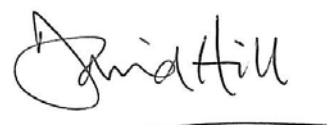


# SUMMONS TO THE MEETING of the MILTON KEYNES COUNCIL

WEDNESDAY 20 MARCH 2013  
7.30 PM

COUNCIL CHAMBER, CIVIC OFFICES  
CENTRAL MILTON KEYNES



David Hill  
Chief Executive

For more information about the meeting please contact Simon Heap on (01908) 252567 or by e-mail [simon.heap@milton-keynes.gov.uk](mailto:simon.heap@milton-keynes.gov.uk)

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**Meeting Attended: Council**

**Date of Meeting: 20 March 2013**

Comments:.....  
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Contact details:.....

## AGENDA

Item No:

### 1. Procedure

(a) Apologies

(b) Minutes

To approve, and the Mayor to sign as a correct record, the Minutes of the meeting of the Council held on 20 February 2013 (Item 1) **(Pages 8 to 27)**.

(c) Disclosure of Interests

Members to declare any disclosable pecuniary interests, or personal interests (including other pecuniary interests), they may have in the business to be transacted, and officers to disclose any interests they may have in any contract to be considered.

(d) Announcements

To receive announcements, if any.

### 2. Public Involvement

(a) Deputations and Petitions

No deputations have been submitted for consideration at this meeting.

Any petitions received will be reported at the meeting.

(b) Questions from Members of the Public

To receive questions and provide answers to questions from members of the public.

### 3. Business Remaining from Last Meeting

None.

### 4. Reports from Cabinet and Committees

Joint Negotiating Committee (Employers Side) – 4 February 2013

Statutory Pay Policy (Minute JNCE24)

“That the Council be recommended to approve the Pay Policy Statement for the Financial Year 2012/13.”

A copy of the Pay Policy Statement considered by the Committee is attached at Item 4(a) **(Pages 28 to 34)**. Pay Policy Ratio Benchmark Information for 2012/13 also considered by the Committee is attached Item 4(b) **(Page 35)**.

A revised Pay Policy Statement will be brought forward for agreement as required at the conclusion of the current negotiations in respect of pay.

## 5. Members' Matters

### (a) Members' Questions

Members to ask questions of the Leader, a Cabinet Member, the Chair of any Committee, or the Leader of a Political Group on the Council.

### (b) Notices of Motions:

#### (i) Fire Service Privatisation

Councillor Long – 12 February 2013

"1. That this Council:

- (a) is deeply concerned that the Government is consulting on a proposal to allow Fire and Rescue Authorities 'to contract out their full range of services to a suitable provider';
- (b) recognises that the essence of privatisation is often reduced working security and poorer pay and conditions for front line staff; and
- (c) recognises that privatisation invariably leads to fragmented public services driven by profit and not public service.

2. That the Council condemns the Tory/Liberal Democrat Government fixation with privatisation, under-valuing public services and thereby threatening public safety.

3. That the Council agrees to:

- (a) instruct the Chief Executive to make a submission to the consultation review rejecting privatisation and the inevitable break up of an integrated fire and rescue service;
- (b) arrange a meeting with the Buckinghamshire Fire and Rescue Authority to secure assurances that the Buckinghamshire Fire and Rescue Service will not be privatised;
- (c) request the Mayor, in consultation with Group Leaders, to call a special meeting of the Council to establish an all-party local campaign with the Fire Brigade Union to fight privatisation, if assurances are not secured; and
- (d) commission an independent study of the long term fire and rescue needs of Milton Keynes including the provision of future new fire stations and that the Chief Executive report his findings to Full Council within 4 months."

(ii) Milton Keynes Hospital

Councillor Long – 6 March 2013

- “1. That this Council notes the launch of a campaign by the Citizen newspaper to highlight the need for a new larger Accident and Emergency Unit at Milton Keynes Hospital.
2. That this Council is concerned about the:
  - (a) staff shortages at Milton Keynes Hospital highlighted by the Care Quality Commission;
  - (b) pressures upon the hospital Accident and Emergency Unit department highlighted in Parliament on 15 January 2013;
  - (c) financial constraints on the Hospital;
  - (d) negative impact of Government reorganisation at a time of growing demand;
  - (e) potential damage to services from the Government’s emphasis on privatisation of the NHS; and
  - (f) findings from the Mid Staffordshire public inquiry which highlighted that many patients were let down by a culture that put cost-cutting and target-chasing ahead of the quality of care.
3. That this Council:
  - (a) welcomes the excellent work of Milton Keynes Hospital staff against the backdrop of a difficult financial crisis caused by Government austerity measures, costly re-organisation and a failure to increase resources in line with demand;
  - (b) supports the Citizen newspaper campaign for a larger Accident and Emergency Unit, however it believes this must be linked to extra nurses, other staff and resources to effectively run a new larger Accident and Emergency Unit;
  - (c) believes that the quality of care should be paramount and that this is affected by low staff levels and uncertainty and disruption caused by Government driven re-organisation and costly reviews;
  - (d) agrees to write to the Secretary of State for Health seeking extra funding for a larger Accident and Emergency Unit and resources to ensure that a new Accident and Emergency Unit is properly staffed; and
  - (e) requests the Overview and Scrutiny Management to agree that the Health and Adult Social Care Select Committee receive a report, from the Chief Executive, at its regular meetings, on the resourcing of the Accident and Emergency Unit including nursing numbers, other staff and related resources.

(iii) 'Blacklisting'

Councillor Miles – 6 March 2013

- “1. That this Council believes 'Blacklisting' is an unacceptable practice which cannot be condoned.
2. That this Council:
  - (a) notes the GMB campaign to highlight that 3,213 workers were blacklisted by construction firms and call for all of those affected to be given an unreserved apology and compensation by the firms;
  - (b) notes that in 2009 the Information Commissioners Office seized a database of 3,213 construction workers used by 44 companies to vet new recruits and keep out employment trade union and health and safety activists;
  - (c) notes that of the 3,213 workers identified on the blacklist only 194 have been informed that they appeared on the list of the people identified as featuring on the 'blacklist', and 20 of these were based or attempting to find work in Buckinghamshire;
  - (d) notes that some companies have admitted that they did employ a system of 'blacklisting' workers and have apologised, but have refused to pay any compensation to those workers affected by this;
  - (e) is of the view that the construction firms which engaged in 'blacklisting' should apologise to those who have been affected and denied jobs as a result of the list; and
  - (f) is of the view that the Information Commissioner's Office should inform all those who feature on the blacklist.
3. That this Council resolves to:
  - (a) support the GMB campaign against the blacklisting of construction workers;
  - (b) ensure that it is made clear to all construction companies bidding for Council contracts that any unlawful 'blacklisting' of workers will not be tolerated; and
  - (c) ask the Council's Assistant Director (Law and Governance) to explore how to enable the Council to not contract with companies which have engaged in 'blacklisting' and have failed to pay compensation to workers.”

**6. Overview and Scrutiny Annual Report**

To consider Item 6 (to be circulated under separate cover)

**7. Quarterly Report on Special Urgency Decisions**

In accordance with Access to Information Procedure Rule 17.3, the Council is asked to note that the Provisions for Special Urgency, as set out in Access to Information Procedure Rule 16, were used once during the period 1 December 2012 to 28 February 2013, as follows:

**Wolverton Station Settlement**

Access to Information Procedure Rule 16 provides for key decisions to be taken within the usual 5 day notice period and the call-in process waived, subject to the agreement of the Chair/Vice-Chair of the Overview and Scrutiny Management Committee.

In accordance with Overview and Scrutiny Procedure Rule 16.1, the Council is asked to note that the Chief Executive, when making the decision on 1 March 2013, on the settlement of the Wolverton Station Contract decided, with the consent of the Chair of the Overview and Scrutiny Management Committee, to waive the call-in process as failure to make the decision would have seriously prejudiced the Council's interests by jeopardising the negotiated settlement.

