheduled Drop In session with colleagues from Human Resources and Trade Unions. Further sessions may also be arranged dependent upon demand at that time
- You can speak to, and take advice from your Trade Union representative:

Trade Union Contact Details

Trade Union	Contact Name	Email Address	Telephone
Unison	Paul Taylor	tamesidebrsec@btconnect.com	0161 308 2452
GMB	Linda Mercer	linda.mercer@tameside.gov.uk	07557 535689
URTU	Lee Pimbley	lee.pimbley@urtu.com	01257 483674

If you are a member of an Education Trade Union, they have also been consulted and can be contacted through the normal communication channels, should you wish to speak to a representative.

Drop In Sessions

Date	Time	Venue
13 March 2019	2pm to 5pm	Lesser Hall 2 Dukinfield Town Hall
15 March 2019	9.30am to 12pm	Lesser Hall 2 Dukinfield Town Hall
19 March 2019	1pm to 4pm	Lesser Hall 2 Dukinfield Town Hall
22 March 2019	9.30am to 12pm	Lesser Hall 2 Dukinfield Town Hall

Notes

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Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Brenda Warrington – Executive Leader Jayne Traverse – Director of Growth
Subject:	**HOUSING FINANCIAL ASSISTANCE POLICY 2018 – 2023**
Report Summary:	Tameside's current Private Sector Housing Renewal Policy was approved in 2003. With increased Government Disabled Facilities Grant funding and continued repayments from previous housing improvement grants and loans, the report provides an updated Private Sector Housing Renewal Policy to enable a more holistic approach to Housing Adaptation improvements.
Recommendations:	Members are asked to APPROVE the proposed amendments to the Policy set out in the report in connection with the Disabled Facilities Grant and other associated funding loans and grants, including a further three additional grants following the consultation process undertaken between 12 December 2018 and 25 January 2019.
Links to Community Strategy:	Supportive Tameside: Help people live independently
Policy Implications:	An updated Financial Assistance Policy underpins a number of Tameside and wider regional policies in providing quality care in the home for those that need it
Financial Implications: **(authorised by Section 151 Officer)**	The 2018-19 Disabled Facilities Grant allocation is £2.37m and the 2018-19 commitments are in line with the allocation. Set out in section 3.8, in points one to five, are the services funded by the grant. There is no payback for this funding. The services set out in section 3.8, points six to eight, are the services to be funded by repayable Housing capital funding. As at 1 April 2018 there is a £0.372m reserve built up by the recycling of payback Housing capital funding over previous years. These services will be monitored separately from the Disabled Facilities Grant funded schemes. The ongoing funding of these schemes will be closely monitored because the timing of the repayments is unknown. The Boiler Replacement scheme set out in section 3.8, sub para 9, will be subject to available grant or other funding. An additional £0.500m has been earmarked for this new financial assistance policy which was approved by Executive Cabinet on 13 February 2019.
Legal Implications: **(authorised by Borough Solicitor)**	The Council has statutory duties to provide Disabled Facilities Grants and various powers to provide financial assistance for the purpose of improving living conditions in its area. Failure to implement the grant scheme appropriately would leave the council at risk of legal challenge and could potentially lead to breaches of the Human Rights Act 1998. The current policy was approved in 2003 and so it is timely, given legislative changes, to

carry out a policy review, to ensure the Council remains compliant and that the scheme is meeting its objectives.

The Council is looking at removal of some of the bureaucracy involved with applying the scheme and to this end is adopting a wider discretionary policy to allow for flexibility. There is always a risk to the Council that the implementation of any policy may give rise to legal challenge, and so as with all Council policies it should be kept under review.

An EIA was completed before consultation, and has now been reviewed and refreshed for Members to ultimately consider and understand prior to approval of the final policy.

The Test of Resources (ToR), or means test, used to determine whether an applicant is eligible for grant assistance is a requirement of Section 30 of the Housing Grants, Construction and Regeneration Act 1996 and the Housing Renewal Grant Regulations 1996 as amended. When the Regulatory Reform Act 2003 removed references to mandatory means tested grants for various forms of private sector renovation Circular 05/03 stated, amongst other comments "… *Mandatory disabled facilities grants, paid under the legislation, are still directly subject to the provisions of the 1996 Act and Regulations*".

Although the ToR is closely based upon the Benefits ToR there is no provision for a right of appeal in the regulations, and so it is all the more important to ensure the policy is clear for all applicants to understand, and properly implemented to avoid any successful legal judicial review challenge or complaint to the Local Government Ombudsman.

Risk Management : Outlined in section 5 of the report.

Access to Information :

Appendix 1 – Updated & Revised Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy 2018 -2023

Appendix 2 – Updated Equality Impact Assessment

Appendix 3 – Consultation Information

The background papers relating to this report can be inspected by contacting Nigel Gilmore, Head of Strategic Infrastructure.

Telephone:0161 342 3920

e-mail: nigel.gilmore@tameside.gov.uk

1.0 INTRODUCTION AND NATIONAL POLICY

1.1 The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 (Regulatory Reform (Housing Assistance) (England and Wales) Order 2002) gives local authorities a general power to introduce policies for Private Sector Housing, to provide assistance to individuals with renewals, repairs and adaptations in their homes through grants or loans.

1.2 The aim of such general powers is to allow a local authority to fund essential home repairs to reduce injury and accidents, to ensure homes are adequately heated, to expand the scope of adaptations available under the Disabled Facilities Grant legislation, and allow people to relocate to alternative accommodation if their current home is not able to meet their needs. Assistance can be given directly to the individual or through a third party such as a local authority or other partner.

1.3 In 2008, Government made a number of changes to the way Disabled Facilities Grant was administered and used. These changes included the relaxation and removal of the ring-fence element in 2010, allowing Disabled Facilities Grant monies to be used more flexibly and as part of wider strategic projects, to keep people safe and well at home and to reduce bureaucracy in the grant's administration.

1.4 In reducing bureaucracy, local authorities are able to use the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 to create assistance schemes, which help people meet their needs without undergoing a full Disabled Facilities Grant process.

1.5 In order to take full advantage of the relaxed Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy, a local authority must comply with a number of conditions:

- There must be a formally adopted policy in place, which sets out how the authority intends to use its powers;
- Any policies must be readily available to the public.

1.6 The main provisions applied to any assistance delivered instead of a full Disabled Facilities Grant, are:

- Home owners are owner occupiers;
- That a full Disabled Facilities Grant is still available to the individual should it be requested;
- Each case must be considered on its own merits and a clear mechanism for applying discretion is made available in all circumstances; and
- That any scheme must meet identified need.

1.7 Assistance can be given as:

- A grant - a sum of money for a specific purpose, with few or no conditions attached and no repayment required;
- A repayment loan – interest bearing or 0% repaid in instalments over a period of time;
- A charge on the property – interest bearing or 0% to be repaid on the sale, transfer or disposal of the property; and
- A combination of these.

2.0 TAMESIDE MBC REGULATORY REFORM ORDER

2.1 Tameside's current Private Sector Housing Renewal Policy was approved in 2003 and, subject to minor updates has remained generally unaltered. The original policy can be found at https://www.tameside.gov.uk/housing/renewalpolicy. The minor updates consist of:

- A 2011 Key Decision, addressing issues to improve delivery of adaptations outside the Disabled Facilities Grant process; and
- A 2013 Key Decision, changed the delivery of adaptations to meet the reduced level of funding; and
- A 2016 report to Single Commissioning Board, to enable the delivery of housing adaptations through the relaxation of a number of criterions.

2.2 In updating the current Tameside Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy, it is intended to:

- Incorporate changes in Government policy in respect of Disabled Facilities Grant and its increased flexibility;
- To reflect the continued increase in Government funding within the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy;
- Approve the use of ongoing loan repayments to fund alternative initiatives within this updated policy;
- Subject to available funding, increase the number of potential assistance initiatives; and
- Subject to available funding Include Energy Efficiency Measures/ Boiler Replacement Scheme within the updated policy

2.3 At the same time, whilst the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 repealed much regulation around repairs and renewals for local authorities, and considerably increased its flexibilities in meeting residents' needs, it did cite the continued requirement for a statutory Disabled Facilities Grant .

2.4 There is a general recognition, however, that any amount of Disabled Facilities Grant funding is unlikely to meet all eventualities. It is important, therefore, that any policy clearly sets out the limitations of any help available.

2.5 In recognition of the above Tameside has developed a number of additional assistance schemes to address the above.

3.0 SUMMARY OF THE NEW HOUSING FINANCIAL ASSISTANCE POLICY 2018 – 2023

3.1 The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 provides local authorities with the ability to design their own financial assistance policies to suit their specific requirements and priorities. In this respect the revised policy provides the means to allow vulnerable and disabled residents access to existing forms of financial assistance which will assist them in maintaining independence, preventing further deterioration in their condition and reducing the need to call upon social care and health services.

3.2 In addition and as part of the revised policy, the Council intends to introduce new forms of assistance to enable the offer to be increased to elderly and the vulnerable home-owner, assisting those individuals who may not qualify for a Disabled Facilities Grant adaptation but who may need other assistance to prevent or defer the need for further and more expensive interventions at a later date.

3.3 With the exception of mandatory Disabled Facilities Grant, help provided through the Policy will generally be available on a single occasion only. The Council will endeavour to advise people on how to maintain their homes and will expect them to do so following any help given without resorting to further financial assistance.

3.4 Proposed assistance is offered in a number of ways and subject to financial considerations as summarised in **Appendix 4**. Dependant on circumstance, individual instances can attract funding of varying amounts and are in many cases subject to a "test of resource" and for home owners, a local land charge.

3.5 In summary eleven alternative types of financial assistance are proposed.

3.6 The funding for assistance noted in sections 1 to 7 below will be provided utilising the annual allocation from government. There is no requirement to pay back this funding.

3.7 Funding for assistance noted in sections 8 to 10 below will be provided from repaid Housing Capital. This source of funding is from two historic assistance initiatives: Anchor Staying Put Scheme and West Pennine Equity Loan Scheme where the investment is secured by means of a charge. Disposal or transfer of ownership triggers the condition that requires repayment of the investment.

3.8 Section 11, Boiler Replacement Scheme, will be subject to external grant funding when made available through Government or elsewhere

1. **Mandatory Disabled Facilities Grant:** To provide assistance utilising the mandatory Disabled Facilities Grant to those people who qualify to make applications under existing legislation. The rules for circumstances where repayment of mandatory Disabled Facilities Grant may apply are applicable.
2. **Proportionate Mandatory Disabled Facilities Grant**: To provide financial assistance to a homeowner who wishes to carry out works to undertake adaptations over and above those as assessed as being necessary and appropriate by an Occupational Therapist. The rules for circumstances where repayment of mandatory Disabled Facilities Grant may apply are applicable.
3. **Grant for Adaptations (Discretionary Assistance):** As part of this Policy the Council will exempt any application for financial assistance to undergo the test of resources (means test) for Disabled Facilities Grant where the amount is under £5,000.
4. **Provision of Equipment (straight & curved stairlifts, ceiling track hoists and WC's with a douche facility (Discretionary Assistance):** As part of this Policy the Council will provide financial assistance where there is a clear need to install certain equipment without the need for associated building works and where there is a risk of falls and/or a potential to reduce care costs. There will be no requirement to make a formal application or to undergo the test of resources following a recommendation from an Occupational Therapist.
5. **Payments towards Adaptations (Discretionary Assistance):** Such a grant may include:
   a. **Unforeseen Works Assistance:** For circumstances where the maximum grant has been awarded and unforeseen works occur
   b. **Shortfall Assistance:** For circumstances where the cost of providing the adaptations as recommended by the OT exceeds the maximum Disabled Facilities Grant grant
   c. **Contribution Assistance:** In circumstances where the disabled person or applicant cannot meet the contribution indicated towards the costs of the works, which has been determined by the statutory test of resources
   d. **Relocation Assistance for Home Owners**: Relocation assistance applies in circumstances where the disabled person needs to move from their existing residence as a result of being unable to adapt the property
   e **Relocation Assistance for Tenants of Social and Private Landlords**: This assistance will cover typical removal costs and will apply to tenants in circumstances where it is deemed more appropriate for the client to move to a more suitable property or where adaptations are refused due to under-occupancy.

6. **Hospital Discharge Grants:** Other areas of funding may include Discretionary Hospital Discharge Grants to prevent delayed discharge through assistance aimed at carrying

out works up to £5,000 to render a property habitable and safe for the patient to be discharged to. This grant is not repayable by the applicant.

7. **Dementia Assistance Grant (Discretionary Assistance):** This assistance will be available to any person affected by Dementia as determined by a specialist health professional. Depending upon circumstances funding may be provided to introduce changes to a property allowing the applicant to live there safely and for longer. The maximum assistance will be £2,000 and any application will not be required to undergo the test of resources (means test).
8. **"Stay Put" Scheme:** The provision of a "Stay Put" scheme for home-owners over 65 subject to certain qualifying conditions to provide assistance up to £6,000 for repair works of an essential nature that will prevent further deterioration of the property and help maintain independent living. There will be a local land charge for this funding at 0% interest.
9. **Home Repair Assistance**: Introduction of "Home Repair Assistance" for vulnerable home-owners under the age of 65 subject to certain qualifying conditions to provide assistance up to £6,000 to remove Health & Safety issues and carry out works of an essential nature that will prevent further deterioration of the property. There will be a local land charge for this funding at 0% interest.
10. **Safety Net Assistance**: In circumstances where the owner occupier does not qualify for either the Stay Put scheme or the Home Repair Scheme and where an extreme risk to the health and safety of the occupier or other members of the public exists due to the condition of the property the Council may provide financial assistance up to £6,000. There will be a local land charge for this funding at 0% interest.
11. **Boiler Replacement Scheme**: Whilst previously offered through the council, the Boiler Replacement Scheme inclusion provides for a more proactive intervention by the authority and will be subject to available grant or other funding. Assistance will only be available where a heating system or boiler is considered by the Council or a qualified Gas Safe engineer to be in need of repair, replacement, or condemned.

4.0 FINANCIAL IMPLICATIONS

4.1 Over the five year period (2015/16 to 2019/20) Government indicated a substantial increase in overall Disabled Facilities Grant related funding. Whilst these figures have been generally borne out in practice, for individual years they are only confirmed well into each financial year providing continued uncertainty in long term planning. Over the period in question Tameside's allocations have risen from £1.2m in 2015/16 to £2.327m during 2018/19.

4.2 A number of initiatives in this new policy will be funded from on-going capital and loan repayments associated with previous loan policy; in effect recycling the funds.

4.3 Previous schemes to assist residents to improve their homes included a charge on individual properties as part of the original 2003 Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy. Some of these charges are resulting in repayments of this assistance.

4.4 One scheme, Anchor Staying Put Scheme operated by Anchor Housing Home Improvement Agency on behalf of the Council, used housing capital to offer financial assistance to home owners over 60 years of age to carry out essential repairs to their properties. The assistance was secured by a land charge repayable upon disposal or transfer of ownership. The scheme came to an end in 2012.

4.5 The second scheme, an Equity Loan Scheme operated by West Pennine Housing Association (now Regenda) used Housing Capital provided by the Council, permitted home owners to carry out major repairs to their properties. The funds invested were secured by a charge at HM Land Registry and were repaid upon disposal or transfer of ownership.

4.6 The new Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy, in addition to assisting more people with disabilities, will help improve the overall condition of housing stock within the borough and will greatly assist with the Council's stated aim of supporting more of its residents to live independently and reduce the need for those same residents to call upon other and more expensive related services.

4.7 The overall capital expenditure in the provision of such initiatives, within the amended Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy, will not impact upon the current provision and will be contained within existing budgets.

4.8 Where new initiatives demand charges to be placed on a property, the repayment of this capital will be recycled to fund other schemes within this policy.

4.9 Whilst mandatory Disabled Facilities Grant requirements are statutory, all initiatives outside the Disabled Facilities Grant will be subject to the availability of relevant funding meeting relevant criteria.

5.0 RISK MANAGEMENT

5.1 Making arrangements to meet assessed needs for people who fall within the requirements of the Care Act 2014 and dealing with applications for Disabled Facilities Grant's are statutory duties. Failure to make sufficient resource available creates a risk of external 3rd party intervention as well as reputational damage. Whilst the Local Government Ombudsman, in criticising long delays in delivering adaptations, has recognised that Councils have to work within their budgets and has looked favourably on appropriate priority systems, the Courts have always referred to the mandatory nature of the Disabled Facilities Grant and not considered the absence of funding as an excuse for long delays.

5.2 The failure to provide a sufficiently resourced service for the provision of adaptations is likely to lead to long term increased costs in the provision of care packages to the health and other sectors of the community as the independence of individuals is compromised. The provision of a full Disabled Facilities Grant with the proposed new initiatives will reduce such impacts.

5.3 Funding for initiatives that are deemed to be non-statutory will be subject to available resources. Raising expectations will lead to complaints and criticism and require careful management as the initiatives are publicised.

5.4 Future Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy reviews will be undertaken on a five year cycle unless legislation or other circumstances require additional intervention.

5.5 Table 1 below highlights the main risk elements of the proposed Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy.