Contact Officer: Simon Heap (Democratic Services Manager) - MK252567

Background Papers: None





Minutes of the meeting of the MILTON KEYNES COUNCIL held on WEDNESDAY 20 FEBRUARY 2013 at 7.30 pm

**Present:** Councillor Morris (Mayor)  
Councillors Alexander, Bald, Barney, Bint, Brackenbury, Bradburn, Bramall, Brock, Brunning, M Burke, S Burke, Coventry, Dransfield, Eastman, Edwards, Exon, Ferrans, A Geary, P Geary, Hawthorn, Hopkins, Hoyle, Jury, Kennedy, Klein, Legg, Long, Maric, Marland, D McCall, I McCall, McDonald, McKenzie, McLean, Middleton, Miles, O'Neill, Richards, Shafiq, Small, Tallack, Venn, Wales, Wallis, Webb, Wharton, White, C Williams, P Williams and Zealley  
Aldermen Bristow and Howell

**Apologies:** Alderpersons Ellis, E Henderson, I Henderson and Lloyd

**Also Present:** 36 members of the public

**CL88 MINUTES**

RESOLVED -

That the Minutes of the meeting of the Council held on 9 January 2013 be approved and signed by the Mayor as a correct record.

**CL89 DISCLOSURES OF INTEREST**

Councillor Eastman disclosed a personal interest in Item 4(b) (Budget Report 2013/14), as he was employed by a charity which assisted in the management of Adult Social Care Personal Budgets.

Councillor Hoyle disclosed a personal interest in Item 4(b) (Budget Report 2013/14), as he had a friend who was a user of the services provided by a Group whose level of financial support from the Council was subject to the Council's Budget decisions.

Councillor I McCall disclosed a personal interest in Item 4(b) (Budget Report 2013/14), as she was Secretary to a Group whose level of financial support from the Council was subject to the Council's Budget decisions.

**CL90 ANNOUNCEMENTS**

The Mayor announced that Professor Eileen Scanlon, of the Open University's Institute of Educational Technology had been awarded a Regius Professorship in Open Education by the Queen.

The Mayor indicated that she would be writing to Professor Eileen Scanlon congratulating her on her award.

The Leader of the Council announced that the Council's bid for a City Deal, which had been submitted in liaison with key partners, had been selected to progress to the next round and would be dealt with as an early application.

The Leader thanked all who had an input into the bid.

**CL91**

**PUBLIC INVOLVEMENT – QUESTION FROM MEMBER OF THE PUBLIC**

Mr P Bailey, a user of the Milton Keynes bus service on a daily basis, asked Councillor Bint (Cabinet member for Highways and Transport), understanding that increased parking charges had yielded additional revenue of approximately £1.4m why it was intended to cut bus subsidy by £451,000.

Councillor Bint indicated that the General Fund currently subsidised the Transport and Highways Budget by in excess of £2m per year. Due to the financial pressures on the Council such support was no longer sustainable and it was necessary for the Transport and Highways Budget to become more self supporting and as a result it was being proposed that both parking fees should be increased and bus subsidies reduced.

Councillor Bint invited Mr Bailey to suggest alternative options where savings across the Council's budget could be found in order to protect the Transport and Highways Budget.

Mr P Bailey asked a supplementary statement which was addressed by Councillor Bint.

**CL91**

**REPORT FROM CABINET - LOCAL COUNCIL TAX SUPPORT GRANT**

Cabinet – 19 December 2012: Council Tax Base 2013/14

Councillor Bald moved the following recommendation from the meeting of the Cabinet held on 19 December 2012, which was seconded by Councillor A Geary:

“That the Local Council Tax Support Grant distribution to parish and town councils be adopted.”

On being put to the vote the recommendation was declared carried unanimously.

RESOLVED –

That the Local Council Tax Support Grant distribution to parish and town councils be adopted.

**CL92**

**PROCEDURAL MOTION / ANNOUNCEMENT**

The Mayor moved the following Procedural Motion in respect of the forthcoming debate on the budget, which was seconded by the Deputy Mayor:

“That, in accordance with Council Procedure Rule 21.1, Council Procedure Rule 13.6(e) [Ownership of motion to pass with a successful amendment] be suspended in respect of Item 4 [Budget Report 2013/14].”

On being put to the vote the Procedural Motion was declared carried unanimously.

RESOLVED -

That, in accordance with Council Procedure Rule 21.1, Council Procedure Rule 13.6(e) [Ownership of motion to pass with a successful amendment] be suspended in respect of Item 4(3) [Budget Report 2013/14].

The Mayor also announced that in accordance with Council Procedure Rule 13.4, she would allow the speech from the Leader of the Council to exceed the limit of 4 minutes, and then allow each of the Leaders of the Opposition Groups to speak for up to a similar time.

**CL93**

#### **REPORTS FROM CABINET - BUDGET REPORT 2013/14**

Councillor A Geary moved the following recommendation from the meeting of the Cabinet on 13 February 2013, which had been updated with the Fire and Police Authorities' precepts and any outstanding parish and town Council precepts, and which was seconded by Councillor Bald:

"That the Council be recommended to:

- (a) agree the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme;
- (b) note, in line with the requirements of the Local Government Act 2003, that the Corporate Director Resources is of the view that:
  - Based on the Period 9 forecast, the General Fund balance is adequate to meet the Council's financial needs in 2013/14. This view takes account of the reserves included in the Council's latest audited Accounts as at 31 March 2012; the movement of these reserves since that date (as tracked through the Budget Monitoring Reports); and the reserves required, as outlined in the MTFP report.
  - The budget position set out in this report is sufficiently robust to allow a budget to be set for 2013/14. This takes into account the adequacy of the level of balances and reserves outlined above and the assurance gained from the forecast position for 31 March 2013.
- (c) note the estimated 2013/14 Dedicated Schools Grant, in advance of the grant confirmation from Department for Education;
- (d) approve the fees and charges for 2013/14 (as per Annex J), including the exceptions to the Income Policy (as per Annex I to the report);
- (e) note that, at its meeting on 19 December 2012, the Cabinet approved the amount of 74,879.22 equivalent Band D properties as the Council's Tax Base for the year 2013/14 in accordance with Section 31B of the Local Government Finance Act 1992;

- (f) note that the Council Tax requirement for the Council's own purposes for 2013/14 (excluding Parish Precepts) is £85.216m;
- (g) calculate the following amounts for the year 2013/14 in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 [the "Act"]:
- a. £652.930m being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils.
  - b. £563.002m being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3).
  - c. £89.928m as its Council Tax requirement for the year, being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above, calculated by the Council, in accordance with Section 31A(4).
  - d. £1,200.97 as the basic amount of its Council Tax for the year (including Parish Precepts), being the amount at (c) above, divided by the Council Tax Base agreed on 19<sup>th</sup> December 2012.
  - e. £4,712,134 being the aggregate amount of all special items (parish precepts) referred to in Section 34(1) of the Act.
  - f. £1,138.04 being the amount at (d) less the result given by dividing the amount at (e) above by the Council Tax Base agreed on the 19<sup>th</sup> December 2012, as the basic amount of Council Tax for the year for Milton Keynes Council, excluding parish and major precepting authorities.
  - g. that the following amounts be calculated for Milton Keynes Council Tax:

VALUATION BANDS							
A £	B £	C £	D £	E £	F £	G £	H £
758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08

As the amounts given by multiplying the amount at (f) by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to all dwellings listed in each particular valuation band divided by the number which in that proportion is applicable to dwellings listed in Valuation B and D, calculated by the Council, in accordance with Section 36(1) of the Act.