Table 1: Main Risk Elements of The Proposed Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy

Risk	**Impact**	**Mitigation**
Failure to provide statutory Disabled Facilities Grant adaptations	Greater call by residents on alternative and more expensive interventions by health service and other	Ensure list of interventions is prioritised to ensure most urgent cases are

	partners. Reputational – Potential intervention by Local Government Ombudsman	funded.
Insufficient funding to provide appropriate interventions outside statutory Disabled Facilities Grant funding	Greater call by residents on alternative and more expensive interventions by health service and other partners	Ensure prioritised interventions by local authority provider
Existing loans not repaid to Authority	Reduced future funding for Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 policy	Ensure surety of repayment by land charge or other accepted legally binding interventions
Disputed funding award claim by applicants	Reputational. Potential intervention by Local Government Ombudsman	Ensure clear funding strategies are made available to wider public

6.0 EQUALITY IMPACT ASSESSMENT

6.1 An Equality Impact Assessment is attached to this report (**Appendix 5**) and includes details from the consultation process. It has been drafted to address the impacts of this policy change and will continue to operate alongside the implementation of the revised policy for the purpose of continuous monitoring.

6.2 The implementation of the proposed changes will positively aid disabled people who do not meet the requirements of Disabled Facilities Grant criteria and are not able to financially support further adaptation.

6.3 This EIA has been undertaken to explore how the impact of the proposed changes to adaptations funded by the Disabled Facilities Grant and other resources is provided in the future. The changes are driven by:

- Increasing demand exceeding current capacity in terms of both funding and resources to meet this demand.
- Fluctuating Disabled Facilities Grant budget position over a number of years
- Ongoing relaxation of Disabled Facilities Grant criteria in delivering services
- Managing expectations of any proposed policy reviews

6.4 These actions will positively impact upon individuals who are:

- Disabled and living within the community
- Unable to afford or fail to meet statutory requirements for a Disabled Facilities Grant .
- Unable to move to more suitable accommodation due to financial restrictions
- Unable to afford the cost of essential property repairs that are likely to have an impact on their health and wellbeing
- Currently unable to move from a hospital environment into suitable residential accommodation without assistance to render a property habitable and safe for the patient to live in.
- Potentially delayed by hospital discharge with increased cost to the NHS due to the inability to provide adaptations and facilitates in less formal care in the home environment
- Suffering from Dementia related issues

6.5 To manage the changes within the policy, the authority will:

- Continue to offer reassessment should a person's needs change in the future
- Continue to provide advice to individuals and signpost them where appropriate to alternative options
- Ensure the impact of the proposals is kept under regular review, both generally and specifically, in individual cases.

6.6 The Council is not making any changes to the mandatory Disabled Facilities Grant , the ability of a disabled person to benefit from assistance or to purchase a more suitable home where the current home cannot be adapted or the safety net assistance to remove health and safety risks from the home.

7.0 CONSULTATION

7.1 In order to seek wider support for the proposed Housing Financial Assistance Policy update a public consultation exercise was undertaken between 12 December 2018 and 25 January 2019.

7.2 The process took the form of an online survey for individual responses via the Big Conversation where consultees were asked 8 separate questions and 1 for general comment.

7.3 A number of targeted emails were sent to health and age related bodies and housing providers with stock in the borough and requested their comments on the proposals.[1]

7.3 At the closing date for the consultation period 18 individuals had participated in the survey via the Big Conversation and 1 response had been received from the targeted email survey.

7.4 Outcomes from the Big Conversation are noted at **Appendix 6** below. In brief:

- 18 participants took part in the on-line survey. The overriding outcome is a majority (87%) agreed with the forms of assistance in the new Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy.

- In response to the questions asked the highest response received was 100% in favour of introducing the Hospital Discharge Grant, the Stay Put Scheme and the Home Repair Assistance whilst the lowest response was 82.3% in favour placing a charge on a proportionate grant.

7.5 Question 9 of the online survey asked participants for additional comments. Those comments and our response is noted in Table 2

Table 2: Additional Comments from Participants

	Comment from Participant	Response from Authority
1	*Need to ensure budget is ear-marked*	This will be carried out as part of the scheme

[1] The list of consultees comprised: Age UK, Foundations, Infinity (NHS), Irwell Valley Housing Association, Jigsaw Homes (NCH), Onward Homes, Pennine Mencap, People First Tameside, Regenda Homes, Stroke Association, Tameside Sight, Tameside Welfare Rights, and Tameside & Glossop Mind, including those residents / public signed up to Big Conversation (around 130 people) and to the Council's Partnership Engagement Network (around 300 contacts which includes not only members of the public but also partner organisations and voluntary & community sector partners who then share this information widely with their own contacts).

	for this and obviously monitor progress	management and budget monitoring process
2	*Sometimes it's not people's fault they fall on hard times & it's a good idea especially for homeowners to get assistance with home improvements / adaptations to their homes as it is their home at the end of the day & would probably cost less in rehousing a vulnerable adult*	This is understood completely and part of the reason for introducing some of the new initiatives
3	*None received*	None
4	*Could the same breadth of consideration be given to social care payments? I believe direct payments from Tameside only match pound for pound unlike Derbyshire where full payments are made from the Council*	Whilst the comment doesn't have any direct relevance it is noted and it will be passed onto Adult Services.
5	*Having benefited under the grant I would like to ensure that the end user is actually consulted as to if the work has been satisfactory completed as I know mine wasn't. It still grates even today that the shower doesn't work properly*	In this instance it is not possible to determine the issues raised by the responder.
6	*I only agree with question 8, if a charge is placed on the owner occupier property for reclaim by the authority*	Charges will be applied where an owner receives assistance and will be recovered in the appropriate circumstance.

7.6 Of the targeted emails a single response was received from Foundations a sponsored Ministry of Housing, Communities and Local Government body set in place to support Home Improvement Agencies.

7.7 Foundations suggested that the Council considers including some of the recommendations made in the recently published report into the review of the Disabled Facilities Grant to widen the scope of some of our assistance initiatives.

7.8 In considering these recommendations a number have now been included into the new Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy.

- Provision of stairlifts, ceiling track hoists and specialist toilets where there is potential to reduce falls and reduce care input;
- Assistance for tenants in rented accommodation to facilitate a house move o more suitable accommodation where this may result in few adaptations;
- Provision of aids and assistance for people suffering with dementia related issues.

7.9 Overall the response to the consultation process has been limited. This should not be seen in a negative light however as the subject of the consultation, an improved Housing Financial Assistance Policy, will benefit all users of the various grants available.

7.10 In contrast consultations carried out where there is a potential detrimental consequence to services or to the public often provoke a larger volume response.

7.11 The outcome from the consultation, therefore, should be considered positive and as a result the new Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 Policy 2018 – 2013 be accepted with the inclusion of the additional initiatives.

8 RECOMMENDATIONS

8.1 The recommendations are set out at the front of the report.

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APPENDIX 1

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DRAFT DOCUMENT

HOUSING FINANCIAL ASSISTANCE POLICY 2018 - 2023

ASSISTANCE UNDER THE REGULATORY REFORM (HOUSING ASSISTANCE) (ENGLAND AND WALES) ORDER 2002

1.0 BACKGROUND

1.1 **Strategic Context – The Corporate Plan 2016-21**
Tameside Council is committed to maximising the wellbeing of the people of Tameside. We are committed to supporting economic growth, increasing the self sufficiency of individuals and families, and protecting the most vulnerable.

1.2 Everything we do will aim to make this vision a reality by focusing our resource on what matters. Our core purpose and values put people at the forefront of services to ensure that every decision we make supports economic growth and self-sufficiency. We will work with residents to do this by asking them to take on greater responsibility in their families, communities and areas, supporting them when they need help.

We want Tameside residents to have the best opportunities to live healthy and fulfilling lives by focussing our resources on a number of priorities, including:

- Reduce levels of benefit dependency
- Support families to care for their children safely
- Work with businesses to create opportunities for residents
- Help people to live independent lifestyles supported by responsible communities
- Improve the health and wellbeing of residents
- Improve housing choice
- Protect the most vulnerable

1.3 We will use our resources to help people get the maximum benefit for the communities in Tameside. We are committed to doing only what matters by understanding what people need and designing our services to meet that need. We will have to change the way we work to achieve our vision and priorities. We are committed to only doing what matters, by understanding what people need and designing services to meet this need.

1.4 **Care Together in Tameside**
Care Together in Tameside & Glossop is a joint venture between health care providers and Tameside Council to provide and operate an integrated system of health and social care.

1.5 Preventing people from becoming ill is the key approach and to this and Care Together wish to see the residents of Tameside remaining fit and well for as long as possible. However it is accepted some people will have on-going health and care needs, so part of the programme is to provide better support to those people who need it when they need it.

1.6 The Care Together programme will enable people to make lifestyle choices, including the means to increase self-care at home and maintain independence, that means a trip to the hospital or doctor is something they will rarely have to make.

1.7 Improving the way in which the Council delivers adaptations and financial assistance will assist in the delivery of its priorities in the Corporate Plan and will also assist with the aims of the Care Together programme in Tameside.

2.0 THIS FINANCIAL ASSISTANCE POLICY

2.1 The Regulatory Reform (Housing Assistance) (England and Wales) Order 2002 gives local authorities the ability to design their own financial assistance policies to suit their specific requirements and priorities.

2.2 Tameside Council will continue to provide the means to allow vulnerable and disabled residents access to existing forms of financial assistance which will assist them in maintaining independence, preventing further deterioration in their condition and reducing the need to call upon social care and health services. The Council will also introduce new forms of assistance to enable the offer to be increased to include the elderly and the vulnerable home-owner. This will assist those individuals who may not yet qualify for an adaptation but who may need other assistance to prevent or defer the need for further assistance.

2.3 Research has shown that there is a direct link between poor quality housing and poor health. Dampness, lack of good heating, disrepair, poor ventilation and other health and safety issues can cause or contribute to poor health. The Care Act 2014 embeds the concept of suitable living accommodation within the guiding principles of the entire care and support system envisaged by the Act. In addition to housing being a part of the legal definition for wellbeing, independent living is confirmed as a core part of the wellbeing principle. The Council therefore need to be proactive in improving the ability of vulnerable and elderly people to maintain independent living whether they are disabled or not.

2.4 Government acknowledges the importance housing can make in delivering preventative measures and the long term cost savings that can result from it. The longer elderly and vulnerable people can remain outside the health and social care system the better it is for that individual and for other parts of the Social Care service.

2.5 The ability to link up with other preventative schemes provided through the Better Care Fund, such as a handy person service should not be ignored and, with the Disabled Facilities Grant (DFG) no longer being ring-fenced, funds and the ability to provide more widespread assistance with this revised and updated Policy gives the Council the opportunity to make a real difference to the lives of vulnerable and disabled people in Tameside.

2.6 There are also many non-disabled residents in Tameside who are home owners and of these many are vulnerable or elderly, or both, and who struggle to fund works to their properties due to reduced savings, high cost of repairs and fear of dealing with builders. Some find it very difficult to arrange repairs for various reasons (capacity, illness, anxiety etc.) and others are concerned about stories of disreputable companies even with various “trusted” schemes in operation. This can lead to them doing nothing, allowing their property to deteriorate further which then has a knock on effect on their health leading to intervention from health and/ or social care services. It can become a vicious circle that is difficult for to break.

2.7 The purpose of this updated Regulatory Reform Order (RRO) Policy is to continue with the mandatory and discretionary types of assistance available to disabled people and to extend and expand the forms of discretionary assistance to include the elderly and the vulnerable home owners in the borough.

2.8 The RRO Policy will achieve this in such a way to enable the Council deal with immediate health and safety issues, to prevent where possible admissions to hospital and to improve the overall housing stock thereby allowing those people to remain in their homes for longer and to lead more independent lives.

2.9 Any and all assistance provided under this Policy, with the exception of Mandatory DFG is at the discretion of the Council and is subject to available resources. This Policy shall remain in force subject to minor revisions until such time as it is felt necessary to review it. In any event a review shall be carried out no less than 5 years from this Policy coming into force.

2.10 During the lifetime of this RRO Policy the Council may introduce a new delivery agency or it may delegate delivery of these forms of assistance to a third party provider (e.g. Tameside & Glossop Care Together or a Home Improvement Agency). If this should occur the forms of assistance within this Policy will remain in force unless formally amended by a review. It should be noted that in circumstances where the Council does delegate delivery of grant assistance this Policy will remain as the Council's formally adopted Policy for financial assistance and any delivery will remain true to this Policy.

3.0 FORMS OF ASSISTANCE

3.1 With the exception of mandatory DFG, assistance provided through this Policy should be seen only as being available on a single occasion only. The Council will endeavour to advise people on how to maintain their homes and will expect them to do so following any help given without resorting to further financial assistance.

3.2 The Council fully recognises that it is the responsibility of home-owners to maintain their properties and the assistance set out below is to provide help for those home-owners who have difficulty in meeting this responsibility. This Policy is designed to reflect that such responsibilities but also to provide help and assistance and target it where appropriate and most needed.

3.3 The Council also recognises that poor quality housing has a direct and long term effect on the health of the occupants. This Policy makes use of the powers provided by the RRO to increase the offer of assistance and its application to residents of Tameside in order to allow vulnerable, elderly and disabled people to live and remain in their homes, and to help maintain their independence whilst at the same time improving housing stock and reducing the call on other health and social care services.

3.4 With the exception of mandatory DFG, which may require the applicant to make a financial contribution, financial assistance provided by this Policy should not be considered as being free. In the majority of cases there will be a requirement to repay the grant should conditions not be met or upon transfer of ownership of the property within a specified period of time.

3.5 Adaptations for Disabled People

Assistance for the provision of adaptations will continue, generally, to be available following an assessment of need. Minor adaptations costing less than £1,000 will continue to be free at the point of delivery and will be provided at no cost to the disabled person via existing arrangements within the Council or any organisation this provision may be delegated to. The vast majority of adaptations at a cost in excess of £1,000 will be met by the mandatory DFG and Discretionary Grant Assistance as determined by the Council within this Policy.

3.6 In 2008, the government made a number of changes to the way DFG was administered and the ways in which it could be used. This was as a result of a cross departmental review of the programme and an independent study carried out by the University of Bristol. These changes included removal of the ring-fence (in 2010), allowing DFG monies to be used more flexibly and as part of wider strategic projects to keep people safe and well at home, and to reduce bureaucracy in the grant's administration.

3.7 As a result Tameside Council wishes to further embrace these changes and improve the way in which it provides assistance to disabled residents in the borough. Whilst the Council will continue to offer adaptations via the mandatory DFG it will now offer a wider provision of forms of assistance.

3.8 As part of this Policy the Council will introduce a new range of offers for people in need of assistance towards maintaining their independence and health, and to enable them to remain living in their own home.

4.0 MANDATORY DISABLED FACILITIES GRANT AND DISCRETIONARY FUNDING ASSISTANCE MEASURES

4.1 **Mandatory Disabled Facilities Grant**
The provisions governing DFG are contained within the Housing Grants, Construction and Regeneration Act 1996 as amended and as per the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002.

4.2 The Council will continue to provide assistance utilising the mandatory DFG up to the maximum grant assistance of £30,000 to those people who qualify to make applications under the legislation.

4.3 The Council may if it deems necessary, in circumstances where resources become limited and/ or demand increases significantly, place referrals for potential applicants for assistance on a waiting list in strict date order prior to being invited to make their application for grant assistance. In such circumstances the potential applicant will be issued a letter explaining the situation with regard to the list and will then receive further updates on a cyclical basis no later than every six months. The Council will however give priority to referrals that are deemed to be of an urgent nature as determined by Housing Services and Social Care.

4.4 The rules for circumstances where repayment of mandatory DFG may apply are applicable.

4.5 **Proportionate Mandatory Disabled Facilities Grant**
As part of this Policy the Council wishes to allow disabled people who are home owner applicants, or their representatives, to carry out works to their property to provide adaptations over and above those as assessed as being necessary and appropriate by an Occupational Therapist (OT). In such cases the disabled person or their representative will wish to provide adaptations in a way that is different to or exceeds the requirements of the assessed need. The Council may in these circumstances offer financial assistance in the form of a DFG up to the maximum of £30,000.

4.6 Under this Policy the Council will provide a Proportionate Grant (DFG), where applicable, to cover the costs of works which would have met the assessed needs of the disabled person rather than the works that have actually been carried out. This type of assistance would be the same, in operation, to a Personal Application where the client or their representative makes their own application for DFG funds and oversees the works themselves.

4.7 Such instances may include, for example, situations where the assessed need by the OT results in the recommendation for a stairlift and conversion of the upstairs bathroom into a wet floor shower room. However the disabled client or their representative may wish to extend their current property to create ground floor living facilities. The Council in most cases, where considered appropriate, will be able to assist in this process.

4.8 The OT will have made their recommendations as being the most appropriate, reasonable and cost effective way of meeting the assessed needs of the disabled person in consultation with an appropriate officer from the Council. In such circumstances the extension would be considered over and above that which is necessary or appropriate to meet those needs, although the OT may acknowledge and agree the alternative proposals will still meet their needs.

4.9 The disabled client could decide to continue with their decision to create the extension and the Council may agree to provide grant assistance to the same value of the adaptations that were originally assessed as being suitable in meeting the client's needs (the stairlift and the bathroom conversion). In this case the client is able to have their needs met in a way that is preferable to them and the Council is able to provide the financial assistance it was willing and able to make to meet those original assessed needs.

4.10 Each case will be assessed on individual merit and will still be required to meet the needs of the client as assessed by an OT. The financial assistance provided would be under the terms of the DFG and subject to the same conditions and a local land charge may be placed to protect the funds. This charge will be in addition to any charge already to be registered as part of the General Consent Order 2008.

4.11 The rules for circumstances where repayment of mandatory DFG may apply are applicable.

4.12 **Grant for Adaptations (Discretionary Grant Assistance)**
As part of this Policy the Council will exempt any application for financial assistance for adaptations the need to undergo the test of resources (means test) for DFG where the financial assistance is under £5,000.