- (h) note that for the year 2013/14, Police and Crime Commissioner for Thames Valley, in accordance with Section 40 of the Local Government Act 1992, has confirmed the following precepts to the Council for each of the categories of dwellings:

VALUATION BANDS (to be confirmed)							
A £	B £	C £	D £	E £	F £	G £	H £
104.92	122.41	139.89	157.38	192.35	227.33	262.30	314.76

- (i) note that for the year 2013/14, Buckinghamshire and Milton Keynes Fire Authority, in accordance with Section 40 of the Local Government Act 1992, has confirmed the following precepts to the Council for each of the categories of dwellings:

VALUATION BANDS (to be confirmed)							
A £	B £	C £	D £	E £	F £	G £	H £
39.42	45.99	52.56	59.13	72.27	85.41	98.55	118.26

- (j) set, as a result of the above, the amounts of Council Tax (shown in Annex F to the report), in accordance with Sections 30 and 36 of the Local Government Act 1992, for each of the categories of dwelling shown in the Schedule;
- (k) note that following the policy decision made on the technical reforms to Council Tax (Council 12 December), the following determinations are made in relation to the prescribed classes of dwellings in accordance with the Local Government Finance Act 1992 (as amended), to take effect from 1 April 2013 and to remain in effect until varied or revoked by determination:

<b>Class A</b>
Section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
<b>Class B</b>
Section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
<b>Class C</b>
1. For any day on or after 1 May 2013 where any dwelling is unoccupied and substantially unfurnished (Class C) and has been so for a continuous period of less than 1 calendar month immediately preceding the day in question: 100% discount

<b>Class C (continued)</b>	
2.	For any day on or after 1 May 2013 where any dwelling is unoccupied and substantially unfurnished (Class C) and has been so for a continuous period of 1 calendar month or more immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
3.	For any day from 1 April 2013 to 12 May 2013 where the property is unoccupied and substantially unfurnished (Class C), but has not been unoccupied and not substantially unfurnished (not meeting Class C prescription) for a continuous period of 6 weeks or less immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
4.	For any day on or after 13 May 2013 where the property is unoccupied and substantially unfurnished (Class C), but has not been unoccupied and not substantially unfurnished (not meeting the Class C prescription) for a continuous period of 6 weeks or less immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
5.	For any day, in respect of any dwelling that has been unoccupied and substantially unfurnished (Class C) for a continuous period of one month or more immediately preceding 1 April 2013 and continues to be unoccupied and substantially unfurnished (Class C) on 1 April 2013: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
6.	For any day, in respect of any dwelling that, on or after 1st April 2013 has been unoccupied and substantially unfurnished (Class C) for a continuous period of more than one day but less than one month prior to 1st April 2013, a 100% discount for each day until the total unoccupied and unfurnished (Class C) period equals 31 days.
7.	For any day, in respect of any dwelling that, on or after 1 April 2013 has been unoccupied and substantially unfurnished (Class C) for more than one day prior to 1st April 2013, and the total unoccupied and unfurnished (Class C) period equals a continuous period of more than 31 days: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%
<b>Class D</b>	
50% discount.	

- (l) agree the Treasury Management Strategy for 2013/14 to 2017/18 and the Treasury Policy Statement, including the Minimum Revenue Provision Policy (as outlined in Annex O to the report);

- (m) agree the prudential indicators for Capital Expenditure and the Capital Financing Requirement, the Authorised Limit and Operational Boundary for External Debt, the Affordability Prudential indicators and the Treasury Management Prudential Indicators for the years 2013/14 to 2017/18, (as outlined in section 9 of the report).
- (n) confirm the authorised limit for external debt of £587m for 2013/14 to be the statutory limit determined under section 3(1) of the Local Government Act 2003; and
- (o) note the equalities impact assessment for the budget (see section 17.5 for further details) used to inform the Budget Resolution of the Council.”

In moving the recommendation Councillor A Geary referred to the ongoing review of car parking provision in Central Milton Keynes, which was aimed at ensuring the most efficient utilisation of parking spaces and the maximisation of standard rate bays.

Councillor D McCall moved the following amendment, which was seconded by Councillor Tallack:

“That the following additional Clause be added to the recommendation:

‘That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to a reduction in the saving from bus subsidies (S98) of £287,152, to allow 10 bus routes listed at **Annex A**, which allow people to get from home to work, to be maintained, with the change being funded from the one-off resources available in the Budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget.’”

On being put to the vote the amendment was declared lost, with 15 Members voting in favour, 36 Members voting against and 0 Members abstaining from voting.

Councillor D McCall moved the following amendment, which was seconded by Councillor Tallack:

“That the following additional Clause be added to the recommendation:

‘That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to the proposal to introduce a charge for bulky waste (S109) being deleted, so the collection of bulky waste from domestic properties remains free in Milton Keynes, with the resulting reduction in income of £350,000 being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget.’”

On being put to the vote the amendment was declared lost, with 15 Members voting in favour, 36 Members voting against and 0 Members abstaining from voting.

Councillor Legg moved the following amendment, which was seconded by Councillor O'Neill and accepted by the mover of the motion:

"That the following additional Clauses be added to the recommendation:

(a) Reduction in Bus Subsidies

That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to a reduction in the saving from bus subsidies (S98) of £43,000 to allow Bus Service 5 (Contracts 1245,1247 and 1248) and Service 28/29 contract 1274 to be maintained, with the changes being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget.

(b) Bulky Waste Charges

That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to the proposed charge (S109) being reduced from £15 to £10, with no subsidy, with the reduction in income to the Council of £70,000 being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget.

(c) Community Transport

That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to limiting the increase in Community Transport fares (S88) to £3.00, with the reduction in income of £22,000 being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget.

(d) Community Safety

That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to the creation of a £100,000 match funding reserve for CCTV, which can be spent over two years to support other organisations to utilise the existing CCTV infrastructure, with the change being funded from the one-off resources available in the budget proposal to Council.

(e) Wi-Fi in Libraries

That Wi-Fi in libraries be available free of charge."



Councillor Long moved the following amendment, which was seconded by Councillor Webb and accepted by the mover of the motion:

“That the following additional Clauses be added to the recommendation:

‘That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to:

(a) Improving services for older people with dementia

Courtney Lodge sheltered housing scheme being further developed as a centre of intensive support for older people with dementia, to include:

- Increased specialist domiciliary care services for people with complex needs, at a cost of £60,000 for 2013/14; and
- The development of more support for carers of older people with dementia through an 18 month pilot with a community organisation, at a cost of £150,000.

(b) Improving Support for People to Manage Personal Budgets to Cover the Costs of their Own Care and Support

a pilot project costing up to £150,000 being commissioned from a community organisation to increase support to service users who are using personal budgets, so empowering older and disabled residents through control over their own personal budgets

(c) Increasing the Uptake of Assistive technology.

the establishment of a one-year promotional post costing £30,000 to work on increasing access by service users to assistive technology.

(d) Mutual / Co-operative Study

£15,000 being allocated to research the viability of a public sector mutual or co-operative within the area of Adult Social care.

(e) the total additional cost of £405,000 of (a) to (d) above being funded from the one-off resources available in the Budget proposal to Council and the cost pressure created by the additional specialist domiciliary care being addressed as part of the development of the 2014/15 Budget, with the remainder of the proposals being one-off pressures.

(f) Increasing support for vulnerable people

three extra social workers being appointed to provide enhanced support to the key service areas of intermediate care, older people and learning disabilities, at a cost of £210,000, providing that the Council underspend in 2012/13 is sufficient to fund this amount.”

Councillor Marland moved the following amendment, which was seconded by Councillor Wallis and on which a recorded vote was requested:

“That the following additional Clauses be added to the recommendation:

- ‘1. That this Council is concerned that services are being outsourced as a matter of course by the Tory Administration and that this will lead to poorer more costly services in the long term.
2. That this Council therefore agrees that:
  - (a) all services proposed for outsourcing should be the subject of review by the Budget Review Group;
  - (b) any financial costs in relation to outsourcing are made clear and transparent and subject to review by the Budget Review Group; and
  - (c) all future notices placed in OJEU should be reported to the Cabinet Procurement Committee so that both the intention to test the market and the actual decision to go to market are transparent and can be subject to appropriate scrutiny.”