4.13 As part of this Policy and as part of this Discretionary Assistance the Council will, where the applicant is living in supported accommodation operated by, or on behalf of, the Council where certain facilities may be shared, provide assistance for adaptations.

4.14 This will mean any successful applicant (owner, occupier or tenant) for many typical adaptations and some specialist items will no longer have to make any contribution. The applicant will still be required to complete an application form; however this will be less onerous than the full DFG process. Grant Assistance in such circumstances will be known as a Grant for Adaptation (GFA). There is no requirement to repay this assistance subject to compliance with the Tenant or Owner certificate.

4.15 **Provision of Equipment (Straight and Curved Stairlifts, Ceiling Track Hoists and WC's with a douche facility (Discretionary Grant Assistance)**
There are circumstances where the Authority will wish to provide financial assistance for adaptations that can provide immediate assistance to aid with certain lifting and hoisting operations and personal care operations.

4.16 As part of this Policy and as part of this Discretionary Assistance the Council will arrange for the installation of these adaptations where there is a need for them to be installed quickly and without the need for associated works. These works will be exempt from the need to undergo a test of resources (means test) and the need to submit a formal application.

4.17 The installed equipment will be installed in accordance with the arrangements of any active scheme for long term maintenance agreed by the Council.

4.18 **Payments towards Adaptations (Discretionary Grant Assistance)**
There are circumstances where the Authority will wish to provide assistance beyond that already covered by legislation noted in this Policy and as such will now form part of this Policy. This assistance will only be available to applicants who own or have an interest in a property. Typical examples are given below:

4.19 **Unforeseen Works Assistance:** In circumstances where the maximum grant has been awarded and unforeseen works occur, the Council may, at its discretion, consider additional grant assistance. These works must have been unforeseen at the time the grant application was approved and be of such importance that without funding the scheme will fail. This may include such items as, but not restricted to: drainage works, change in foundation requirements and Building Control issues.

4.20 In such cases the additional grant funding will be means tested and this will apply equally to cases involving children and adults. In the case of a child application the parents or legal guardians will be subject to a means test (the statutory test of resources associated with the DFG). Where a test of resources has already taken place no further test will be required.

4.21 Any additional grant shall be protected by a local land charge for a period of 5 (five) years and will be repayable should the property be disposed or transferred. This charge is in addition to any charge already to be registered as part of the General Consent Order 2008.

4.22 The maximum discretionary grant for unforeseen works will be £10,000 bringing the total amount of assistance available, with DFG, to £40,000.

4.23 **Shortfall Assistance:** In circumstances where the cost of providing the adaptations as recommended by the OT exceeds the maximum DFG grant permissible the Council may, at its discretion, approve additional funding to cover this shortfall.

4.24 In such cases the additional grant funding will be means tested and this will apply equally to cases involving children and adults. In the case of a child application for additional funds the parents or legal guardians will be subject to a means test (the statutory test of resources associated with the DFG).

4.25 This additional grant will be registered as a local land charge and will be repayable within 5 (five) years following completion of the works should the property be disposed or transferred. This charge is in addition to any charge already to be registered as part of the General Consent Order 2008.

4.26 The maximum discretionary grant for shortfall funds is £10,000 bringing the total amount of assistance available, with DFG, to £40,000.

4.27 **Contribution Assistance:** In circumstances where the disabled person or applicant cannot meet the contribution indicated towards the costs of the works, which has been determined by the statutory test of resources associated with the mandatory Disabled Facilities Grant the Council may, at its discretion, provide funding to meet the contribution.

4.28 This additional grant shall be protected by a local land charge for a period of 5 (five) years and will be repayable should the property be disposed or transferred. This is in addition to any charge already to be registered as part of the General Consent Order 2008.

4.29 The maximum discretionary grant to meet a contribution is £10,000 bringing the total amount of assistance available, with DFG, to £40,000. The general rules relating to contribution and grant will apply in such applications.

4.30 **Relocation Assistance – Home Owners:** Relocation assistance applies in circumstances where the disabled person needs to move from their existing residence as a result of being unable to adapt the property. In such circumstances financial assistance can be offered subject to certain qualifying criteria.

4.31 Where a house move is involved, the grant will be available to cover the typical costs of moving. Such costs may include specific support and advice relating to the disability, legal fees, estate agents fees, removal expenses and stamp duty and a contribution towards the cost of the house where it is more expensive than the existing property.

4.32 In reaching a decision about a contribution in the case of a more expensive property, a general principle of not funding an enhancement to the overall accommodation will be followed. In reaching a decision about a contribution the Council will not permit this assistance if the acquisition places the applicant in negative equity.

4.33 In all cases of relocation assistance the proposed property must be inspected by an OT and a Technical Officer to determine that the proposed property is suitable for the needs of the disabled person and that it needs no further adaptations or that it needs fewer adaptations than the current property occupied by the disabled person.

4.34 A general rule of not funding adaptations to a proposed property, where the cost of the adaptations is estimated to be the same as or more than those proposed for the original property, will be applied. Also a general rule of not providing financial assistance to retrospective house purchases including where contracts have been exchanged and/ or that have not received any input from an OT or Technical Officer will be applied.

4.35 Where funding is available, the maximum discretionary grant to facilitate relocation will be £30,000. This means that where a mandatory Disabled Facilities Grant has also been approved, the maximum assistance available to any person will be £60,000.

4.36 This Relocation Assistance grant shall be protected by a local land charge for a period of 10 (ten) years and will be repayable should the property be disposed or transferred. This is in addition to any charge already to be registered as part of the General Consent Order 2008.

4.37 No other form of discretionary grant assistance will be available in cases where Relocation Assistance is approved.

4.38 **Relocation Assistance – Tenants of Social and Private Landlords:** Relocation assistance applies where the existing property is not suitable for adaptation to meet the needs of the tenant and/ or it is deemed more appropriate for the tenant in the long term to move to a more suitable property. In such circumstances financial assistance can be offered subject to certain qualifying criteria.

4.39 Where a house move is involved, the grant assistance will be available to cover the typical costs of moving. Such costs may include specific support and advice relating to the disability, removal costs, arranging for carpets to be lifted and re-laid (including new underlay), new vinyl flooring (not laminate flooring), refitting of tv aerials, connection of phone lines, etc.

4.40 This assistance is not intended to provide adaptations or repairs. Repairs to the property will be the responsibility of the landlord and any adaptations required will be subject to an assessment of need by an OT.

4.41 In all cases of tenant relocation assistance the proposed property must be inspected by an OT and a Technical Officer to determine that the proposed property is suitable for the needs of the disabled person.

4.42 In cases where a tenant moves to a property more suitable for their needs they may also be able to apply for other forms of funding to enable the property to be adapted to meet their specific needs. It is possible to be approved for both types of assistance.

4.43 The maximum amount that can be claimed is £2,000 and the applicant will need to provide receipts to prove expenditure. Where there is financial incentive from the landlord to assist with moving the tenant must first apply for the landlord assistance. In such circumstances the Council's relocation assistance will be used to cover the remainder of the relocation costs up to the maximum grant permitted £2,000. There is no requirement to repay this grant. This grant is only available once in any 3 year period.

4.44 **General Conditions:** In all cases of discretionary grants noted above, financial assistance will only be available from the Council when it is satisfied that the disabled person or applicant, whichever is the appropriate person subject to the test of resources, is unable to raise those resources themselves or from any other third party.

4.45 In practice, this will mean that the disabled person or their parents, or legal guardians, in the case of a person under eighteen years of age, will have to demonstrate that when taking into account their income and existing housing costs, they are unable to access sufficient funds from savings, or from a recognised commercial lender, charitable source or via any loan scheme promoted by the Local Authority developed as a result of the RRO for the needs of the disabled person to be met.

4.46 If the disabled person’s home is in the ownership of a registered social landlord and in the absence of other viable options (the landlord not providing appropriate funds) then additional assistance may be given to allow a scheme to be undertaken only under sections 4.16 and 4.24 of the Discretionary Grant Assistance section above. In such there will be no charge placed on the property.

4.47 The Authority when satisfied that sufficient monies are unavailable to carry out necessary works to meet the disabled person’s needs, as agreed by Social Services in the circumstances outlined in section 4.20 of this section, a grant up to a maximum of £10,000 to meet any shortfall will be provided.

4.48 The Council will not provide assistance for a social tenant to purchase a property. The Council will expect the social landlord to provide alternative accommodation.

4.49 Any Discretionary Grant made under this section of this RRO Policy (not including social landlord properties) will be registered as a local land charge and will be wholly repayable upon disposal or transfer of the property for a period of five (5) years or ten (10) years, dependent upon the type of assistance approved, from completion of the works. This applies independent of any charges placed under the terms of the General Consent Order 2008. There will be no interest charged upon repayment of any Discretionary Grants in this section.

4.50 In certain circumstances the Council may not require repayment of discretionary grant subject to the following:

- The death of the disabled person.
- The deterioration of the disabled person’s condition so that the existing accommodation is no longer suitable to meet that person’s needs.

4.51 The Council is permitted by an update to the 1996 Act: ‘Disabled Facilities Grant (Conditions relating to Approval or Payment of Grant) General Consent 2008’ (commonly known as the General Consent Order 2008) to demand repayment of Grant from the recipient where the amount of grant awarded exceeds £5,000 but may not demand an amount in excess of £10,000, upon breach of certain conditions. The conditions are contained within the Order and are secured by way of a local land charge. This General Consent Order charge applies to DFG only and therefore may result in two (2) charges being placed for differing amounts on the same property.

4.52 **Hospital Discharge Grants (Discretionary Assistance)**
The Council may, as funding permits, operate a grant that allows people who are home owners or tenants and who have been subject to a stay in hospital, to have certain works carried out on their property that will allow them to return home. This grant will enable the applicant to return knowing that it is more suitable for them to live in and will prevent, where reasonably possible, re-admission to hospital.

4.53 This form of assistance may be given to any person being discharged from hospital where the works are deemed necessary to allow the applicant to return to their home (where without the works it would be impossible to return home) and where the work enables them to live safely, improves their wellbeing and maintain their independence. This grant is not aimed at providing home improvements or for providing adaptations where the GFA or mandatory DFG, depending upon the needs of the client, may be more appropriate.

4.54 Under this Policy, the Council may provide funds to support the provision of the "Hospital Discharge Grant" and may advance funds to qualifying persons to enable works to be carried out as detailed below:

4.55 Works eligible for assistance may include, but are not limited to:

- Deep cleaning
- De-cluttering
- Minor adaptations
- Heating repairs
- Minor building repairs
- Repairs to roofing
- Electrical repairs

4.56 The applicant, or his representative, for the advance of funds will, at the time of the application, have been admitted to hospital and be unable to return home unless the required works are carried out. The grant will be up to a maximum of £5,000 and cannot be used to provide major adaptations. The grant will not be subject to a test of resources and the applicant will not be required to repay the grant.

4.57 All works carried out must only be the minimum necessary to facilitate the discharge and must not be used to enhance the property. All works must be as per recommendations made by the Hospital or other medical professional in order to necessitate the discharge.

4.58 **Dementia Assistance Grant (Discretionary Assistance)**
The Council may, as funding permits, operate a non-means tested grant that allows people who are home owners or tenants of any age and who are affected by any form of dementia as determined by a health professional to apply for assistance. This grant will enable the beneficiary to make changes to their home that will support them to live safely and for longer.

4.59 Under this Policy, the Council may provide funds to support the provision of the "Dementia Assistance Grant" and may advance funds to qualifying persons to enable works to be carried out. Examples of works may include:

- Colour and contrast decorating
- Carbon monoxide/ cold/ heat alarms
- Specialist lighting
- Safety flooring
- Digital technology

4.60 The maximum amount of assistance that can be awarded is £1,000 and this will be paid direct to the applicant upon presentation of valid original receipts. Applicants will only be able to apply once within a 2 year period.

4.61 **Non Adaptation Financial Assistance (Discretionary Assistance)**
Grant assistance for works carried out as part of the following initiatives will be subject to the statutory test of resources. There is no entitlement to qualify for the following forms of assistance. This assistance is only available to home owners who meet the required criteria.

4.62 **"Stay Put" Scheme:** The Council may, as funding permits, operate a "Stay Put" style service for owner occupiers over 65 years of age. The service will provide professional help to owners wishing to carry out repairs and improvements to their homes. In many cases, owner-occupiers falling into this category have substantial equity in their properties, which with appropriate advice they can access to help maintain their home. Where possible, but not to the detriment of the applicant, the works will be completed to ensure the property meets the requirements of the individual and the Housing Health and Safety Rating System (HHSRS).

4.63 Under this Policy, the Council may provide funds to support the provision of a “Stay Put” service and may provide financial assistance (grant) to a qualifying owner/ occupier to enable works to be carried out as detailed below:

- An applicant for grant will be over sixty five years old and have an owner’s interest and be resident in the property, which is to be the subject of the works.
- The property must have been the only and main residence of the applicant (including spouse) for the previous 3 years.
- The grant will be for works over £500 up to a maximum of £6,000 over and above any contribution made by the applicant.
- The grant will only be available on one occasion.
- The applicant will be in receipt of a means tested benefit or will be subject to a test of resources, which will be the national test of resources used for mandatory DFG but including any existing borrowing for housing costs (mortgage) which exceed the national allowance already contained within the test. Where a contribution to the cost of the works is indicated by this test, a grant will only be available over and above this contribution, up to the cost of carrying out the necessary works or £6,000, whichever is the smaller amount. This grant will also include any chargeable fees for providing the service.
- The grant will be registered against the property as a local land charge and will be repayable in full upon disposal, sale or transfer of the property for a period of up to 10 (ten) years from completion of the works. There will be no interest charged on this grant.

4.64 Necessary works for which an advance may be made include the following:

- All works related to keeping the property wind and weather tight.
- Health and Safety Issues such as defective electrical wiring, replacement or repair of heating/hot water systems, structural defects including boundary walls and uneven pathways
- Provision or replacement of defective basic amenities
- Defective windows and doors
- All works related to the treatment of dampness
- All works related to timber infestation and rot
- Repair works following damage which was uninsured or underinsured and which may create a health and safety issue
- Security works including gates or fencing but not home alarm systems
- Other works associated with satisfactory completion of any of the above or supported by the Housing Manager.

4.65 Works to provide adaptations will not be considered under this type of assistance. Works to outbuildings will not generally be included unless they provide fuel storage, WC facilities or where further deterioration to them could result in injury to the occupier or would result in physical deterioration to the main dwelling.

4.66 Works outside of those listed above (those works considered to be of a Home Improvement nature) cannot be considered for grant assistance under the terms of this Policy. The Council can provide a technical assistance service for such works and may be willing to act on behalf of the owner. Such works will be fully funded by the owner. Grant assisted and non-grant assisted works can be carried out at the same time. Payment would be required in advance of any works commencing.

4.67 The grant will only be available on one occasion except, at the Council's discretion, works which were unforeseen at the time of the first grant become necessary because they present a danger to the occupiers or passers-by or substantial deterioration of the property would result if they were not carried out.

4.68 In the event of the death of the applicant within the ten-year period of the land charge and that person is survived by a spouse or partner who continues to occupy the property, which is then transferred as a result of probate, the repayment of the advance will not be required until or unless another sale or transfer takes place within the original ten-year period.

4.69 An application from the owner-occupier of a mobile home/houseboat may be considered where it is the applicants' only or main residence and has been for a period of at least three years immediately preceding the date of the application in the same locality. Due to the nature of the construction of this type of habitation, the works of repair and/or replacement for which an advance may be made, will be at the discretion of the Council.

4.70 **Home Repair Assistance**
The Council may, as funding permits, offer assistance to any owner/occupier who does not fall within the criteria of the "Stay Put" scheme and is deemed to be on a low income and/ or vulnerable. This assistance will only be used where a property is considered by the Council to be in need of repairs in order to remove a health and safety issue, reduce risks and accidents around the home, and where it improves wellbeing and promotes independent living.

4.71 Under this Policy a grant may be made by the Council to carry out necessary works to remove one or more risks where they are satisfied that the owner cannot raise sufficient funds in the form of savings, loans available either commercially, through a charitable body or via any loans made available or developed by the Council as part of this Policy. The applicant will be required to provide such evidence as requested of their inability to raise such funds. Where possible, but not to the detriment of the applicant, the works will be completed to ensure the property meets the requirements of the Housing Health and Safety Rating System.

4.72 Under this policy, the Council may provide funds to support the provision of the "Home Repair Assistance" and may provide financial assistance (grant) to a qualifying owner occupier to enable works to be carried out as detailed below:

4.73 Necessary works for assistance may include:

- Keeping the property wind and weather tight,
- Health and safety issues (heating/ hot water, electrics, structural problems, uneven pathways),
- Provide/ replace defective basic amenities,
- Defective doors and windows,
- Timber infestation and rot,
- Repairs following uninsured damage,
- Security issues to the property, etc.

4.74 The applicant will be in receipt of a means tested benefit or will be subject to a test of resources, which will be the national test of resources used for mandatory Disabled Facilities Grant but including any existing borrowing for housing costs which exceed the national allowance already contained within the test. Where a contribution to the cost of the works is indicated by this test, a grant will only be available over and above this contribution, up to the cost of carrying out the necessary works or £6,000 whichever is the smaller. The grant will include any chargeable fees for providing the service. The minimum grant will be £500.

4.75 The grant will be over and above any funds, which can be raised, and up to the amount required to remove the risk.

4.76 A Home Repair Assistance grant will be registered as a land charge and repayable in full upon sale or transfer of the property within ten (10) years from the date of completion of the works. The amount payable will be the whole of the original grant approved by the Council. There will be no interest charged on this grant. The minimum grant will be £500

4.77 This element of the Policy would only be applied to home owners who cannot receive assistance under any other sections of the Policy.

4.78 In the event of the death of the applicant within the ten-year period of the land charge and that person is survived by a spouse or partner who continues to occupy the property, which is then transferred as a result of probate, the repayment of the grant will not be required until or unless another sale or transfer takes place within the ten-year period.

4.79 The grant will only be available on one occasion except, at the Council's discretion, works which were unforeseen at the time of the first advance become necessary due to reasons of health and safety.

4.80 Where funding is provided for "Assistance for the Over 65's" and "Home Repair Assistance", priority will be given to the Over 65's Scheme should funding be restricted or reduced.

4.81 **Safety Net Assistance**
It is the responsibility of the home owner to maintain their property and to keep it maintained to an acceptable standard. It is recognised that that there may be certain circumstances where an owner occupier is unable to carry out this responsibility due to their financial circumstances and in these cases the Council would wish to offer appropriate assistance.

4.82 In circumstances where the owner occupier does not qualify for either the Stay Put scheme or the Home Repair Scheme and where an extreme risk to the health and safety of the occupier or other members of the public exists due to the condition of the property the Council may provide financial assistance. The level of assistance will be determined by the Council based upon the evidence available and may include advice or reports from relevant professionals.

4.83 The Council may make financial assistance available as an interest free loan to carry out works necessary to remove the assessed risk where they are satisfied the owner is unable to raise sufficient funds in the form of savings, loans which may be commercial or via any loans made available under an arrangement developed by the Council.

4.84 In order to satisfy the Council that sufficient funds cannot be raised, it will be necessary for the applicant to show that any commercial loan will not be made where it is based upon the household income taking into account any existing commitments that are household related and relevant to the property.

4.85 Any financial assistance offered by the Council will be over and above any funds which can be raised by the applicant, and up to only the amount required to remove the assessed risk. In any event the maximum loan will be £6,000.

4.86 Any financial assistance will be registered as a local land change on the property and will be repayable in full upon sale or transfer of ownership of the property within ten (10) years from the date certified as completion of the works.

4.87 **Requests for Assistance Falling Outside this Policy**
In general it is anticipated that the majority of requests for financial assistance will fall within the scope of this Policy. It is however acknowledged that there may be occasions where the stated assistance cannot meet the needs of the applicant in full or in part.

4.88 An application which falls outside the scope of this policy may, if it is felt appropriate by the Head of Service or Service Manager due to the particular circumstances, be considered for financial assistance in consultation with the Director of Growth.

4.89 In some circumstance it may be more appropriate to consult with the Director of Children's Services or the Director of Adult Services.

4.90 Such a scheme, if approved and subject to availability of finance may be funded using Discretionary powers contained within this Policy.

5.0 MAKING A REFERRAL FOR AN ADAPTATION

5.1 The majority of requests for adaptations and in particular Disabled Facilities Grants are referrals from Children's Services and Adult Services' OTs.

5.2 Where an applicant is requesting funding via the DFG process the Council has a duty to consult with the Social Care Authority and as such will ask them for an opinion to ensure that the adaptations being requested are necessary and appropriate in line with the legislation. If such an opinion cannot be obtained within a reasonable timescale the Council reserves the right to obtain such an opinion from a private OT at no cost to the individual.

5.3 Where a referral does not come from a Children's or Adult Services OT the Council may, depending upon the type of adaptation being requested, require the potential applicant to obtain an assessment of need to confirm there is in fact a need.

5.4 It is possible for referrals to be made by other health professionals and non-health sources and each one will be considered upon its' merit.

5.5 **Individual Applications for DFG Funds**
It is possible to make applications directly to the Council by making a Personal Application. This only applies to works to be funded for DFG.

5.6 In circumstances where an individual wishes to make a Personal Application for DFG the Council will provide the necessary application forms along with guidance on how to complete and submit the application. The Council however is under no obligation to provide any assistance in the preparation of the application or obtaining quotes. The Council will charge a fee for checking the application and for inspection of the works which it will add to the grant at approval stage.

5.7 Details on how to make a Personal Application can be obtained from the Council by contacting the Council at the address below.

5.8 **General**
Any assistance, other than mandatory DFG, provided under this Policy is at the discretion of the Council and subject to available resources. Any part of this Policy is also subject to changes in legislation which may override any assistance contained within it.

5.9 Funding for financial assistance contained within this Policy, other than the mandatory grant schemes, is discretionary and is not an entitlement. Where funding is provided by other sources the Council has no control on distribution levels or scheme timescales.

5.10 The costs of appropriate professional fees (including VAT at the relevant rate) associated with any works carried under this Policy will be included as part of any financial assistance made up to a level deemed reasonable by an appropriate officer of the Council.

5.11 The cash figures referred in the body of this Policy (other than the mandatory elements) may be varied from time to time to allow for inflation or other factors affecting costs including availability of funds.

5.12 Appendix A below provides a brief overview of the types of assistance available together with the maximum assistance available, whether a land charge is applicable and if so the period of time it will apply for.

5.12 Complaints relating to or arising from any issues associated with this Policy will be dealt with in accordance with the Councils Complaints' Procedure which can be found at: https://www.tameside.gov.uk/complaints. Such issues should, in the first instance, be addressed to the Service Unit Manager (Strategic Infrastructure).

5.13 Advice on how to request an assessment for an adaptation to a residential property to meet the needs of a disabled person and other advice on a variety of assistance that is available to children, young adults and adults is available at:

Adult Assessments – 0161 342 2400/ 4299
https://adultportal.tameside.gov.uk:14500/web/portal/pages/help/support

Children Assessments – 0161 371 2060
http://www.tameside.gov.uk/disabilities/children

Advice on how to make an application for assistance under this Policy is available from:

Tameside Home Improvement Agency
Council Offices, Clarence Arcade, Stamford Street,
Ashton under Lyne, OL6 7PT

Telephone 0161 342 2259
email hia@tameside.gov.uk

6.0 ENERGY EFFICIENCY MEASURES/ BOILER REPLACEMENT SCHEME

6.1 The Council may, as funding permits, offer assistance on energy efficiency measures to homeowners for their property and/ or allow them to participate in a boiler repair and/ or replacement scheme. Such assistance will be available to applicants who are deemed to be on a low income and/ or vulnerable and/ or with a disability or health condition and subject to qualifying criteria.

6.2 Assistance for the boiler replacement scheme will only be available where a heating system or boiler is considered by the Council or a Gas Safe engineer to be uneconomical to repair or condemned.

6.3 Assistance will also be available where a lack of basic heating is deemed to be a health and safety issue for the applicant or any other member of their family who is normally resident at that property. The applicant must not be part of an on-going service and maintenance scheme designed to carry out and fund repairs, 6.4 This assistance will be available where the property has not previously been the subject of any Home Energy Efficiency Measures. Failed improvements as part of a previous Home Energy Efficiency Measures will be allowed.

6.5 Under this policy, the Council may provide funds to support the provision of the "Energy Efficiency Measures/ Boiler Replacement Scheme" and may provide financial assistance (grant) to a qualifying owner/occupier to enable works to be carried out as detailed below:

- Replacement of a boiler that provides heating and/ or hot water
- Provision of a hot water/ heating boiler where no current provision exists
- Provision of heating radiators to habitable rooms where non exist
- Replacement of heating radiators that cannot operate due to decay or where they a not compatible with a replacement boiler due to operating pressure.
- Provision of a means to heat water where no gas supply exists
- Provision of a means to heat habitable rooms where no gas supply exists
- Loft insulation to meet government guidelines
- Wall insulation (solid and/ or cavity wall) – where construction permits
- Draught excluders to doors and windows (not replacement doors or windows)

6.6 A grant may be made by the Council to carry out necessary works, or to contribute towards works, where they are satisfied that the homeowner is in receipt of the required means tested benefit and/ or a disability/ health condition that is exacerbated by living in a cold or damp home. The maximum level of grant will be determined by the scheme administrator but will be no less than £300.

6.7 In instances where the potential applicant has a disability and/ or health condition further evidence will be sought to determine Council Tax banding of their property which must fall within Bands A, B or C.

6.8 Where a boiler is deemed faulty and under 6 years old from the date of installation the Council will arrange for a qualified Gas Safe engineer to carry out an inspection to determine whether or not it can be repaired free of charge to the potential applicant.

6.9 If following inspection the boiler can be repaired the Council will grant assist repairs to a maximum value of £300 for the works on condition that the applicant is in receipt of the required means tested benefit and or disability/ health condition that is exacerbated by living in a cold or damp home.

6.10 In addition to the above where the potential applicant applies for assistance based upon a health condition a confirmation referral must be provided by their GP or hospital doctor.

6.11 In this scheme any replacement boiler must be of a minimum "A" rating.

6.12 Installers of any energy efficiency measures within the scheme shall be a member of an approved trade body.

6.13 As part of this scheme the contract for the required works will be between the homeowner (applicant) and the installer. The grant assistance will be paid by the Council directly to the installer on behalf of the resident. If the cost of the works does not meet the grant limit then the Council will pay just for those works; the homeowner is not entitled to receive the shortfall. If the cost of the works exceeds the grant assistance the homeowner will be required to fund the difference.

7.0 INFORMATION AND FACTSHEETS

7.1 The library of information and factsheets is under constant review and is regularly updated useful information relating to types of assistance can be found on the Council's website.

Contacts:
If you require any further information about this strategy or any of its related documents, please contact Tameside Housing Services – Home Improvement Agency using any of the following:

Home Improvement Agency
Tameside MBC
Council Offices
Clarence Arcade, Stamford Street
Ashton under Lyne
OL6 7PT

Email: hia@tameside.gov.uk

Telephone: 0161 342 2259
If you require any further information, or more specific information on Housing or Health and Social Care provision in Tameside you may wish to contact some of the agencies or organisations noted below.

- Tameside Council:
  - www.tameside.gov.uk/housing/services
- Ministry of Housing, Communities & Local Government:
  - www.communities.gov.uk/corporate/
- Department of Health and Social Care:
  - www.gov.uk/government/organisations/department-of-health-and-social-care
- Tameside and Glossop Care Together:
  - www.caretogether.org.uk/

APPENDIX 1

APPENDIX A: SUMMARY OF FINANCIAL ASSISTANCE MEASURES

Ref. Section	Assistance Type	Value	Test of Resources	Local Land Charge	Years	Interest Applied
4.1	Mandatory Disabled Facilities Grant	Up to £30,000	Yes	Yes[1] GCO only[2]	10[2]	No
4.5	Proportionate Grant (DFG) Assistance	Up to £30,000	Yes	Yes[1] GCO only[2]	10[2]	No
4.12	Grant for Adaptation	Up to £5,000	No	No[1]	N/A	No
4.15	Provision of Equipment	N/A[3]	No	No	N/A	No
4.19	Unforeseen Works Assistance	Up to £10,000	Yes	Yes	5[5]	No
4.23	Shortfall Assistance	Up to £10,000	Yes	Yes	5[5]	No
4.27	Contributory Assistance	Up to £10,000	Yes	Yes	5[5]	No
4.30	Relocation Assistance (Home Owners) DFG	Up to £30,000	Yes	Yes GCO[4]	10[6]	No
4.38	Relocation Assistance (Tenants) (Discretionary Assistance)	Up to £2,000	Yes	No	N/A	No
4.52	Hospital Discharge Grants (Discretionary Assistance)	Up to £5,000	No	No	N/A	No
4.58	Dementia Assistance Grant (Discretionary Assistance)	£1000	No	No	N/A	No
4.62	Stay Put Scheme (Discretionary Assistance)	£500 to £6,000	Yes	Yes	10[6]	No
4.70	Home Repair Assistance (Discretionary Assistance)	£500 to £6,000	Yes	Yes	10[6]	No
4.81	Safety Net Assistance (Discretionary Assistance)	£6,000	Yes	Yes	10[6]	No
6.0	Energy Efficiency Measures/ Boiler Replacement Scheme	>£300[7] <£300[8]	Yes	No	No	No

1. There is a requirement for all applicants to state they intend to live in the property for up to five years from approval of grant assistance
2. The General Consent Order only applies to DFG assistance over £5k and the council can only request repayment up to £10k max
3. Equipment includes any straight/ curved stairlifts, ceiling track hoist and specialist toilet with a douche facility
4. The General Consent Order only applies to DFG assistance over £5k and the council can only request repayment up to £10k max
5. The discretionary assistance will be repaid when ownership is transferred or the property sold/ disposed within 5 years of completion of works
6. The discretionary assistance will be repaid when ownership is transferred or the property sold/ disposed within 10 years of completion of works
7. Energy Efficiency Measures/ Boiler Replacement Scheme
8. Repairs Only

GLOSSARY:

DFG	Disabled Facilities Grant
GFA	Grant for Adaptation
HHSRS	Housing Health and Safety Rating System
GCO	General Consent Order 2008
OT	Occupational Therapist
RRO	Regulatory Reform Order

Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Allison Gwynne – Executive Member (Neighbourhoods) Ian Saxon, Director – Operations & Neighbourhoods
Subject:	**PROVISION OF 'GREEN' ELECTRICITY ACROSS THE COUNCIL'S PORTFOLIO**
Report Summary:	The current electricity supply contract for TMBC ends on 31 March 2019. STAR procurement is assisting us with the procurement of a new provider. Under the existing contract only a proportion of the energy (approximately 20%) comes from renewable sources. 100% green energy options are available in the new framework but these do come at a premium. A request for an indicative figure was made to our current framework provider, Yorkshire Purchasing Organisation (YPO). Using the volumes they currently supply to Tameside MBC and based on an approximate Green Premium of £0.40 per MWh (slightly increased this for worst case scenario), the additional cost across the whole of the portfolio is estimated to be: £ 10,850 per annum.
Recommendations:	That the Board note that the Director of Operations & Neighbourhoods Council intends with the remit of his delegation to procure a green energy tariff when renewing the contract from April 2019 at an additional cost of £10,850 per annum which on contract value of £2.8 million per annum equates to an increase of 0.39% to purchase green energy to meet Greater Manchester Green Summit pledge.
Corporate Plan:	Links to Place
Policy Implications:	Tameside Council has recently held a Green Summit to show our commitment as a Council to the green agenda. In addition a number of commitments are being requested of all Councils across Greater Manchester prior to the Mayor's Green Summit in March 2019. One of the proposed environmental commitments being asked of Council's via GMCA is – 'when procuring contracts for our electricity supply in the future, we will procure renewable energy tariffs.' A recommendation is therefore being made to procure a renewable energy tariff for the corporate portfolio going forward.
Financial Implications: **(Authorised by the statutory Section 151 Officer & Chief Finance Officer)**	Using the volumes currently supplied to Tameside MBC and based on an approximate Green Premium of £0.40 per MWh, the additional cost will be £10,850. The value of the contract is circa £2.8 million per annum, this additional cost to purchase green energy would be 0.39%.
Legal Implications: **(Authorised by the Borough Solicitor)**	This matter falls fairly within the delegation of the Director and Procurement Standing Information to approve there is no requirement to take to any other body for decision it is purely for information.
Risk Management:	In line with the purchase of all utilities there is a risk connected to

the fluctuating energy prices within a volatile market.

Background Information: The background papers relating to this report can be inspected by contacting Alison Lloyd-Walsh

Telephone: 0161 342 3332

e-mail: Alison.lloyd-walsh@tameside.gov.uk

1. BACKGROUND

1.1 Following election, the Mayor of Greater Manchester, Andy Burnham, announced his ambitions for making Greater Manchester, one of the leading green cities in Europe. A Green Summit was held on 21st March 2018 and brought together environmental experts, interest groups, partner agencies, academics and local people together to accelerate Greater Manchester's green ambitions.

1.2 The main purpose of the summit was to open the debate for Greater Manchester to accelerate its activities to reduce carbon emissions, to tackle climate change and to speed up the process of making Greater Manchester carbon neutral by at least a decade to 2038.

1.3 Following the Greater Manchester Green Summit (of which the Leader, Councillor Brenda Warrington attended) it was announced that Tameside Council was to hold a local Tameside Green Summit to compliment the ambitions of the Greater Manchester summit and to pave out a path for Tameside to become a leading Authority around the Green Agenda – this was held in Dukinfield Town Hall on Tuesday 6 November 2018 and culminated in delegates making environmental pledges for themselves and their organisations, which will have a positive impact on the environment and climate change. A number of pledges were made by Tameside Council. These were:

1) We will reduce the energy demand from heating, cooling, hot water and appliances across our corporate estate through better management and installation of appropriate retrofit measures.

2) We will continue our programme of tree planting in Tameside by planting 3500 trees across our greenspaces in 2018/19. We will continue our partnership with City of Trees and will encourage all new developments to include high quality tree planting.

1.4 The procurement of green energy across the corporate portfolio aligns well with pledge 1. This commitment, alongside a wider review of energy usage across our corporate estate and assets – for example the rollout of LED across our street lighting portfolio demonstrates a commitment to the agenda and leading by example.

1.5 A further GM Green Summit is to be held in Manchester on Monday 25 March 2019 to follow up on actions from the previous Greater Manchester Green Summit and to set a plan for the City Region going forward.

1.6 A number of commitments are being requested of all Councils across Greater Manchester prior to the Mayors Green Summit in March 2019. One of the proposed environmental commitments being asked of Council's via GMCA is – 'when procuring contracts for our electricity supply in the future, we will procure renewable energy tariffs.' It is therefore important that we explore the options in relation to green energy prior to the start of signing a new electricity contract from 1 April 2019.