The voting on Clause 1 was as follows:

**FOR:** Councillors M Burke, Coventry, Edwards, Legg, Long, Marland, McKenzie, Middleton, Miles, O'Neill, Venn, Wales, Wallis, Webb, White and P Williams (16)

**AGAINST** Councillors Alexander, Bald, Barney, Bint, Brackenbury, Bradburn, Bramall, Brock, Brunning, S Burke, Dransfield, Eastman, Exon, Ferrans, A Geary, P Geary, Hawthorn, Hopkins, Hoyle, Jury, Kennedy, Klein, Maric, D McCall, I McCall, McDonald, McLean, Morris, Richards, Shafiq, Small, Tallack, Wharton, C Williams and Zealley (35)

**ABSTENTIONS:** (0)

The amendment was declared lost.

The voting on Clause 2 was as follows:

**FOR:** Councillors Alexander, Barney, Brackenbury, Bradburn, M Burke, S Burke, Coventry, Eastman, Edwards, Exon, Ferrans, Legg, Long, Maric, Marland, D McCall, I McCall, McKenzie, Middleton, Miles, O'Neill, Richards, Shafiq, Tallack, Venn, Wales, Wallis, Webb, White, C Williams, P Williams and Zealley (32)

**AGAINST** Councillors Bald, Bint, Bramall, Brock, Brunning, Dransfield, A Geary, P Geary, Hawthorn, Hopkins, Hoyle, Jury, Kennedy, Klein, McDonald, McLean, Morris, Small and Wharton(19)

**ABSTENTIONS:** (0)

The amendment was declared carried.

The Council heard from a member of the public during consideration of this item.

A recorded vote on the substantive motion was requested and the voting was as follows:

**FOR:** Councillors Bald, Barney, Bint, Bramall, Brock, Brunning, Dransfield, A Geary, P Geary, Hawthorn, Hopkins, Hoyle, Jury, Kennedy, Klein, McDonald, McLean, Morris, Small and Wharton(20)

**AGAINST** Councillors Alexander, Brackenbury, Bradburn, S Burke, Eastman, Exon, Ferrans, Maric, D McCall, I McCall, Richards, Shafiq, Tallack, C Williams and Zealley (15)

**ABSTENTIONS:** Councillors M Burke, Coventry, Edwards, Legg, Long, Marland, McKenzie, Middleton, Miles, O'Neill, Venn, Wales, Wallis, Webb, White and P Williams (16)

The substantive motion was declared carried.

**RESOLVED -**

1. That the 2013/14 Revenue Budget, Capital Programme and the financing of the Capital Programme be agreed, subject to:
  - (a) a reduction in the saving from bus subsidies (S98) of £43,000 to allow Bus Service 5 (Contracts 1245, 1247 and 1248) and Service 28/29 contract 1274 to be maintained, with the changes being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget;

- (b) the proposed charge (S109) being reduced from £15 to £10, with no subsidy, with the reduction in income to the Council of £70,000 being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget;
- (c) limiting the increase in Community Transport fares (S88) to £3.00, with the reduction in income of £22,000 being funded from the one-off resources available in the budget proposal to Council, until the cost pressure created by this change can be addressed as part of the development of the 2014/15 Budget;
- (d) the creation of a £100,000 match funding reserve for CCTV, which can be spent over two years to support other organisations to utilise the existing CCTV infrastructure, with the change being funded from the one-off resources available in the budget proposal to Council;
- (e) Wi-Fi in libraries being available free of charge;
- (f) Courtney Lodge sheltered housing scheme being further developed as a centre of intensive support for older people with dementia, to include:
  - (i) increased specialist domiciliary care services for people with complex needs, at a cost of £60,000 for 2013/14;
  - (ii) the development of more support for carers of older people with dementia through an 18 month pilot with a community organisation, at a cost of £150,000;
- (g) a pilot project costing up to £150,000 being commissioned from a community organisation to increase support to service users who are using personal budgets, so empowering older and disabled residents through control over their own personal budgets;
- (h) the establishment of a one-year promotional post costing £30,000 to work on increasing access by service users to assistive technology;
- (i) £15,000 being allocated to research the viability of a public sector mutual or co-operative within the area of Adult Social care;
- (j) the total additional cost of £405,000 of (f) to (i) above being funded from the one-off resources available in the Budget proposal to Council and the cost pressure created by the additional specialist domiciliary care

being addressed as part of the development of the 2014/15 Budget, with the remainder of the proposals being one-off pressures; and

- (k) three extra social workers being appointed to provide enhanced support to the key service areas of intermediate care, older people and learning disabilities, at a cost of £210,000, providing that the Council underspend in 2012/13 is sufficient to fund this amount.
2. That in line with the requirements of the Local Government Act 2003, it be noted that the Corporate Director Resources is of the view that:
  - (a) based on the Period 9 forecast, the General Fund balance is adequate to meet the Council's financial needs in 2013/14. This view takes account of the reserves included in the Council's latest audited Accounts as at 31 March 2012; the movement of these reserves since that date (as tracked through the Budget Monitoring Reports); and the reserves required, as outlined in the MTFP report; and
  - (b) the budget position set out in this report is sufficiently robust to allow a budget to be set for 2013/14. This takes into account the adequacy of the level of balances and reserves outlined above and the assurance gained from the forecast position for 31 March 2013.
3. That the estimated 2013/14 Dedicated Schools Grant, in advance of the grant confirmation from Department for Education, be noted.
4. That the fees and charges for 2013/14, including the exceptions to the Income Policy, be agreed.
5. That it be noted that, at its meeting on 19 December 2012, the Cabinet approved the amount of 74,879.22 equivalent Band D properties as the Council's Tax Base for the year 2013/14 in accordance with Section 31B of the Local Government Finance Act 1992.
6. That the Council Tax requirement for the Council's own purposes for 2013/14 (excluding Parish Precepts) of £85.216m, be noted.
7. That the following amounts be used for the year 2013/14 for calculations in accordance with Sections 31 to 36 of the Local Government Finance Act 1992 [the "Act"]:

- (a) £652.930m being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(2) of the Act taking into account all precepts issued to it by Parish Councils;
- (b) £563.002m being the aggregate of the amounts which the Council estimates for the items set out in Section 31A(3);
- (c) £89.928m as its Council Tax requirement for the year, being the amount by which the aggregate at (a) above exceeds the aggregate at (b) above, calculated by the Council, in accordance with Section 31A(4);
- (d) £1,200.97 as the basic amount of its Council Tax for the year (including Parish Precepts), being the amount at (c) above, divided by the Council Tax Base agreed on 19<sup>th</sup> December 2012;
- (e) £4,712,134 being the aggregate amount of all special items (parish precepts) referred to in Section 34(1) of the Act;
- (f) £1,138.04 being the amount at (d) less the result given by dividing the amount at (e) above by the Council Tax Base agreed on 19 December 2012, as the basic amount of Council Tax for the year for Milton Keynes Council, excluding parish and major precepting authorities;
- (g) that the following amounts be calculated for Milton Keynes Council Tax:

<b>VALUATION BANDS</b>							
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>758.69</b>	<b>885.14</b>	<b>1,011.59</b>	<b>1,138.04</b>	<b>1,390.94</b>	<b>1,643.84</b>	<b>1,896.73</b>	<b>2,276.08</b>

as the amounts given by multiplying the amount at (f) by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to all dwellings listed in each particular valuation band divided by the number which in that proportion is applicable to dwellings listed in Valuation B and D, calculated by the Council, in accordance with Section 36(1) of the Act.

8. That it be noted that for the year 2013/14, the Police and Crime Commissioner for Thames Valley, in accordance with Section 40 of the Local Government Act 1992, has confirmed the following precepts to the Council for each of the categories of dwellings:

<b>VALUATION BANDS (to be confirmed)</b>							
<b>A</b> <b>£</b>	<b>B</b> <b>£</b>	<b>C</b> <b>£</b>	<b>D</b> <b>£</b>	<b>E</b> <b>£</b>	<b>F</b> <b>£</b>	<b>G</b> <b>£</b>	<b>H</b> <b>£</b>
104.92	122.41	139.89	157.38	192.35	227.33	262.30	314.76

9. That it be noted that for the year 2013/14, Buckinghamshire and Milton Keynes Fire Authority, in accordance with Section 40 of the Local Government Act 1992, has confirmed the following precepts to the Council for each of the categories of dwellings:

<b>VALUATION BANDS (to be confirmed)</b>							
<b>A</b> <b>£</b>	<b>B</b> <b>£</b>	<b>C</b> <b>£</b>	<b>D</b> <b>£</b>	<b>E</b> <b>£</b>	<b>F</b> <b>£</b>	<b>G</b> <b>£</b>	<b>H</b> <b>£</b>
39.42	45.99	52.56	59.13	72.27	85.41	98.55	118.26

10. That, as a result of the above, the amounts of Council Tax (shown in **Annexes B and C**) be set in accordance with Sections 30 and 36 of the Local Government Act 1992, for each of the categories of dwelling shown in the Schedule.
11. That following the policy decision made on the technical reforms to Council Tax by the Council on 12 December 2012, the following determinations be made in relation to the prescribed classes of dwellings in accordance with the Local Government Finance Act 1992 (as amended), to take effect from 1 April 2013 and to remain in effect until varied or revoked by determination:

<b>Class A</b>
Section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
<b>Class B</b>
Section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
<b>Class C</b>
1. For any day on or after 1 May 2013 where any dwelling is unoccupied and substantially unfurnished (Class C) and has been so for a continuous period of less than 1 calendar month immediately preceding the day in question: 100% discount.

**Class C (continued)**

2. For any day on or after 1 May 2013 where any dwelling is unoccupied and substantially unfurnished (Class C) and has been so for a continuous period of 1 calendar month or more immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
3. For any day from 1 April 2013 to 12 May 2013 where the property is unoccupied and substantially unfurnished (Class C), but has not been unoccupied and not substantially unfurnished (not meeting Class C prescription) for a continuous period of 6 weeks or less immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
4. For any day on or after 13 May 2013 where the property is unoccupied and substantially unfurnished (Class C), but has not been unoccupied and not substantially unfurnished (not meeting the Class C prescription) for a continuous period of 6 weeks or less immediately preceding the day in question: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
5. For any day, in respect of any dwelling that has been unoccupied and substantially unfurnished (Class C) for a continuous period of one month or more immediately preceding 1 April 2013 and continues to be unoccupied and substantially unfurnished (Class C) on 1 April 2013: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.
6. For any day, in respect of any dwelling that, on or after 1st April 2013 has been unoccupied and substantially unfurnished (Class C) for a continuous period of more than one day but less than one month prior to 1st April 2013, a 100% discount for each day until the total unoccupied and unfurnished (Class C) period equals 31 days.
7. For any day, in respect of any dwelling that, on or after 1 April 2013 has been unoccupied and substantially unfurnished (Class C) for more than one day prior to 1st April 2013, and the total unoccupied and unfurnished (Class C) period equals a continuous period of more than 31 days: section 11(2) (a) (Local Government Finance Act 1992 (as amended)) shall not apply and the discount shall be 0%.



<b>Class D</b>
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50% discount.
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12. That the Treasury Management Strategy for 2013/14 to 2017/18 and the Treasury Policy Statement, including the Minimum Revenue Provision Policy, be agreed.
13. That the prudential indicators for Capital Expenditure and the Capital Financing Requirement, the Authorised Limit and Operational Boundary for External Debt, the Affordability Prudential indicators and the Treasury Management Prudential Indicators for the years 2013/14 to 2017/18, be agreed.
14. That the authorised limit for external debt of £587m for 2013/14 to be the statutory limit determined under section 3(1) of the Local Government Act 2003 be confirmed.
15. That the equalities impact assessment for the budget, used to inform the Budget Resolution of the Council, be noted.
16. That this Council agrees that:
  - (a) all services proposed for outsourcing should be the subject of review by the Budget Review Group;
  - (b) any financial costs in relation to outsourcing are made clear and transparent and subject to review by the Budget Review Group; and
  - (c) all future notices placed in OJEU should be reported to the Cabinet Procurement Committee so that both the intention to test the market and the actual decision to go to market are transparent and can be subject to appropriate scrutiny.

THE MAYOR CLOSED THE MEETING AT 10.51 PM



Liberal Democrat – Bus Subsidy Amendment

	<b>Contract</b>	<b>Service</b>	<b>Operator</b>	<b>Cost Per Passenger journey</b>	<b>Individual Saving</b>	<b>Est Annual Passengers 2012/13</b>	<b>Cumulative Saving</b>
1	1270	<b>Service 7</b> CMK - Bletchley (Monday to Saturday evening journeys)	Vale Travel	<b>£1.80</b>	£28,866.35	15,100	£28,866.35
2	1223	<b>Service 1</b> CMK - Newport Pagnell - Olney - Lavendon (Monday to Saturday evening journeys)	Arriva	<b>£2.32</b>	£56,129.02	22,780	£84,995.37
3	7046	<b>Service 9</b> Kingston - Bletchley (Mondays to Saturdays) Assumed to be merged with 24/25 from November 2013	Arriva	<b>£1.85</b>	£20,910.00	11,032	£105,905.37
4	1222	<b>Service 1</b> CMK - Newport Pagnell - Olney - Lavendon (Sunday service)	Arriva	<b>£4.00</b>	£16,131.20	4,118	£122,036.57
5	1247	<b>Service 5</b> Lakes - CMK - Wolverton (Monday to Friday single journey early morning)	Arriva	<b>£0.59</b>	£7,056.22	12,777	£129,092.79
6	1248	<b>Service 5</b> Lakes - CMK - Wolverton (Monday to Friday single journey early morning)	Arriva	<b>£0.68</b>	£5,787.95	7,959	£134,880.74
7	1245	<b>Service 5</b> Lakes - CMK - Wolverton (Monday to Friday single journey early morning)	Arriva	<b>£1.24</b>	£7,056.22	5,358	£141,936.96
13	1277	<b>Service 8</b> CMK - Kingston (Sunday evening journeys)	Vale Travel	<b>£0.96</b>	£5,496.56	5,846	£147,433.52
14	1242	<b>Service 5</b> Lakes - CMK - Wolverton (late Sunday evenings)	Arriva	<b>£0.26</b>	£12,546.49	51,240	£159,980.01
15	1239	<b>Service 4</b> Bletchley - CMK - Two Mile Ash (late Sunday evenings)	Arriva	<b>£2.64</b>	£10,455.41	4,044	£170,435.42
8	1199	<b>Service 30/31</b> Bletchley - Stony Stratford - Wolverton - Newport Pagnell Monday to Friday peaks, assumed reduced to Stony Stratford - Wolverton - Newport Pagnell section only	Arriva	<b>£2.42</b>	£51,079.93	40,596	£221,515.35
9	1326	<b>Service 28/29</b> Bletchley - CMK - Shenley Church End (Saturday daytime) Assumed reduced to 3 buses from 4 (and extended to Westcroft)	Red Rose	<b>£2.58</b>	£14,960.00	22,350 (passengers on whole service)	£236,475.35
10	1309	<b>Service 28/29</b> Bletchley - CMK - Shenley Church End (Monday to Saturday evening journeys)	Red Rose	<b>£3.72</b>	£50,676.49	2,378	£287,151.84



## 2013/14 BASIC AMOUNT OF COUNCIL TAX

NOTE: Basic Amount of Council Tax includes parish precepts but excludes Police and Fire Authority precepts