2.0 INTRODUCTION

2.1 The procurement of electricity for the Council's portfolio is currently provided by NPower via the YPO contract. The existing electricity supply contract for TMBC ends on 31st March 2019. STAR procurement are assisting us with procurement of a new supplier.

2.2 Under the existing contract arrangements only a proportion of the energy has a renewable element as standard. It is expected that the level of renewable energy will increase in the future as more energy is generated by technologies such as wind farms but at present the amount of electricity coming from renewable sources through the standard contract is only approximately 20%.

3.0 GREEN ENERGY OPTION

3.1 We have been advised by YPO that 100% green energy options are available in the new framework but these will come at a premium.

3.2 A request for an indicative figure was made to our current framework provider, YPO. Using the volumes they currently supply to Tameside MBC and based on an approximate Green Premium of £0.40 per MWh (slightly increased this for worst case scenario), the additional cost across the portfolio is estimated to be: £ 10,850, however this figure includes schools and other sites utilising the beneficial rates of the contract. This figure would be closer to £7000 uplift across the corporate estate if not including schools and colleges in the figures. The total value of the contract is circa £2.8 million per annum so the additional cost to purchase green energy represents 0.4% uplift across the whole contract.

4.0 RECOMMENDATION

4.1 A recommendation is therefore being made to procure a renewable energy tariff for the corporate portfolio when renewing the contract from April 2019.

Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Allison Gwynne – Executive Member (Neighbourhood Services) Ian Saxon – Director – Operations and Neighbourhoods
Subject:	**GREATER MANCHESTER CLEAN AIR PLAN**
Report Summary:	To summarise the key features of Greater Manchester's feasibility study and its Outline Business Case (OBC) to reduce nitrogen dioxide exceedances in Tameside MBC and across Greater Manchester in the shortest possible time. This OBC has been developed by Tameside collectively with all Greater Manchester local authorities and the GMCA, and co-ordinated by Transport for Greater Manchester (TfGM) in line with Government direction and guidance

Recommendations:

Members are asked to:

(i) Acknowledge that the Council is legally obliged to produce a feasibility study to identify the option which will deliver compliance with the requirement to meet legal limits for nitrogen dioxide following the Secretary of State issuing a direction under the Environment Act 1995;

(ii) Require government to provide the financial support necessary to enable the Council to meet its legal limits for nitrogen dioxide;

(iii) Note that despite this council being required to address nitrogen oxide exceedances the government has not yet addressed this issue for its own assets, including Highways England and the motorway network;

(iv) Adopt the feasibility study undertaken to date;

(v) Acknowledge that further stakeholder engagement and public consultation is an essential part of the process to help inform and refine ongoing work to produce a Full Business Case by the end of the calendar year;

(vi) Approve the OBC (for submission to the government's Joint Air Quality Unit);

(vii) Approve the commencement of the public conversation and engagement activity from 15 May 2019;

(viii) Note that further reports will be submitted to Cabinet on:

a. the proposals for statutory consultation, informed by the outcome of the public conversation and engagement.

b. formal approval of the Full Business Case.

(ix) Agree that TfGM continue with the activity to produce the Full Business Case on their behalf under the direction of the Greater Manchester Clean Air Steering Group; and

(x) Delegate to Cllr Allison Gwynne Executive Member for Operations and Neighbourhoods the approval of submission of supplementary information.

Corporate Plan:	Living Well, Ageing Well – Improve Air Quality
Policy Implications:	None
Financial Implications: **(Authorised by the statutory Section 151 Officer & Chief Finance Officer)**	In developing the OBC, it has been assumed that JAQU Implementation and Clean Air Funds will provide funding for all costs relating to scheme's implementation, and that DEFRA/JAQU will underwrite any net operational deficit, as may be necessary, over the life of the scheme until compliance is achieved. There will be therefore no direct financial implication as a result of this report, however if the final business case is implemented this could result in costs to the Council which will need to be managed and a further report will be required.
Legal Implications: **(Authorised by the Borough Solicitor)**	The recommendations are designed to address a legal direction imposed on this Council and others by the Government to counter the effects of nitrogen dioxide exceedances. Members should familiarise themselves with the documents appended to this report, namely the Feasibility Study and the Outline Business case (OBC) before they adopt and approve. The OBC must be submitted to the Government by 31 March 2019, so it is vital that members formally engage. It is recognised that there are risks of legal challenge by not going far enough to combat nitrogen dioxide exceedances, and equally that there are risks of challenge if the process is not carried out fairly and reasonably, protecting the vulnerable and those financially affected alike. In the circumstances the Councils have sought to strike a balance which on current understanding appears measured and proportionate in the circumstances. Meaningful consultation properly processed and considered will be key to ensuring that balance withstands successful legal challenge going forward.
Risk Management:	There is both a legal and public health imperative to achieve agreement on the plan. An agreed and co-ordinated approach is vital in order to meet the key objective of improving air quality in the city region and specifically achieve a reduction in Nitrogen Dioxide (NO_2), which has a significant and long-term effect on health outcomes of our residents. The risk of non-compliance or dilatory action needs to be managed and addressed.
Background Information:	**BACKGROUND PAPERS** • 11 January 2019, report to GMCA/AGMA: Clean Air Update • 14 December 2018, report to GMCA: Clean Air Update • 30 November 2018, report to GMCA: Clean Air Plan Update • 26 October 2018, report to GMCA: GM Clean Air Plan Update on Local Air Quality Monitoring • 15 November 2018, report to HPEOS Committee: Clean Air Update • 16 August 2018, report to HPEOS Committee: GM Clean Air Plan Update • UK plan for tackling roadside nitrogen dioxide concentrations, Defra and DfT, July 2017 The OBC documents and appendices have now been published and can be viewed at: https://cleanairgm.com/outline-business-

case.

The background papers relating to this report can be inspected by contacting Sharon Smith
Telephone: 0161 342 2277
e-mail: sharon.smith@tameside.gov.uk

1. CONTEXT AND BACKGROUND

1.1 Taking action on air quality is not optional. The severe and long lasting health implications of poor air quality as well as the legal obligations placed on Greater Manchester local authorities means that authorities need to act decisively and swiftly to reduce harmful air pollutants, and nitrogen oxides in particular.

1.2 Greater Manchester authorities in deciding to work together to respond to this vital issue are demonstrating collective leadership, which is essential to help clean the air for our combined population of nearly three million residents. Analysis reveals that locations of damaging roadside nitrogen dioxide concentrations can be found in every district.

1.3 Given that air pollution does not respect boundaries, this coordinated approach is also the most effective way to deal with a problem that affects all parts of Greater Manchester, and cannot be remedied on a site by site or district by district basis.

1.4 The ten authorities, supported by Transport for Greater Manchester, have now developed a draft package of co-ordinated and robust measures in a very short period of time that complies with the highly prescriptive Government guidance for tackling NOx emissions.

1.5 However, much more work is required to flesh out some of the measures to ensure that they achieve their intended purpose, and to ensure that the measures proposed to support affected businesses and individuals are fair and effective, and that the socio-economic impacts of measures are understood and can be mitigated.

1.6 This is why further engagement with stakeholders and affected parties to refine the measures, in addition to full public consultation, are vital next steps in the process toward developing the Full Business Case by the end of the year.

1.7 The Greater Manchester approach, set out below, will require significant government funding. Without full financial support, the package of measures which was devised in the context of guidance that identified Implementation Funding and Clean Air Plan funding is unlikely to deliver the intended results. In a scenario of inadequate government support, the most obvious outcomes are a failure to reduce exceedances as quickly as required, and economic damage, for example to local businesses who are left unsupported but required to upgrade their vehicle fleet.

1.8 By taking a combined approach, Greater Manchester's bid for the substantial funding required to deal with this key public health priority can only be strengthened.

2. INTRODUCTION

2.1 Previous reports as well as briefings to members have set out the health challenge presented by poor air quality, the legal context and the tightly specified approach that Government has directed local authorities to follow within very tight timescales in order to address predicted nitrogen dioxide (NO_2) exceedances in the shortest possible time.

2.2 These are summarised below, followed by a description of the feasibility study and the resulting OBC that has been developed by the GM Steering Group, following government guidance.

2.3 The OBC documents and appendices have now been published and are available on request from Sharon.smtih@tameside.gov.uk and can be viewed at: https://cleanairgm.com/outline-business-case.

3. AIR QUALITY AND HEALTH

3.1 Poor air quality is the largest environmental risk to the public's health. Taking action to improve air quality is crucial to improve population health.

3.2 Whilst air quality has been generally improving over time, particular pollutants remain a serious concern in many urban areas. These are oxides of nitrogen (NOx) and its harmful form nitrogen dioxide (NO_2), and particulate matter (PM).

3.3 In Greater Manchester road transport is responsible for approximately 80% of NO_2 concentrations at roadside, of which diesel vehicles are the largest source.

3.4 Long-term exposure to elevated levels of particulate matter (PM2.5, PM10) and NO_2 may contribute to the development of cardiovascular or respiratory disease, and may reduce life expectancy[1]. The youngest, the oldest, those living in areas of deprivation, and those with existing respiratory or cardiovascular disease are most likely to develop symptoms due to exposure to air pollution[2,3].

3.5 Public Health England estimate the health and social care costs across England due to exposure to air pollution will be £5.3 billion by 2035 for diseases where there is a strong association with air pollution, or £18.6 billion for all diseases with evidence of an association with air pollution[4].

4. LEGAL BACKGROUND

4.1 Because of their harm to human health, legal Limit Values[5] for concentrations of certain pollutants in ambient air have been established. The European Ambient Air Quality Directive (2008/50/EC) incorporates many of the World Health Organisation (WHO)' air quality standards into European Law, which was transposed into English law by the 2010 Air Quality Standards Regulations (SI. 2010 No. 1001).

4.2 The 2010 regulations set legally binding limits for concentrations of major air pollutants that affect human health, including NO_2 and particulates. Regulation 26 of the 2010 Regulations requires the Secretary of State to draw up and implement a national air quality plan so as to achieve the relevant limit or target value within the "shortest possible time".

4.3 Since 2010, the UK has been in breach of legal Limit Values for NO_2 concentrations in major urban areas.

4.4 The Greater Manchester Urban Area Zone is one of 37 reporting zones across the UK where the Department for the Environment, Food and Rural Affairs (Defra) modelling of annual mean NO_2 concentrations predicts levels that exceed statutory Limit Values.

4.5 Whilst Greater Manchester currently meets Limit Values for other pollutants, the 2016 Greater Manchester Low Emission Strategy and Air Quality Action Plan set out a co-

[1] Air Quality – A Briefing for Directors of Public Health (2017), https://www.local.gov.uk/air-quality-briefing-directors-public-health
[2] Air Quality – A Briefing for Directors of Public Health (2017), https://www.local.gov.uk/air-quality-briefing-directors-public-health
[3] RCP and RCPCH London, Every breath we take lifelong impact of air pollution (2016), https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution
[4] https://www.gov.uk/government/news/new-tool-calculates-nhs-and-social-care-costs-of-air-pollution
[5] European Union Limit Value regarding levels of NO_2 in major urban areas (40 micrograms per cubic metre ($\mu g/m^3$)) set by the European Ambient Air Quality Directive (2008/50/EC) as implemented into UK law by the 2010 Air Quality Standards Regulations (SI. 2010 No. 1001)

ordinated approach for reducing all air pollutants, including particulates, as well as carbon dioxide.

5. GOVERNMENT'S UK AIR QUALITY PLANS

5.1 Since 2010, Government has produced three successive Air Quality Plans to reduce NO_2 emissions in line with Limit Values. Environmental campaigning law organisation Client Earth successfully challenged these Air Quality Plans in the High and Supreme Courts for failing to include actions necessary to achieve NO_2 Limit Values "in the shortest possible time".[6]

5.2 Each successful legal challenge increased the number of local authorities directed by Government to take action. Over 60 local authorities are now under Direction:

- 2015: Birmingham Derby, Leeds, Nottingham and Southampton.
- 2017: 23 local authorities – including Bolton, Bury, Manchester, Salford, Stockport, Tameside and Trafford.
- 2018: 33 further local authorities, including Oldham.

5.3 In July 2017 Government served a Direction[7] on seven Greater Manchester local authorities requiring them to produce a feasibility study, in accordance with the HM Treasury's Green Book, in which they must identify the option which will deliver compliance with legal limits for nitrogen dioxide in the area for which the authority is responsible in the "*shortest possible time*".

5.4 This Direction was supplemented by guidance issued by the Department for Transport (DfT), including the 'Clean Air Zone Framework'[8] and the 'UK plan for tackling roadside nitrogen dioxide concentrations'[9].

5.5 Government also established the Joint Air Quality Unit (JAQU) to help deliver the National Plan by closely guiding local authorities.

5.6 Government has allocated £255 million for Implementation Funding and £220 million for a Clean Air Fund. Local authorities will be allocated Implementation Funding based on their Final Business Case. Local authorities will bid to the Clean Air Fund for support to help local people, businesses and other groups to switch to cleaner vehicles or make alternative travel choices.

5.7 The proposals put forward will therefore be conditional upon sufficient funding being provided by Government.

5.8 Oldham Council are under a separate Direction[10] which they complied with by the production of their feasibility study submitted to JAQU in July 2018. No further Direction was issued to Oldham as Government acknowledged in its supplemental plan that the exceedance identified in Oldham was being considered as part of the Greater Manchester plan.

5.9 Whilst Rochdale and Wigan Councils were not compelled to act through a ministerial Direction, they are participating in the Greater Manchester-wide approach as they are

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[6] *R (on the application of ClientEarth) (Appellant) v. Secretary of State for Environment, Food and Rural Affairs* [2015] UKSC 28.
[7] Environment Act 1995 (Feasibility Study for Nitrogen Dioxide Compliance) Air Quality Direction 2017
[8] https://www.gov.uk/government/publications/air-quality-clean-air-zone-framework-for-england.
[9] https://www.gov.uk/government/publications/air-quality-plan-for-nitrogen-dioxide-no2-in-uk-2017.
[10] Environment Act 1995 (Feasibility Study for Nitrogen Dioxide Compliance) Air Quality Direction 2018)

required to address the exceedances that have been identified within their boundaries during the Target Determination exercise (see further detail in Section 7). This revealed 250 points of exceedance across 152 road links and all ten districts in 2021.

5.10 On this basis, Greater Manchester's collective approach to develop a city-region wide Clean Air Plan has been accepted by government, and consequently no further ministerial Directions have been issued. A letter from the Minister in January 2019 requires GM's OBC to be submitted by end of March 2019.

5.11 Government officials have subsequently confirmed the following

> *"we are content with the baseline modelling. In line with our guidance, as your local model has identified NO_2 exceedances on roads within the PCM network beyond those modelled nationally, these should be addressed in your air quality plan. This means your plan should address the exceedances identified in all 10 authorities, in line with the approach you are already taking.*
>
> *Following submission of your Outline Business Case by 31 March we anticipate, subject to a review of the plan you submit, that Ministers will direct local authorities to proceed to continue to develop an FBC and to start implementing plans, together with appropriate funding. It is likely this stage this would entail directing all 10 Greater Manchester authorities*."

5.12 If a local authority chose to not approve the OBC for submission to the government's Joint Air Quality Unit, this could, without an alternative plan to reduce NO_2 emissions in the shortest possible time, lead to a potential legal challenge against the said local authority.

5.13 The government Directives referred to above relate only to the roads that local authorities are responsible for, and does not direct local authorities to assess or act to reduce NO_2 concentrations on the Strategic Road Network (SRN, typically motorways) managed by Highways England (a government owned company).

5.14 This is a significant issue in the context of the 120 km of SRN that stretches across the conurbation, often through urban areas. Motorway traffic, where the carriageway runs close to a local road can contribute up to 50% more pollution than local roads. Between 30 - 40% of east-west HGV traffic does not exit the SRN in Greater Manchester, but travels through it.

5.15 In addition there are locations where high levels of pollution measured close to residential properties are the result of the flows of tens of thousands of vehicles per day, including approximately 13,000 HGV's, on the SRN and not as a result of traffic on the local highway network.

5.16 Greater Manchester is working with Highways England to ensure that they play a much more active role in developing measures which will effectively complement those set out below, and these will need to be clearly identified in the Full Business Case.

6. GREATER MANCHESTER FEASIBILITY STUDY

6.1 A Greater Manchester Senior Leadership Steering Group (Steering Group) is responsible for guiding the feasibility study. Members include Directors or Assistant Directors from each local authority and senior representatives from Highways England, Public Health England, AGMA, Local Partnerships and Transport for Greater Manchester (TfGM) and JAQU.

6.2 The purpose of taking a Greater Manchester-wide approach is to avoid introducing measures in one part of the conurbation that simply displace pollution to other locations, and to ensure that (as far as possible) the eventual agreed package of measures complements other Greater Manchester strategies.

6.3 TfGM has been coordinating the GM feasibility study on behalf of the ten Greater Manchester local authorities, who remain legally responsible for reducing NO_2 to legal Limit Values.

6.4 The feasibility study process comprises a series of steps and processes, namely: Strategic Outline Case, Initial Evidence and Target Determination, Outline Business Case and Full Business Case. These are outlined below.

7. INITIAL EVIDENCE AND TARGET DETERMINATION

7.1 In their National Plan, Government identified eleven areas of road, within seven Greater Manchester local authorities, where the national Pollution Climate Mapping (PCM) model predicted NO_2 concentrations are likely to exceed the statutory NO_2 annual mean EU Limit Value beyond 2020. Oldham was added in a later supplement to the National Plan (March 2018).

7.2 The predictions in the national model were based on national scale assumptions and datasets, and were required to be verified against local evidence.