AREAS	BAND A £	BAND B £	BAND C £	BAND D £	BAND E £	BAND F £	BAND G £	BAND H £
ABBEY HILL (Formerly Bradwell Abbey)	758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08
ASTWOOD and HARDMEAD	779.38	909.28	1,039.18	1,169.08	1,428.88	1,688.68	1,948.46	2,338.16
BLETCHLEY & FENNY STRATFORD	837.32	976.87	1,116.43	1,255.98	1,535.09	1,814.20	2,093.30	2,511.96
BOW BRICKHILL	798.17	931.20	1,064.23	1,197.26	1,463.32	1,729.38	1,995.43	2,394.52
BRADWELL	793.12	925.30	1,057.49	1,189.68	1,454.06	1,718.43	1,982.80	2,379.36
BROUGHTON and MILTON KEYNES VILLAGE	772.68	901.46	1,030.24	1,159.02	1,416.58	1,674.14	1,931.70	2,318.04
CALVERTON	758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08
CAMPBELL PARK	834.80	973.93	1,113.07	1,252.20	1,530.47	1,808.74	2,087.00	2,504.40
CASTLETHORPE	796.44	929.19	1,061.93	1,194.67	1,460.15	1,725.64	1,991.11	2,389.34
CENTRAL MILTON KEYNES	781.40	911.64	1,041.87	1,172.11	1,432.58	1,693.05	1,953.51	2,344.22
CHICHELEY	768.38	896.45	1,024.51	1,152.58	1,408.71	1,664.84	1,920.96	2,305.16
CLIFTON REYNES and NEWTON BLOSSOMVILLE	779.48	909.39	1,039.31	1,169.22	1,429.05	1,688.88	1,948.70	2,338.44
COLD BRAYFIELD	769.61	897.88	1,026.15	1,154.42	1,410.96	1,667.50	1,924.03	2,308.84
EMBERTON	798.69	931.81	1,064.92	1,198.04	1,464.27	1,730.51	1,996.73	2,396.08
FAIRFIELDS	758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08
GAYHURST	775.69	904.97	1,034.26	1,163.54	1,422.11	1,680.67	1,939.23	2,327.08
GREAT LINFORD	781.41	911.65	1,041.88	1,172.12	1,432.59	1,693.07	1,953.53	2,344.24
HANSLOPE	799.67	932.95	1,066.23	1,199.51	1,466.07	1,732.63	1,999.18	2,399.02
HAVERSHAM/ LITTLE LINFORD	788.27	919.65	1,051.03	1,182.41	1,445.17	1,707.93	1,970.68	2,364.82
KENTS HILL, MONKSTON & BRINKLOW	778.10	907.79	1,037.47	1,167.16	1,426.53	1,685.90	1,945.26	2,334.32
LATHBURY	776.00	905.34	1,034.67	1,164.01	1,422.68	1,681.35	1,940.01	2,328.02
LAVERDON	789.46	921.04	1,052.62	1,184.20	1,447.36	1,710.52	1,973.66	2,368.40
LITTLE BRICKHILL	795.50	928.08	1,060.67	1,193.25	1,458.42	1,723.59	1,988.75	2,386.50
LOUGHTON	780.06	910.07	1,040.08	1,170.09	1,430.11	1,690.13	1,950.15	2,340.18
MOULSOE	770.69	899.14	1,027.59	1,156.04	1,412.94	1,669.84	1,926.73	2,312.08
NEW BRADWELL	802.73	936.52	1,070.31	1,204.10	1,471.68	1,739.26	2,006.83	2,408.20
NEWPORT PAGNELL	800.56	933.98	1,067.41	1,200.84	1,467.70	1,734.55	2,001.40	2,401.68
NORTH CRAWLEY	773.78	902.75	1,031.71	1,160.68	1,418.61	1,676.54	1,934.46	2,321.36
OLNEY	802.42	936.16	1,069.90	1,203.64	1,471.12	1,738.60	2,006.06	2,407.28
OLD WUGHTON	800.54	933.97	1,067.39	1,200.82	1,467.67	1,734.52	2,001.36	2,401.64
RAVENSTONE	794.58	927.02	1,059.45	1,191.88	1,456.74	1,721.61	1,986.46	2,383.76
SHENLEY BROOK END	793.10	925.28	1,057.47	1,189.65	1,454.02	1,718.39	1,982.75	2,379.30
SHENLEY CHURCH END	784.69	915.47	1,046.26	1,177.04	1,438.61	1,700.17	1,961.73	2,354.08
SHERINGTON	793.52	925.78	1,058.03	1,190.29	1,454.80	1,719.31	1,983.81	2,380.58
SIMPSON	782.86	913.33	1,043.81	1,174.29	1,435.25	1,696.20	1,957.15	2,348.58
STANTONBURY	794.62	927.06	1,059.50	1,191.94	1,456.82	1,721.70	1,986.56	2,383.88
STOKE GOLDINGTON	786.16	917.18	1,048.21	1,179.24	1,441.30	1,703.35	1,965.40	2,358.48
STONY STRATFORD	798.50	931.59	1,064.67	1,197.76	1,463.93	1,730.10	1,996.26	2,395.52
TYRINGHAM & FILGRAVE	764.30	891.69	1,019.07	1,146.46	1,401.23	1,656.00	1,910.76	2,292.92
WALTON	780.24	910.28	1,040.32	1,170.36	1,430.44	1,690.52	1,950.60	2,340.72
WARRINGTON	758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08
WAVENDON	784.77	915.57	1,046.36	1,177.16	1,438.75	1,700.35	1,961.93	2,354.32
WEST BLETCHLEY	836.87	976.35	1,115.83	1,255.31	1,534.27	1,813.23	2,092.18	2,510.62
WESTON UNDERWOOD	811.06	946.23	1,081.41	1,216.59	1,486.95	1,757.30	2,027.65	2,433.18
WHITEHOUSE	758.69	885.14	1,011.59	1,138.04	1,390.94	1,643.84	1,896.73	2,276.08
WOBURN SANDS	816.44	952.51	1,088.59	1,224.66	1,496.81	1,768.96	2,041.10	2,449.32
WOLVERTON	822.02	959.03	1,096.03	1,233.04	1,507.05	1,781.06	2,055.06	2,466.08
WUGHTON	858.69	1,001.81	1,144.92	1,288.04	1,574.27	1,860.51	2,146.73	2,576.08
<b>AVERAGE AMOUNT</b>	<b>800.65</b>	<b>934.08</b>	<b>1,067.53</b>	<b>1,200.97</b>	<b>1,467.86</b>	<b>1,734.73</b>	<b>2,001.62</b>	<b>2,401.94</b>