7.3 More informed local analysis revealed a bigger problem than that identified by Government. It predicts a greater spatial distribution of NO_2 exceedances across roads in all Greater Manchester districts and typically higher concentrations of NO_2 in specific locations.

7.4 Local modelling identified 152 stretches of road (road links) where concentrations of NO_2 are forecast to exceed the legal Limit Value (40 $\mu g/m^3$) beyond 2020. 112 of these road links are on the national PCM model, which have the highest car use and heavy freight flows. 40 of these are shorter stretches of local roads, often around town centres across Greater Manchester where there is greater bus, taxi and van usage.

7.5 Local modelling also predicts higher concentrations of NO_2 in locations across Greater Manchester. This means the concentration of NO_2 in the air at roadside is worse than originally predicted by Government.[11]

7.6 Some of the reasons for this are that vehicles using Greater Manchester's roads are typically older than the national average (especially buses and taxis); that local traffic data showed that in some areas vehicles are moving more slowly than the national modelling anticipated; and because local modelling also showed higher background concentrations of NO_2 than the national modelling.

7.7 The outcome of the local modelling is an agreement, referred to as Target Determination, of the NO_2 exceedances that Greater Manchester must resolve when developing possible solutions. The Greater Manchester modelling has now been agreed by Government, meaning that all the illegal exceedances in all ten GM local authority areas need to be addressed.

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[11] Modelling of air quality can be presented in two different ways: a point along a road which has a certain concentration of NO_2 or the stretch of road which has a certain concentration of NO_2. Presenting point data provides more specific and detailed information on the air quality problem, as it allows an understanding of how concentrations of NO_2 vary at different locations on the road. The OBC modelling presents emissions information on the basis of point data.

8. STRATEGIC OUTLINE CASE

8.1 The Strategic Outline Case (SOC) was submitted to Government in March 2018. This document identified a long-list of 96 measures, which was then sifted to a shortlist of 14, based on Government's Primary Success Criteria (defined as reduction of NO_2 concentrations in the "shortest possible time").

8.2 The SOC recognised that as locations of exceedances identified by Government covered areas across Greater Manchester, no single measure was likely to deliver legal compliance on its own.

Table 1. Shortlisted Measures in the Strategic Outline Case

Shortlisted measure	Details
Retrofit/upgrade public transport fleet	Retrofit or upgrade vehicles to a higher Euro standard.
Retrofit/upgrade local authority fleets	Retrofit or upgrade to a higher Euro standard (procurement).
Increase public transport capacity	Identify specific routes where most impact will be made, with a particular focus on the role that an attractive bus system would need to play in achieving significant additional modal shift in the near term.
Switch Bus/HGV/LGV/GM fleet to GtL	Using cleaner alternative fuels, e.g. Gas-to-Liquid (GtL).
Electric vehicle (EV) incentivisation	Increase EV uptake through expanding the charging network or financial incentives.
Differential parking charges	E.g. different charges for times of day, vehicle type, car-sharers and could include a workplace parking levy.
Congestion Deal – increase capacity	Review existing junction improvement plans – assess impact and identify opportunities to accelerate.
Congestion Deal – encouraging alternatives	Encouraging alternative travel choices through road space reallocation.
Congestion Deal – network management	Changing traffic signal timing to optimise flows, reducing congestion.
Private hire and taxi alternative fuels	Incentivise change to EV/Ultra-Low-Emission vehicles, increase EV infrastructure for taxis, retrofitting and increasing LPG refuelling infrastructure for taxis.
Communications campaigns	Increase awareness of health and cost benefits for public and of different modes of transport or around particular communities/schools.
Sustainable travel engagement	Work with employers and individuals to encourage sustainable travel choices.
Active travel programme – infrastructure	Expand and improve cycling and walking infrastructure.
Clean Air Zones – Class B, C or D	Different classifications/time restriction and geographical areas to be modelled for their impact on NO_2 and timescale of any impact.

8.3 Government guidance sets out charging Clean Air Zones (CAZ) as the measure most likely to achieve legal Limit Values for NO_2 in the shortest possible time. A charging CAZ places a penalty on the most polluting vehicles moving within a designated area. Government guidance specifies that local authorities must consider charging CAZ as their benchmark measure.

8.4 Government specifies four classes of charging CAZ that apply penalties to different types of vehicle that are classified as non-compliant because they fall below particular European Commission emission standards. Cleaner, compliant vehicles are not charged.

- Class A: Buses, coaches, taxis and private hire vehicles.
- Class B: Buses, coaches, heavy goods vehicles (HGVs) taxis and private hire vehicles.
- Class C: Buses, coaches, HGVs, large vans, minibuses, small vans/ light commercials, taxis and private hire vehicles.
- Class D: Buses, coaches, HGVs, large vans, minibuses, small vans/ light commercials, taxis and private hire, cars, motorcycles/mopeds.

8.5 The associated emissions standards are as follows:

- Euro 3 for motorcycles, mopeds, motorised tricycles and quadricycles.
- Euro 4 for petrol cars, vans, minibuses and other specialist vehicles.
- Euro 6 for diesel cars, vans and minibuses and other specialist vehicles.
- Euro VI for lorries, buses and coaches and other specialist heavy vehicles.

8.6 It is important to recognise the clear differences between Clean Air Zones and Congestion Charging systems, not least in terms of their very different objectives and time-spans. The objective of any penalty in a CAZ is for all vehicles which drive within the area in a Clean Air Zone to have engines which comply with emissions standards. Unlike Congestion Charging, a CAZ does not seek to reduce the number of vehicles on roads. This means that over time and as vehicles are upgraded, the number of penalties levied reduces. CAZs are therefore relatively short-term, only apply to non-compliant vehicles and will operate at a loss once vehicles become cleaner. Under a Congestion Charge however, the requirement to pay applies to all vehicles, is enduring, and creates a long-term revenue stream. In contrast a CAZ in its later years should not generate surpluses as vehicles become cleaner.

8.7 GMCA has ruled out congestion charging.

9. ASSESSING THE OPTIONS FOR GREATER MANCHESTER

9.1 Following the issue of the SOC in March 2018, a process of refining the shortlisted measures and developing a range of options that combine the measures in different ways has been undertaken. This was overseen by the GM Steering Group, to understand the type and scale of intervention needed to reduce NO_2 to within legal Limit Values in the “shortest possible time” across Greater Manchester.

9.2 A best performing option is recommended within the OBC for further consideration and discussion with stakeholders and the public to aid the development of the Full Business Case.

9.3 The core goal of the GM Clean Air Plan is to address the legal requirement to remove ALL exceedances of concentrations of NO2 that have been forecasted to exceed the legal Limit Value (40 $\mu g/m^3$) identified through the target determination process in the “shortest possible time” in line with with Government guidance and legal rulings.

9.4 Options have been assessed against the UK Government’s Primary Critical Success Factors:

- **Reduction in NO_2 emissions:** likelihood that the measure/option will contribute significantly to a reduction in NO_2 concentrations to achieve compliance with the EU Limit Values

- **Feasibility:** likelihood of measure being implemented in time to deliver desired NO_2 reduction and achieve compliance.

9.5 Where modelled options deliver compliance in the same year they have been further assessed against Government's Secondary Critical Success Factors, as set out in the SOC:

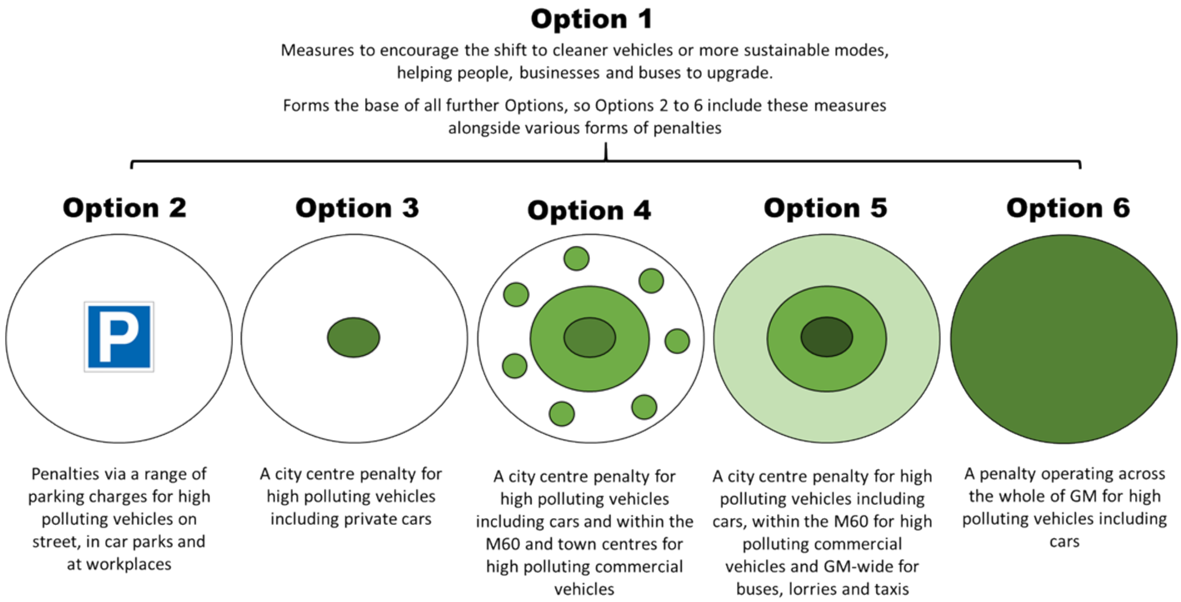
- **Strategic fit with local strategies and plans:** ensuring the alignment of the option with longer term economic, social and environmental goals and that the risk of unintended consequences is minimised.
- **Value for money:** a high-level indication of the costs and benefits of each option.
- **Distributional impact:** in order to understand the potential impacts, both positive and negative on different groups within society, with a particular focus on the most vulnerable. It is of vital importance that the plan does not result in disproportionately negative economic or social impacts for the region or those living, working or doing business within it.
- **Deliverability** of the options, in terms of the affordability of the cost of implementation, the supply-side capacity and capability to deliver the measures outlined in the options, and the achievability of delivering the option.

9.6 The SOC identified that the fundamental causes of the exceedances were variable in terms of the source of emissions and that these sites were interconnected in complex ways. Therefore, any effective proposals would need to comprise of a package of measures, able to tackle the overall problem holistically.

9.7 A series of six options comprising of different packages of measures was developed initially in response to the problem as revealed by local modelling. These measures have been assessed and refined further from the shortlist in Table 1.

9.8 The assessment process involved further modelling and analysis of the effectiveness of measures, both individually and as a package; this included engagement with stakeholders and professional experts, and the use of a Multi-Criteria Analysis (MCA) tool to assess the performance of each option against the success factors and relative to each other. In this way, the measures and packages of options have been assessed and refined into a preferred option that best secures the required objectives.

Figure 1. Summary of six options for initial appraisal



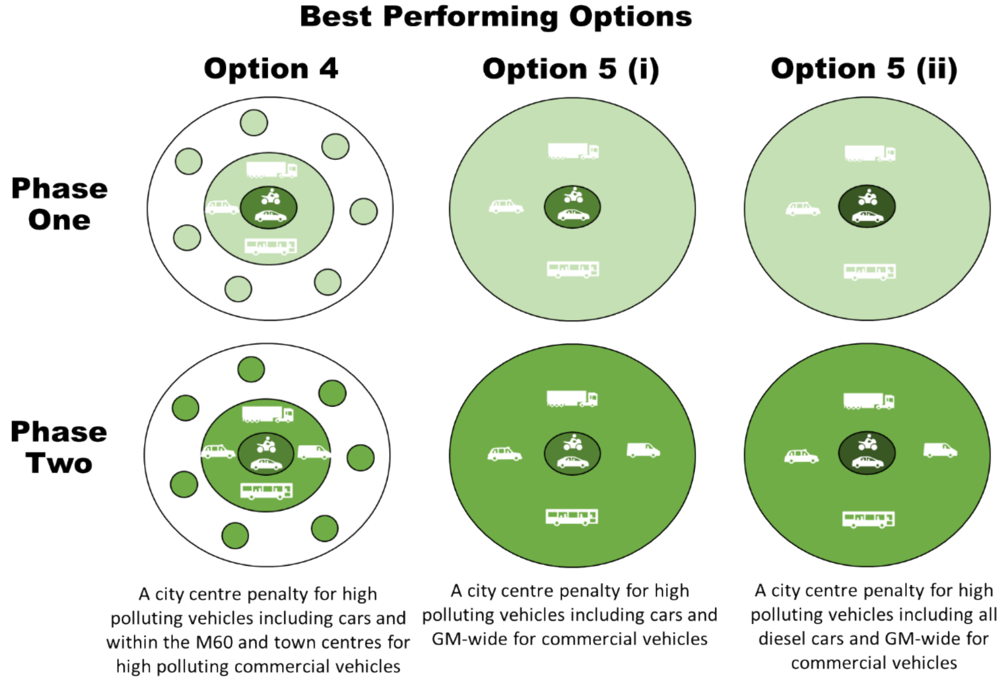
9.9 Following the initial appraisal of the six options, three were discounted (see section 9) and three developed as the 'best performing' options to be subject to a more detailed appraisal process.

9.10 These three options were derived from options 4 and 5 above and have been adapted to reflect a deeper level of understanding of the issues that emerged throughout the options appraisal process. As such, they are considered more likely to deliver effective reductions in NOx emissions and greater compliance than the options initially specified.

9.11 In particular, the following changes have been made:

- Various incentives measures were judged to be ineffective for the specific requirements set by Government for a NOx plan (e.g.: public transport improvements beyond the existing programme and GTL conversion for HGVs) or undeliverable in the timescale/ with existing powers and have been excluded.
- Vehicle Renewal Schemes to help businesses and residents upgrade their vehicle have been included.
- The initial assessment suggested that the second-hand van market would not be sufficiently mature by 2021 to support a large-scale CAZ for vans – a lack of available, affordable and compliant vehicles could result in a higher than predicted proportion of vehicles 'staying and paying' rather than upgrading and create substantial risk of economic damage. Therefore, implementation of the city region scheme has been divided into two phases: Phase 1 would involve a CAZ B encompassing buses, hackney cabs and PHVs, HGVs and coaches; and Phase 2 would extend to a CAZ C including vans and minibuses at a later date.
- Finally, and related to the point above, the M60 boundary in Option 5 has been dropped, with the schemes only reviewed for possible application within the Inner Relief Route or at GM-wide instead. Applying an additional boundary adds cost and complexity to the scheme, and risks customer confusion. Further analysis showed that the M60 boundary does not reflect where the outstanding locations of non-compliance remain post-2021, many of which are outside this zone. Therefore, it does not make sense in terms of delivering compliance in the shortest possible time to implement a second phase solely in this zone.
- Two variants of option 5 were explored, one including a CAZ D within the IRR (Option 5(i)) and one where the CAZ D was enhanced so that all diesel cars and PHVs were considered non-compliant (Option 5(ii)).

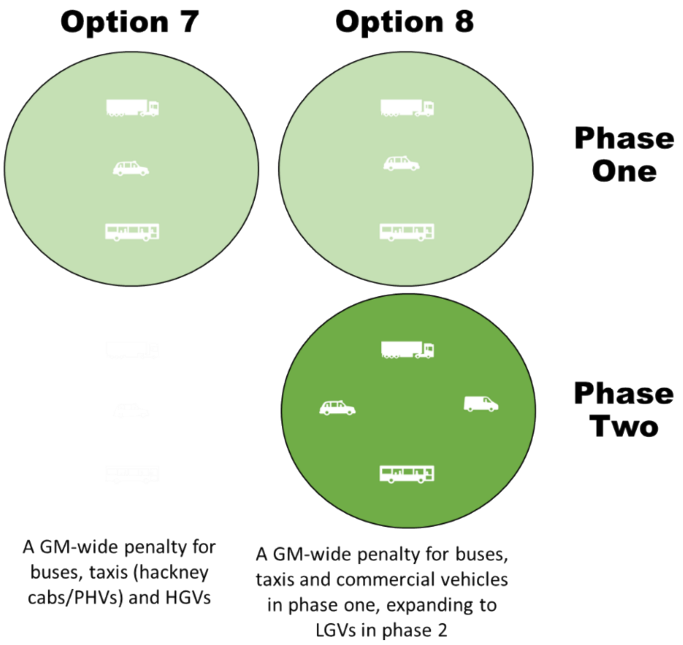
Figure 2 – Summary of three best performing options for detailed appraisal



9.12 Discussions with the local authorities raised two significant concerns: that the risk of unintended socio-economic consequences is not sufficiently understood; and that other options had not been explored in sufficient depth to be ruled out.

9.13 As a result, further work was undertaken to address these concerns. This involved additional analysis of the socio-economic impacts, and assessment of two new options, following the same process as utilised to date.