## 2013/14 TOTAL AMOUNT OF COUNCIL TAX

AREAS	BAND A £	BAND B £	BAND C £	BAND D £	BAND E £	BAND F £	BAND G £	BAND H £
ABBEY HILL (Formerly Bradwell Abbey)	903.03	1,053.54	1,204.04	1,354.55	1,655.56	1,956.58	2,257.58	2,709.10
ASTWOOD and HARDMEAD	923.72	1,077.68	1,231.63	1,385.59	1,693.50	2,001.42	2,309.31	2,771.18
BLETCHLEY & FENNY STRATFORD	981.66	1,145.27	1,308.88	1,472.49	1,799.71	2,126.94	2,454.15	2,944.98
BOW BRICKHILL	942.51	1,099.60	1,256.68	1,413.77	1,727.94	2,042.12	2,356.28	2,827.54
BRADWELL	937.46	1,093.70	1,249.94	1,406.19	1,718.68	2,031.17	2,343.65	2,812.38
BROUGHTON and MILTON KEYNES VILLAGE	917.02	1,069.86	1,222.69	1,375.53	1,681.20	1,986.88	2,292.55	2,751.06
CALVERTON	903.03	1,053.54	1,204.04	1,354.55	1,655.56	1,956.58	2,257.58	2,709.10
CAMPBELL PARK	979.14	1,142.33	1,305.52	1,468.71	1,795.09	2,121.48	2,447.85	2,937.42
CASTLETHORPE	940.78	1,097.59	1,254.38	1,411.18	1,724.77	2,038.38	2,351.96	2,822.36
CENTRAL MILTON KEYNES	925.74	1,080.04	1,234.32	1,388.62	1,697.20	2,005.79	2,314.36	2,777.24
CHICHELEY	912.72	1,064.85	1,216.96	1,369.09	1,673.33	1,977.58	2,281.81	2,738.18
CLIFTON REYNES and NEWTON BLOSSOMVILLE	923.82	1,077.79	1,231.76	1,385.73	1,693.67	2,001.62	2,309.55	2,771.46
COLD BRAYFIELD	913.95	1,066.28	1,218.60	1,370.93	1,675.58	1,980.24	2,284.88	2,741.86
EMBERTON	943.03	1,100.21	1,257.37	1,414.55	1,728.89	2,043.25	2,357.58	2,829.10
FAIRFIELDS	903.03	1,053.54	1,204.04	1,354.55	1,655.56	1,956.58	2,257.58	2,709.10
GAYHURST	920.03	1,073.37	1,226.71	1,380.05	1,686.73	1,993.41	2,300.08	2,760.10
GREAT LINFORD	925.75	1,080.05	1,234.33	1,388.63	1,697.21	2,005.81	2,314.38	2,777.26
HANSLOPE	944.01	1,101.35	1,258.68	1,416.02	1,730.69	2,045.37	2,360.03	2,832.04
HAVERSHAM/ LITTLE LINFORD	932.61	1,088.05	1,243.48	1,398.92	1,709.79	2,020.67	2,331.53	2,797.84
KENTS HILL, MONKSTON & BRINKLOW	922.44	1,076.19	1,229.92	1,383.67	1,691.15	1,998.64	2,306.11	2,767.34
LATHBURY	920.34	1,073.74	1,227.12	1,380.52	1,687.30	1,994.09	2,300.86	2,761.04
LAVENDON	933.80	1,089.44	1,245.07	1,400.71	1,711.98	2,023.26	2,334.51	2,801.42
LITTLE BRICKHILL	939.84	1,096.48	1,253.12	1,409.76	1,723.04	2,036.33	2,349.60	2,819.52
LOUGHTON	924.40	1,078.47	1,232.53	1,386.60	1,694.73	2,002.87	2,311.00	2,773.20
MOULSOE	915.03	1,067.54	1,220.04	1,372.55	1,677.56	1,982.58	2,287.58	2,745.10
NEW BRADWELL	947.07	1,104.92	1,262.76	1,420.61	1,736.30	2,052.00	2,367.68	2,841.22
NEWPORT PAGNELL	944.90	1,102.38	1,259.86	1,417.35	1,732.32	2,047.29	2,362.25	2,834.70
NORTH CRAWLEY	918.12	1,071.15	1,224.16	1,377.19	1,683.23	1,989.28	2,295.31	2,754.38
OLNEY	946.76	1,104.56	1,262.35	1,420.15	1,735.74	2,051.34	2,366.91	2,840.30
OLD WUGHTON	944.88	1,102.37	1,259.84	1,417.33	1,732.29	2,047.26	2,362.21	2,834.66
RAVENSTONE	938.92	1,095.42	1,251.90	1,408.39	1,721.36	2,034.35	2,347.31	2,816.78
SHENLEY BROOK END	937.44	1,093.68	1,249.92	1,406.16	1,718.64	2,031.13	2,343.60	2,812.32
SHENLEY CHURCH END	929.03	1,083.87	1,238.71	1,393.55	1,703.23	2,012.91	2,322.58	2,787.10
SHERINGTON	937.86	1,094.18	1,250.48	1,406.80	1,719.42	2,032.05	2,344.66	2,813.60
SIMPSON	927.20	1,081.73	1,236.26	1,390.80	1,699.87	2,008.94	2,318.00	2,781.60
STANTONBURY	938.96	1,095.46	1,251.95	1,408.45	1,721.44	2,034.44	2,347.41	2,816.90
STOKE GOLDINGTON	930.50	1,085.58	1,240.66	1,395.75	1,705.92	2,016.09	2,326.25	2,791.50
STONY STRATFORD	942.84	1,099.99	1,257.12	1,414.27	1,728.55	2,042.84	2,357.11	2,828.54
TYRINGHAM & FILGRAVE	908.64	1,060.09	1,211.52	1,362.97	1,665.85	1,968.74	2,271.61	2,725.94
WALTON	924.58	1,078.68	1,232.77	1,386.87	1,695.06	2,003.26	2,311.45	2,773.74
WARRINGTON	903.03	1,053.54	1,204.04	1,354.55	1,655.56	1,956.58	2,257.58	2,709.10
WAVENDON	929.11	1,083.97	1,238.81	1,393.67	1,703.37	2,013.09	2,322.78	2,787.34
WEST BLETCHLEY	981.21	1,144.75	1,308.28	1,471.82	1,798.89	2,125.97	2,453.03	2,943.64
WESTON UNDERWOOD	955.40	1,114.63	1,273.86	1,433.10	1,751.57	2,070.04	2,388.50	2,866.20
WHITEHOUSE	903.03	1,053.54	1,204.04	1,354.55	1,655.56	1,956.58	2,257.58	2,709.10
WOBURN SANDS	960.78	1,120.91	1,281.04	1,441.17	1,761.43	2,081.70	2,401.95	2,882.34
WOLVERTON	966.36	1,127.43	1,288.48	1,449.55	1,771.67	2,093.80	2,415.91	2,899.10
WUGHTON	1,003.03	1,170.21	1,337.37	1,504.55	1,838.89	2,173.25	2,507.58	3,009.10
<b>AVERAGE AMOUNT</b>	<b>944.99</b>	<b>1,102.48</b>	<b>1,259.98</b>	<b>1,417.48</b>	<b>1,732.48</b>	<b>2,047.47</b>	<b>2,362.47</b>	<b>2,834.96</b>





## Pay Policy Statement – Financial Year 2013-14

### 1 Purpose

- 1.1 This policy statement is provided in accordance with Section 38(1) of the Localism Act 2011 and will be updated annually from April each year.
- 1.2 This pay policy statement sets out Milton Keynes Council's policies relating to the pay of its non-schools workforce for the financial year 2013-14, in particular:
- a) The remuneration of its Chief Officers
  - b) The remuneration of its "lowest paid employees"
  - c) The relationship between
    - i. The remuneration of its Chief Officers; and
    - ii. The remuneration of its employees who are not Chief Officers

### 2 Definitions: For the purpose of this pay policy the following definitions will apply:

- 2.1 "Pay" in addition to salary includes charges, fees, allowances, benefits in kind, increases in/enhancements to pension entitlements, and termination payments. It does not include any employer pension or NI contributions.
- 2.2 "Chief Officer" refers to the following roles with Milton Keynes Council:
- a) Chief Executive, as Head of Paid Service\*
  - b) Corporate Director for Community Wellbeing\*, Corporate Director for Resources\*, Corporate Director for Children and Families\* and the Assistant Director for Law and Governance as the Council's statutory Chief Officers.
  - c) The Director of Strategy\* and Assistant Directors as non-statutory Chief Officers if they report directly or are directly accountable to a statutory or non-statutory Chief Officer in respect of all or most of their duties.
  - d) It is noted that the Director of Public Health will become a statutory officer of the Council from April 2013.
- With the exception of the Chief Executive and the Director of Public Health, these roles are subject to Chief Officer terms and conditions of service and national pay bargaining.
- \* Core members of the Council's Corporate Leadership Team (CLT).
- 2.3 "Lowest paid employees" refers to those staff employed within grade MK1 of the Council's pay framework. This excludes staff governed by national consultation groups. This definition of the "lowest paid employees" has been adopted because grade MK1 is the lowest grade on the Council's pay framework.

2.3.1 The Council has a separate pay structure for Apprentice roles.

2.4 **“Employees who are not a Chief Officer”** refers to all staff who are not covered under the “Chief Officer” group above. This includes “the lowest paid employees” i.e. staff on grade MK1. These staff are on NJC (single status) terms and conditions of service. This group excludes staff governed by the following national consultation groups:

- Joint Negotiating Committee for Coroners
- National Employers’ Organisation for School Teachers (NEOST)
- The Soulbury Committee
- Joint Negotiating Committee for Youth and Community Workers

### 3 **Pay framework and remuneration levels**

3.1 **General approach:** Remuneration at all levels needs to be adequate to secure and retain high-quality employees dedicated to fulfilling the Council’s business objectives and delivering services to the public. This has to be balanced by ensuring remuneration is not, nor is seen to be, unnecessarily excessive. Each council has responsibility for balancing these factors and each council faces its own unique challenges and opportunities in doing so and retains flexibility to cope with various circumstances that may arise that might necessitate the use of market supplements or other such mechanisms for individual categories or posts where appropriate.