Figure 3 – Further options assessed



9.14 Modelling has indicated that:

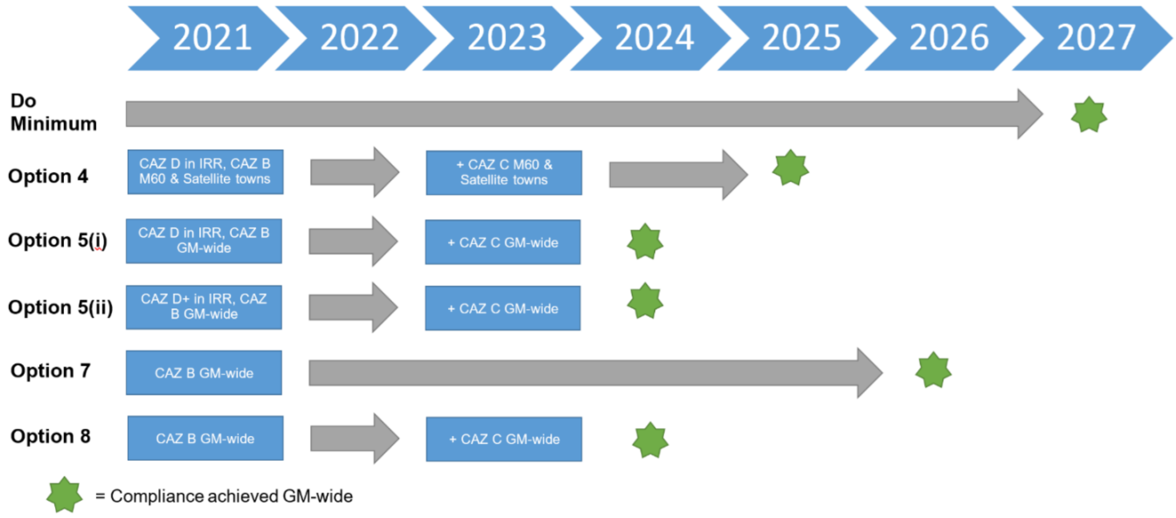
- Option 4 is predicted to deliver compliance (so that all sites have concentrations below the Limit Value) by 2025,
- Options; 5(i), 5(ii) and 8 are all predicted to deliver compliance one year earlier, in 2024.

- Option 7 was not likely to be sufficient, delivering lower emissions benefits in each year, than Option 8 and reaching compliance two years later, in 2026

9.15 Options 4 and 7 were therefore ruled out of further consideration, because options 5(i), 5(/ii) and 8 deliver compliance earliest.

9.16 Further information on how each option performs in terms of the compliance date is set out in Annex 1.

Figure 4 – Assessment of compliance of options



9.17 Options 5(i), 5(ii) and 8, as the most promising options, have been considered in terms of their performance against the Primary and Secondary Success Factors. A table summarising this assessment are included in Annex 2.

10. WHY OPTIONS 2, 3 AND 6 WERE DISCOUNTED

10.1 Options 2, 3 and 6 were ruled out as they did not deliver compliance in the shortest possible time:

10.2 Option 2 – Parking measures have a limited effect on the heaviest and dirtiest vehicles, such as HGVs and buses. They only affect those cars or vans that need to park in an area and not those passing through, or those with uncontrolled or off-street parking available. A Workplace Parking Levy has been shown to be effective in deterring car travel and supporting investment in more sustainable modes in the only UK example (in Nottingham), but the implementation timeframe is slow and the measure is poorly targeted in terms of its effect on the dirtiest vehicles. There are very few controlled parking zones or residents' parking permit schemes in place across the city-region and thus it would be difficult and expensive to deliver differential parking on-street. Off street public parking is managed through contracts owned by the ten districts, running to different timescales and with limited flexibility in the short term. In summary, using parking as the constraint measure was deemed challenging to implement, poorly targeted and not likely to deliver compliance in the shortest possible time.

10.3 Option 3 – A city centre penalty for high polluting vehicles would have effect in the city centre and on the key radial routes into to the city centre. However, air quality modelling has shown that a city centre CAZ D, with no further CAZ measures across the remainder of GM, would leave around 200 sites non-compliant within the wider region in 2021, including some sites of non-compliance within the city centre itself. It has therefore been demonstrated that the option does not deliver compliance in the shortest possible time and has been rejected.

10.4 Option 6 – A GM-wide CAZ D was developed to understand whether compliance could be achieved under any scenario by 2021. The 'all or nothing' nature of this proposal presented a risk that no real improvements to air quality would be achieved for quite some time, and the time to compliance would be highly uncertain.

10.5 Specifically, with regard to option 6:

- The assessment assumed that all of the options can be delivered by 2021. It is very unlikely that all aspects of the scheme, from the technical work required to design the scheme, to the scale of the infrastructure provision and customer service offer required to deliver it, could be delivered in that timescale.
- The scale of the intervention across the whole of GM is considered to be potentially undeliverable in physical terms.
- The modelling also forecasts substantial mode shift from car to public transport, but for many of the diverse trips across the wider city-region there is simply not a viable public transport alternative available (at this time) and this mode shift is not likely to materialise and it would not be possible in the required timescales to deliver transformative public transport improvements to facilitate this mode shift. This would therefore significantly delay compliance.
- A scheme on this scale would raise very significant issues in terms of the economic and social impact on the region, and widespread mitigation measures would be required that are not likely to be feasible.

10.6 In summary, Option 6 would not deliver compliance in the shortest possible time, and would not perform effectively in terms of reducing human exposure due to long periods where non-compliant vehicles continue to be used.

11. DETERMINING THE PREFERRED OPTION

11.1 Options 5(i), 5(ii) and 8, include a package of Measures, designed to ensure local people and businesses are fully informed about clean air and know how they can reduce their contribution to poor air quality; to encourage the uptake of the cleanest vehicles; and most significantly, to support local businesses to upgrade their fleets as quickly as possible.

11.2 In addition, all three options propose a region-wide CAZ, starting at Category B from 2021 and expanding to a Category C in a later phase, assumed to be 2023. This large scale scheme is challenging to implement, in terms of: the need for substantial funding and support from Government; as well as the need for considerable collaboration between the ten districts; and the demand generated for compliant vehicles from a range of suppliers. Nevertheless, it is clear from the analysis carried out to date that a smaller scale scheme would not be sufficient to deliver compliance in the shortest possible time.

11.3 The full implementation of a CAZ C is proposed for 2023 rather than 2021 due to the assessment which suggested that the second-hand compliant van market would not be sufficiently mature by 2021 to provide compliant upgrade options and support the implementation of large-scale CAZ for vans. Crucially, this does not delay the year of achieving compliance and reduces the risk of socio-economic damage. Modelling indicates that a GM-wide CAZ C cannot deliver compliance in 2021 or earlier than 2024 regardless of when it is implemented.

11.4 It is however vital to support local businesses, residents and operators to upgrade their vehicles, not least as Greater Manchester has an older than average fleet and an economy dominated by small businesses. There is a risk that without these supporting Measures, the CAZ will be ineffective because businesses cannot afford to upgrade or the effect of the scheme will cause unacceptable economic damage.

11.5 Furthermore, there is a risk that a CAZ implemented without financial support could damage the public and accessible transport offer in the region. At present, most buses and nearly all hackney cabs and many private hire vehicles in the region are non-compliant, with the oldest vehicles typically owned by small local businesses or sole traders. There is a risk that without support, bus operators may choose to reduce bus services rather than upgrade their fleets, that hackney cab drivers switch to driving compliant but less accessible private hire vehicles, and that the private hire trade is potentially impacted by the financial cost of upgrading a non-compliant vehicles.

11.6 Therefore, the Clean Vehicle Funds to be demanded of Government, are an essential and common component to achieve compliance. They add to the cost and complexity of delivery, and there is concern over the ability to supply sufficient compliant vehicles to meet demand.

11.7 Options 5(i) and 5(ii) would require further and additional financial support to help private car drivers upgrade their vehicle. Such an approach could be considered high risk, as a viable and value-for-money private car scrappage-type model has not been identified that would satisfy HM Treasury, and none have been developed and tested in the UK to date. Further, the analysis indicates that a city centre penalty for private cars, a feature shared by options 5(i) and 5(ii), does not bring forward compliance any earlier when compared to option 8, primarily as the city centre zone is relatively compact and therefore its effects are modest in terms of stimulating compliance.

11.8 Option 8 carries less risk in this regard, can be delivered at a lower cost (to Government), and is thus more affordable.

11.9 As the option that delivers compliance in the shortest possible time, and at the lowest cost, option 8 is also considered the 'benchmark CAZ' for the purposes of comparison.

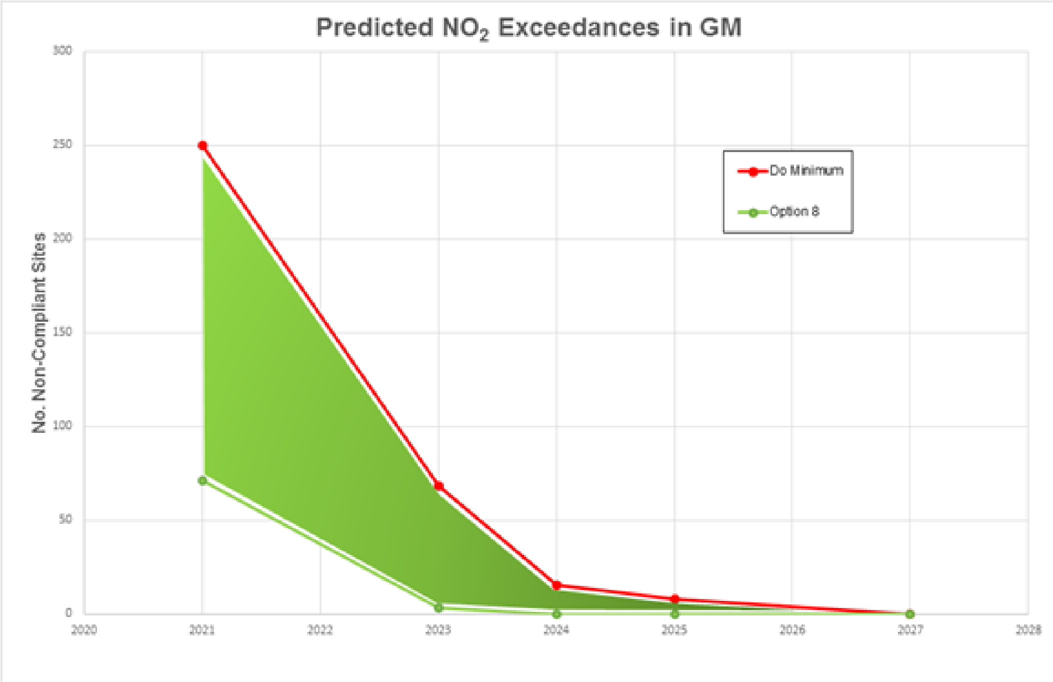
11.10 Whilst option 8 presents many delivery challenges, it is more feasible and achievable than options 5(i) and 5(ii) and thus offers greater confidence that compliance can be achieved in the shortest possible time.

11.11 Further, it is considered that options 5(i) and 5(ii) may cause unacceptable and significant unintended consequences to distributional impacts, particularly in terms of the impact on the affordability for residents, the impact on the local economy, and the impact on health and the quality of life of local residents. There are particular concerns in terms of the potential impacts on low income car-dependent workers, small businesses, and city centre retail. Option 8 delivers compliance in the same year without the same potential risk of damaging economic impacts.

11.12 On balance, therefore, it is considered that option 8, whilst remaining a substantial and complex undertaking, is the surest way of delivering compliance in the shortest possible time; providing considerable health benefits at the lowest cost to society and the economy of the three options.

11.13 Option 8 delivers considerable health benefits between 2021 and 2023, as the chart below indicates.

- Significant reductions in NO_2 concentrations in early years bring real health benefits
- Compliance achieved 3 years earlier than Do Minimum



11.14 Option 8 is recommended as the option that delivers compliance in the shortest possible time, at the lowest cost, least risk and with the least negative impacts.

11.15 Modelling shows that with the collective action outlined above GM's authorities gradually achieve compliance between 2021 and 2024.

- Wigan and Trafford in 2021
- Bolton, Bury, Oldham, Rochdale, Salford, Stockport and Tameside by 2023
- Manchester in 2024

Modelled sites of non-compliance by authority, 2021, 2023, 2025

	2021		2023		2025	
	Do min	Option 8	Do min	Option 8	Do min	Option 8
Bolton	19	6	3	0	0	0
Bury	23	9	12	0	4	0
Manchester	88	28	29	3	2	0
Oldham	15	4	3	0	1	0
Rochdale	10	2	2	0	0	0
Salford	36	11	10	0	1	0
Stockport	30	5	5	0	0	0
Tameside	16	6	4	0	0	0
Trafford	10	0	0	0	0	0
Wigan	3	0	0	0	0	0
GM Total	250	71	68	3	8	0

11.16 However, concerns remain about the socio-economic impacts, therefore more work is required for the Full Business Case to ensure that proposed mitigations are effective.

11.17 An indicative Equality Impact Assessment (EQIA) has also been completed and will form part of the OBC. However it is noted that further and fuller assessment of economic and equalities impacts will be required at FBC stage.

11.18 There remains much we do not know about the possible impacts of the proposals, for example on low income workers, key business sectors such as retail and leisure, transport and distribution and on small local businesses. A programme of research, analysis, public and stakeholder engagement and a thorough integrated impact assessment has commenced and will be continued throughout 2019.

12. MODELLING ASSUMPTIONS AND UNCERTAINTIES

12.1 The analysis underpinning the GM Clean Air Plan has been produced in line with JAQU guidance using the best data and tools available, and localised to Greater Manchester where possible.

12.2 However, the nature of the air quality challenge means that there are many sources of uncertainty in the modelling, and further sensitivity testing is underway.

12.3 In addition, it is important to acknowledge that there are some key assumptions that will need testing at the Full Business Case stage. This will include bus/taxi/PHV compliance, the behavioural responses of drivers, and the impact of measures such as vehicle renewal funds.

12.4 Assumptions made in the context of advice from JAQU includes that by 2021 that the majority of vehicles in scope will be compliant or upgrade to a compliant vehicle (for example buses and taxis) and the remaining non-compliant:

- HGV's are assumed to stay and pay, upgrade or cancel their trip;
- PHV's are assumed to stay and pay or upgrade;
- LGVs are assumed to stay and pay, change mode or cancel their trip.

12.5 The regional scale of the options also means that assumptions should continue to be tested.

12.6 Engagement to date, for example with bus operators, the local taxi and private hire trade and the freight industry has been invaluable in helping develop the measures, and further engagement at local level will be undertaken as part of the process to develop a Full Business Case.

13. COMMERCIAL, FINANCIAL AND MANAGEMENT ASSUMPTIONS

Commercial assumptions

13.1 The procurement of all goods and services will use TfGM's established procurement processes.

Financial assumptions

13.2 In developing the OBC, it has been assumed that JAQU Implementation and Clean Air Funds will provide funding for all costs relating to scheme's implementation, and that DEFRA/JAQU will underwrite any net operational deficit, as may be necessary, over the life of the scheme until compliance is achieved.

13.3 If scheme operations generate any net surplus, this would be re-invested back into achieving Local Transport Plan (2040 Greater Manchester Transport Strategy) objectives, as required by the Transport Act 2000.

13.4 There is a considerable amount of uncertainty in the assumptions around revenue generation, since there is no CAZ currently in operation in the UK. Therefore, the forecasts included in the financial model are indicative at this stage.

13.5 Greater Manchester will be submitting the OBC as an application to the Implementation Fund on the assumption that all the measures outlined in the case are required to bring forward compliance in the shortest possible time frame.

13.6 In the financial business case, it is assumed that:

- the CAZ penalties are a daily charge and set at different levels for different vehicle types, to reflect their emissions. The aim is that non-compliant vehicles with the highest emissions are incentivised to respond to comply with the standard.
- the CAZ daily charges remain constant in nominal prices, and therefore they reduce in real terms.
- any GM CAZ will operate on a daily basis and, therefore, non-compliant vehicles that enter or move within the area of the CAZ will only pay once each day.

13.7 **Table 2 – CAZ Penalties as assumed for modelling purposes**

Vehicle Type	CAZ Penalty
Taxi / PHV	£7.50
LGV	£7.50
HGV	£100
Bus/Coach	£100

Management Assumptions

13.8 TfGM will continue to co-ordinate delivery from OBC to FBC. Decisions with regard to which organisation will operate any CAZ will be developed between OBC and FBC.

14 CLEAN VEHICLE FUNDS

14.1 An essential component of the OBC is a package of support for businesses affected by the best performing option. This comprises a number of schemes that will be further refined through ongoing engagement with businesses and stakeholders and inform the FBC. Current proposals include the following:

Clean Freight Fund - covering LGVs, Minibuses, HGVs, Coaches (£59 million)

14.2 Support for local small businesses, sole traders and the voluntary sector, registered in GM in the form of a discount on the purchase of a compliant commercial vehicle when scrapping a non-compliant vehicle or retrofitting to make compliant.

14.3 Priority for funding will be based primarily on air quality impact such that the most polluting vehicles can be targeted.

Clean Taxi Fund – covering Taxis and Private Hire Vehicles (£28 million)

14.4 Support to upgrade non-compliant taxi and private hire vehicles by offering a contribution towards the purchase of a compliant vehicle from an approved supplier when trading in a non-compliant vehicle.

14.5 It will also provide part funding for the retrofitting of taxis.

14.6 This funding opportunity also recognises the work currently being undertaken to develop some common minimum licensing standards for Taxis and Private Hire across Greater Manchester. This work will ensure that there is clarity for the trade and drivers about vehicle standards that meet both proposed CAZ requirements and any Greater Manchester minimum standards, that will be consulted on later in the year.

Clean Bus Fund (£29 million)

14.7 Provide support to retrofit the majority of existing Euro IV and V buses with flexibility for the move to an EV bus network, via financial assistance towards charging infrastructure, prioritised on Air Quality benefits and commercial contribution.

14.8 Across all the Clean Vehicle Funds, further work is required between OBC and FBC to develop the assumption on the value per vehicle, criteria for access to the funding by vehicle owners, and the impact on specific groups of businesses affected by the introduction of the CAZ.

14.9 Through the 2040 Transport Strategy and the 2014 Devolution Agreement, the Combined Authority is progressing its reform programme utilising the provisions within the Bus Services Act, and as with other modes care is being taken to ensure complementarity in policy development.

Loan Finance (£TBC)

14.10 Work is also underway to explore the possibility of defining and providing a supporting measure to provide loans at preferential rates for those who are taking advantage of the Clean Vehicle Funding. The exact design and criteria would have to be determined at FBC stage following further engagement and consultation.

14.11 So far there have been three key groups for engagement – taxis & PHVs, bus operators and freight/ local business – to understand their concerns, obtain information about their fleets and seek their early feedback on proposals

14.12 The taxi and PHV trade highlighted that subsidies and low interest rate loans would be beneficial as would other incentives through licensing and traffic flow. EV charging infrastructure was key to take up of electric vehicles, but they noted a limited choice for electric taxis, and that timescales for implementation were tight.

14.13 Business groups and freight representative bodies provided information about their fleets, to inform the development of the Clean Vehicle Fund measure. They have also advised that certainty around compliant vehicles and timescales for implementing the plan are essential to business planning.

14.14 Bus operators raised concerns around the capacity to retrofit vehicles and timescales for implementation.

14.15 Stakeholder dialogue will continue throughout development of the GM CAP to support the detailed design of the packages of measures.

15 CONSISTENCY WITH OTHER GM POLICIES, PLANS AND STRATEGIES

15.1 Greater Manchester has a longstanding track record in taking a balanced approach to policy development to promote sustainability, inclusion and growth.

15.2 The GM approach is unique insofar as it utilises existing governance and administrative arrangements to bring together ten local authorities and their highway networks, permitting the development and the implementation of a co-ordinated plan to reduce roadside NO_2 concentrations that will benefit nearly three million people. Such a joined-up approach provides the potential for the most effective and swift reduction in emissions in areas across the whole of the city region.

15.3 Improving air quality is a key policy priority for Greater Manchester. The Greater Manchester Strategy[12] states that Greater Manchester should be 'a place at the forefront of action on climate change with clean air and a flourishing natural environment' including by 'reducing congestion and improving air quality'.

[12] https://www.greatermanchester-ca.gov.uk/ourpeopleourplace 2017

15.4 Air Quality is also a key focus of the Greater Manchester Transport Strategy 2040 ("2040 Strategy"), which is Greater Manchester's current statutory Local Transport Plan, prepared by TfGM on behalf of the GMCA and the Greater Manchester Local Enterprise Partnership (GMLEP).

15.5 The 2040 Strategy is accompanied by 5-year delivery plans, which set out the city-region's short term delivery priorities. A draft updated 5-year Delivery Plan for 2020 to 2025[13] was published in January 2019, and includes a range of recommendations for delivering Greater Manchester's clean air and carbon reduction ambitions, building on from the Air Quality Action Plan 2016-2021 and Low Emission Strategy (GMCA, 2016). These include investment in the Greater Manchester Electric Vehicle (EV) charging network; ambitions to deliver a zero-emission bus fleet by 2040; transformation of cycling and walking infrastructure (including £160m investment in the next few years); and measures to reduce freight emissions.

15.6 In common with longstanding policy, further work continues on improving the public transport network and in particular its closer integration across modes. Greater Manchester has consistently used its available transport funding to improve public transport and enhance active travel options, thereby encouraging people to leave their car at home or at park and rides and travel more sustainably. Greater Manchester works to maximise all opportunities to access funding for the region to make it easier to travel by public transport, bike or on foot.

15.7 This Plan will ensure that Greater Manchester can address the nearer term issue of NO_2 exceedances in existing urban areas. Members will recognise that this is a crucial component in safeguarding our urban areas as the strategic focus for future development, as set out in the revised draft Greater Manchester Spatial Framework. Without this continued focus, Greater Manchester would risk excessive dispersed development that would undermine both the existing air pollution challenge and longer-term carbon reduction objectives.

16 NEXT STEPS

16.1 Subject to the governance approval of each of the ten GM local authorities, the OBC will be submitted to Government within the required deadline of 31 March 2019. Government's response is expected 6 – 8 weeks after submission.

16.2 A public 'conversation' is proposed to run between early May and mid-June (for six weeks) to help further inform the work, and this will supplement the more targeted stakeholder engagement that is ongoing with affected businesses. In addition, further deliberative research is proposed to take place during March and April. These forms of engagement and dialogue will all inform the further development and detailed design of the measures identified in the OBC, to refine the proposals that will comprise the Full Business Case.

16.3 As required by Transport Act 2000, a statutory consultation relating to the proposed introduction of a charging Clean Air Zone is proposed to run between August and October 2019.

16.4 Further work to refine the assumptions and look in detail at 2023 exceedances, including further socio-economic work will be undertaken.

16.5 This will enable the development of a Full Business Case for further consideration by GMCA and constituent local authorities prior to submission to Government by the end of 2019.

[13] Greater Manchester Transport Strategy 2040 Draft Delivery Plan (2020-2025) (2019), TfGM

17 RECOMMENDATIONS

17.1 Recommendations are set out at the front of this report.

Annex 1 – More detailed assessment of options by compliance date

Road Classification	Compliant sites		Non-compliant sites			
	Very compliant (below 35 µg/m³)	Compliant but close (35 to 40µg/m³)	Non-compliant (40 to 45µg/m³)	Very non-compliant (45 to 50µg/m³)	Extremely non-compliant (> 50µg/m³)	Total non-compliant (> 40µg/m³)
2021						
Do minimum	16,281	603	175	62	13	250
Option 4	16,820	250	56	8	0	34
Option 5(i)	16,879	200	50	5	0	55
Option 5(ii)	16,892	193	44	5	0	49
Option 7	16,830	233	61	10	0	71
Option 8	16,836	227	62	9	0	71
2023						
Do minimum	16,856	210	58	10	0	68
Option 4	17,056	69	9	0	0	9
Option 5(i)	17,081	51	2	0	0	2
Option 5(ii)	17,087	46	1	0	0	1
Option 7	17,037	85	12	0	0	12
Option 8	17,072	59	3	0	0	3
2025						
Do minimum	17,068	58	8	0	0	8
Do Something 8	Options 5(i), 5(ii) and 8 are fully compliant by 2024, Option 4 by 2025 and Option 7 by 2026.					

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Annex 2 – Assessment of options by success criteria

Success Factor	Option 5(i) 2021: CAZ B GM-wide, CAZ D in IRR 2023: CAZ C GM-wide	Option 5(ii) 2021: CAZ B GM-wide, CAZ D & all diesel cars charged in IRR 2023: CAZ C GM-wide	Option 8 2021: CAZ B GM-wide, 2023: CAZ C GM-wide	Summary
Compliance in the shortest possible time Which option reduces to zero the number of locations predicted to be in exceedance of the legal limits of NO_2 concentrations in the shortest time?	Yes	Yes	Yes	All Options deliver compliance in 2024, considered to be the shortest possible time for achieving compliance in GM.
Reduction in NO_2 emissions Which option delivers… The greatest reduction in the number of locations in exceedance (presumed to represent human exposure) in each year?				All Options deliver significant reductions in the number of locations in exceedance of 70-80% in 2021, with Option 5(ii) predicted to marginally deliver the greatest reductions in each year prior to compliance being achieved.
The greatest reduction in NO2 concentrations at the roadside in each year prior to compliance being achieved?				All Options deliver reductions in mass emissions across GM of between 20-30% in 2021, with the greatest reductions forecast to be delivered by Option 5(ii).
Compliance without putting other sites closer to exceedance (defined as concentrations of 38-40μg/m3) than without action?				All Options are forecast to deliver compliance without putting other sites closer to exceedance, risk that Option 5(ii) leads to more re-routing than forecast.
Feasibility Are the measures proposed within the legal powers of the Greater Manchester Local Authorities?				The measures proposed in all Options are within the legal powers of the authorities.
Can a governance route be developed to enable timely local government joint working as required for delivery?				GM has proposed a governance route that facilitates the local government co-operation required for delivery. The complex vehicle change requirements nature of Option 5(ii) is likely to make approvals more difficult.
What is the likelihood of the measures being effective?				Clean Air Zones are presumed to be effective, but there is considerable uncertainty about how drivers will respond within the local context and to a scheme on a region-wide scale. Option 5(ii) is more complex and thus more uncertain.
Is delivery of the option subject to significant risks that make achieving compliance in the shortest possible time less likely?				If the full CAP cannot be delivered or funded, compliance may be delayed e.g. if there is not sufficient time or funds to achieve a clean hackney cab or bus fleet. The Plan is subject to risks in terms of the need for multiple approvals from different bodies; the political sensitivity of the proposals; and the need to run activities in parallel. Option 8 involves one rather than two CAZ schemes so is subject to less risk.
Strategic fit with local strategies and plans Air quality and climate change				All Options deliver improvements in NO_2 concentrations, and also reduce PM and greenhouse gas emissions.
Transport				All options act to promote sustainable travel and will deliver a cleaner, newer bus and taxi fleet for GM passengers.
Growth				Risk that the city centre CAZ schemes deter housing and employment development; which could impact on the delivery of the Greater Manchester Spatial Framework. Option 8 delivers clean air without this risk.
Economy				Risk that the city centre CAZ schemes affect economic performance. Option 8 delivers clean air without this risk In all Options, CAZs will impose costs on local businesses.
Value for money Estimated value for money of the option compared to the risk of inaction				It would be more cost effective to deliver the changes more slowly; however this is a public health emergency so action is vital. Option 8 delivers compliance at the lowest imposed cost.
Distributional impact Health benefits				All groups will experience health benefits. Those living in areas with the worst air quality and those most vulnerable to the effects of poor air quality will benefit the most.
Accessibility (in terms of journey time and connectivity to opportunities and services)				The scheme brings improved accessibility in terms of small reductions in journey times for road traffic. Option 8 does not impose costs on private cars.
Affordability (for users)				Options 5(i/ii) impose costs affecting low income car drivers, with more vehicles in scope for charges in Option

				5(ii). Option 8 delivers clean air without this risk but still imposes costs on small businesses and sole traders.
Impact on the local economy – considering low income workers, small businesses, town centres and key sectors				All Options impose costs on small businesses and low income professional drivers; proposals to support fleet upgrade mitigate this somewhat. Options 5(i/ii) risk impacts on the city centre economy avoided in Option 8.
Impact on the quality of life of local residents and on equalities				Options 5(i/ii) may affect the quality of life of low income car drivers. Option 8 delivers clean air without this risk. Low income professional drivers may be affected by all Options.
Deliverability The Affordability of the cost of implementation (for the public sector)				Option 8 is the lowest cost option and is thus the most affordable for the public sector.
The Supply-side capacity and capability to deliver the measures outlined in the option				There are concerns about supply side capacity e.g. the availability of specialist compliant vehicles such as hackney cabs, and retrofitting capacity and risks of delays.
The Achievability of delivering the option, considering issues such as difficulty with scale or obtaining resources to implement and operate a measure/option				The scale of the region-wide CAZ, supporting programme and associated cost, and the need for cross-district collaboration, creates delivery risk. This risk is even greater for a city centre CAZ D scheme.

Report to:	**EXECUTIVE CABINET**
Date:	27 March 2019
Executive Member/Reporting Officer:	Councillor Warren Bray – Executive Member (Strategic Development and Transport) Jayne Traverse – Director (Growth)
Subject:	**TRANSPORT INTERCHANGE UPDATE**
Report Summary:	To provide an update on progress in respect of the new Transport Interchange and associated works.
Recommendations:	Executive Cabinet are asked to:: • Acknowledge progress on the Interchange Construction Project • Approve the name of the Interchange as Ashton-under-Lyne.
Corporate Plan:	The wider initiative supports economic growth and opportunity across the borough area
Policy Implications:	The Vision Tameside initiative underpins a number policies both at a local and wider Greater Manchester level in investing in the regeneration of a major Greater Manchester District Centre
Financial Implications: **(Authorised by the statutory Section 151 Officer & Chief Finance Officer)**	There are no direct financial implications as a result of this report
Legal Implications: **(Authorised by the Borough Solicitor**	This report provides an update on the naming of the scheme. A detailed report on the proposed next stage of the scheme is in development. It is important that the next report references this report and that consistency is maintained.
Risk Management:	There are no risks associated with this report
Background Information:	The background papers relating to this report can be inspected by contacting Telephone: 0161 342 3920 e-mail: nigel.gilmore@tameside.gov.uk

1.0 **BACKGROUND**

1.1 The 2014 Greater Manchester Growth Deal set out a multi-million pound investment programme for the wider conurbation and included funding to construct a new interchange in Ashton Town Centre. Planning permission for the initiative was secured in October 2016 and construction commenced in June 2018.

1.2 The new interchange forms part of the wider Vison Tameside initiative for the borough, a flagship development aiming to provide much needed economic growth and investment especially for the Borough's young people. As well as the interchange the Vision includes a new 7,000m^2 Advanced Skills Centre for Tameside College, a new Joint Public Service Centre for Tameside Council and its partners and retail space for Wilko Retail Ltd.

1.3 As part of the interchange design process, Tameside officers worked closely with Transport for Greater Manchester (TfGM) and its consultants to ensure a local perspective was included on the finished product to align to the town's wider palette of materials.

1.4 As has previously been reported to Members, the footprint of the new interchange has moved to the western edge of the current facility and includes an area of land previously owned by the Ministry of Justice. The majority of stands will operate from a single concourse building with a small number located either side of the existing tram stop, creating a truly integrated facility between bus and Metrolink.

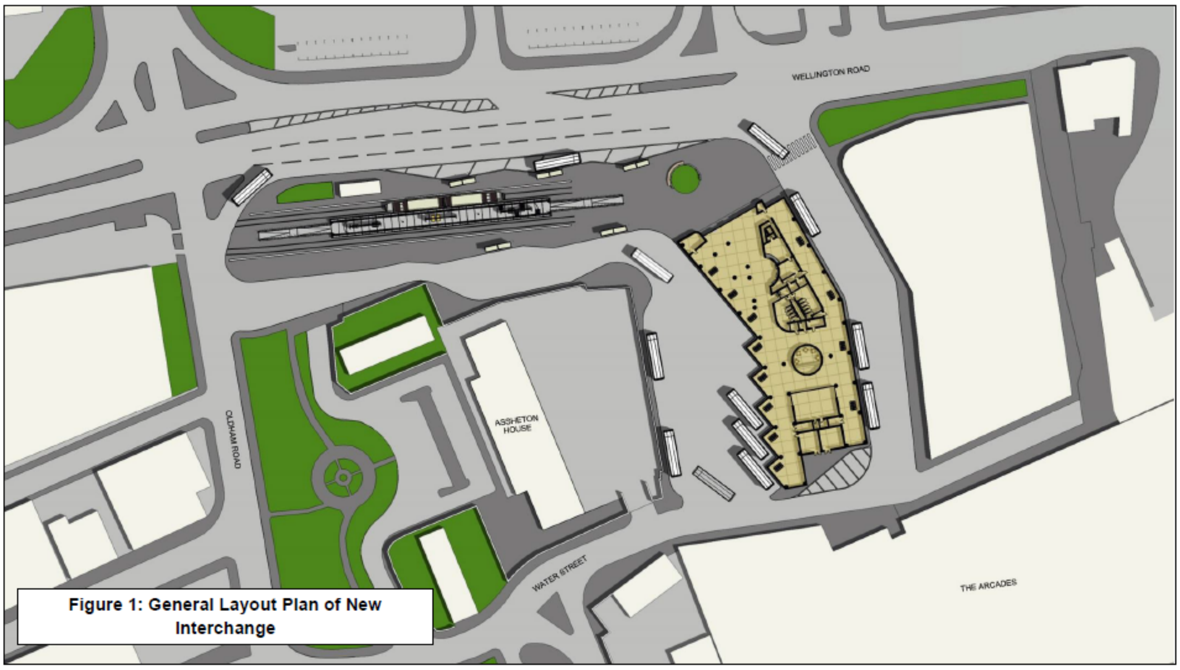

Figure 1: General Layout Plan of New Interchange

2.0 **INTERCHANGE UPDATE AND NAMING**

2.1 Work on the interchange is progressing well and is on programme for an opening date of spring 2020. As well as ongoing existing groundworks, steelwork can visibly be seen forming the nucleus of the main building and associated bus shelters.

2.2 In order to maintain existing bus services during the construction period, bus stop facilities continue to be provided within the existing bus station site with additional temporary stops on Gas Street and Katherine Street.

2.3 To reinforce the region's confidence in the Vision Tameside Initiative and the importance of the new transport interchange, Metrolink began a six minute tram service to Ashton on 28 January 2019 with an initial low key launch to prove the robustness of increased service levels. Supplementing the existing Eccles service, alternate trams now run to Media City. Both services run via Market Street and St Peter's Square. Tameside officers are working closely TfGM monitoring the effects of traffic flows and congestion along the tram route within the borough.

2.4 Over time, with a new shared service centre nearing completion, new educational facilities to be imminently occupied and proposed wider public realm enhancements it is clear that Ashton is becoming a major force as a retail, administrative and commercial centre for the whole east Manchester area. To underpin this message it is intended that the interchange will be known as **Ashton-under-Lyne Interchange**.

3.0 CONCLUSION

3.1 The new Interchange forms part of a substantial investment package for the whole of Ashton. By the time of the Interchange opening in spring 2020 and in combination of other works within the Vision Tameside initiative, the benefits of greater economic and educational improvements will begin to be felt more widely through the town area and is to be welcomed to contributing to the wider economic regeneration of the borough.

4.0 RECOMMENDATIONS

4.1 The recommendations are set out at the front of the report.

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