3.2 **Responsibility for decision on remuneration:** It is essential for good governance that decisions on pay and reward packages for Chief Executives and Chief Officers are made in an open and accountable way and that there is a verified and accountable process for recommending the levels of top salaries.

3.2.1 With the exception of any groups where pay is governed by national consultation groups or who have transferred to the council under TUPE legislation, pay for “Chief Officers”, the “lowest paid employees” and “all other employees who are not Chief Officers” is determined by the Employer’s Side of the Joint Negotiating Committee [JNC(E)]. The JNC(E) comprises elected Councillors from the main political parties and has the responsibility for local terms and conditions of employment for staff within Milton Keynes Council’s pay framework.

3.2.2 The current pay framework in respect of “Chief Officers” was adopted from 1 July 2011 and is subject to national pay bargaining.

3.2.3 The current pay framework in respect of “Employees who are not a Chief Officer” was adopted from 1 April 1998 and is subject to national pay bargaining. This pay framework is currently under review with negotiations underway with the recognised trade unions of the Council. On completion of these negotiations this pay policy will be revised.

3.2.4 Where staff have transferred to the Council's employ with pay protected under TUPE legislation, the Council will seek to harmonise pay, terms and conditions of service where this is appropriate.

### 3.3 Salary grades and grading framework

3.3.1 Grades are determined in line with national guidance, with the grade for each role being determined by a process of job evaluation. This ensures that there is a fair and consistent practice for different groups of workers with the same employer.

3.3.2 As part of this the Council determined a local pay framework and the overall number of grades is 17.

- a) There are 3 grades in the pay framework for "Chief Officer" roles. The allocation of these grades is determined using the Hay Job Evaluation Scheme:
  - i. AD being the lowest and consisting 3 levels
  - ii. CD being the mid range and consisting 5 levels
  - iii. CE being the highest.

Each "Chief Officer" is on a spot salary within each grade. There is no salary progression.

- b) There are 14 grades in the pay framework for "employees who are not a Chief Officer". The allocation of these grades is determined using a local job evaluation scheme: grade MK1 being the lowest and grade MK14 being the highest. This approach is currently under review with negotiations underway with the recognised trade unions of the Council. On completion of these negotiations this pay policy will be revised. The highest grade, MK14, has not been in use since Chief Officers' pay was reviewed in 2009. Employees can progress to the salary maximum of their grade subject to satisfactory performance.

3.3.3 Pay awards are awarded for all staff in line with the outcome of national pay bargaining for each group of staff.

3.3.4 The current salary level of "Chief Officers" is the result of a negotiated reduction in remuneration that was implemented from 1 July 2011.

3.3.5 There has been one pay award applied to "employees who are not a Chief Officer" since 2009. It was agreed that a non-consolidated pay award of £250 be made to all employees on single status terms and conditions of service who earn £21,000 or less (£21,000 being the full-time equivalent salary). This award was made to employees who were employed by the Council on 30 April 2012.

## 4 Remuneration – level and element

### 4.1 Salaries: “Chief Officers”

- 4.1.1 The salary of the Chief Executive and the salary bands for all “Chief Officers” are published on the council’s website alongside those of other officers earning more than £50,000 at:

[Milton Keynes Council- Pay Information - Performance and Partner](#)

- 4.1.2 There are currently three roles within the Assistant Director group who are paid at a market rate above the main framework.

- 4.1.3 For “Chief Officers” at all levels, salary on appointment has regard to the relative size and challenge of the role compared to other Chief Officer roles within Milton Keynes Council (via the job evaluation process). Account is also taken of other relevant available information, including the salaries of Chief Officers of other similar sized organisations. The salary is set by the Appointment Panel for the specific role (this panel comprises elected Councillors from the main political parties).

- 4.1.4 Where salary packages are in excess of £100,000 (including any fees, allowances, benefit in kind etc but excluding employer’s pension and NI contributions) the decision in respect of salary will remain with the Appointment Panel. All appointments, including detail of the salary package, will be reported to full council. Salaries currently falling within this range are those at Chief Executive, Corporate Director and Director level.

- 4.2 **Salaries: “Employees who are not Chief Officers”:** Employees new to the Council (including “lowest paid employees”) will normally be appointed to the first point of the salary range for their grade. Where the candidate’s current employment package would make the first point of the salary range unattractive (and this can be demonstrated by the applicant in relation to current earnings) or where the employee already operates at a level commensurate with a higher salary, a higher salary may be considered by the recruiting manager. This will be within the salary range for the grade. The candidates’ level of skill and experience should be consistent with that of other employees in a similar position on the salary range.

- 4.3 **Salaries: “Lowest paid employee”:** Each “lowest paid employee” is paid within the salary range for grade MK1.

- 4.4 **Accelerated Increments:** For “employees who are not Chief Officers” there is provision for the accelerated or additional increments to be paid in order to retain or reward key skills/contributions. This element of pay is currently under review.

- 4.5 **Bonus:** There is no provision for bonus payments for “Chief Officers”, or for “employees who are not Chief Officers”, or for the “lowest paid employees”.

4.6 **Market supplements:** It is important that the Council is able to attract and retain staff at all levels of the organisation. Where market forces suggest such a supplement is needed there is provision for a market supplement to be paid. The Council's policy in respect of this can be found on the internet by clicking on the following link where you will find the Market Supplement Policy. Any such supplement is made clear in the contract of employment and is the subject of an annual review, with appropriate adjustments made.

4.7 **Honoraria/Temporary responsibility payments:** There is provision at all levels within the Council for an Honoraria or Temporary Responsibility Payment to be made to staff that have made an exceptional contribution or have completed the duties of a higher graded post, provided they meet with the criteria for this scheme set out at the following link.

[Milton Keynes Council- Pay Information - Performance and Partner](#)

4.8 Other pay elements

4.8.1 The overall remuneration, including claimed expenses and employer's pension contribution, for "Chief Officers" who are core members of the Corporate Leadership Team is published in the council's Statement of Accounts at the following link (see page 76):

[Milton Keynes Council- Statement of Accounts and Annual Audit an](#)

4.8.2 "Chief Officers" are subject to performance management processes in the same way that "employees who are not Chief Officers" and "lowest paid employees" are.

4.8.3 The Chief Executive is appraised by elected Group Leaders, who set targets against which performance is measured. There is no financial recognition linked to this appraisal process.

4.8.4 The Corporate Directors are appraised by a panel that includes their Portfolio Holder and Opposition Spokesperson, alongside the Chief Executive as their line manager. There is no financial recognition linked to this appraisal process.

4.8.5 "Chief Officers" who are the Director of Strategy and Assistant Directors are treated in accordance with the arrangements applied for "lowest paid employees" and "all other employees who are not Chief Officers". Full details of the appraisal system can be found on the internet by clicking on the following link.

[Milton Keynes Council- Pay Information - Performance and Partner](#)

4.9 **Charges, fees or allowances:** Any allowance or other payment will only be made to staff in connection with their role or the patterns of hours they work and must be in accordance with the Council's collective agreement in relation to Terms and Conditions of Service.

4.10 **Election fees and duties:** These are paid as a separate employment to the Council's Returning Officer.

- 4.11 **Benefits in kind:** There are no benefits in kind given by the Council. Any gift or conflict of interest must be registered in accordance with the Council's Code of Conduct.
- 4.12 **Pension:** All employees as a result of their employment are eligible to join the Local Government Pension Scheme. The Council's discretions within this scheme are set out at this link to the Pension Discretions policy. The policy was reviewed and updated in 2012/13 to ensure it meets revised requirements of the pension scheme. [Note: work in train for policy to be considered by JNC(E) on 4 February].

[Milton Keynes Council- Pay Information - Performance and Partner](#)

#### 4.13 **Severance payments**

- 4.13.1 The Council is already required to publish its policy on discretionary payments on early termination of employment as well as publishing its policy on increasing an employee's total pension scheme membership and on awarding additional pension. This policy applies to all employees of the council. These can be found within the Council's Redeployment and Redundancy Policy at the following link.

[Milton Keynes Council- Pay Information - Performance and Partner](#)

- 4.13.2 It is important that the council has flexibility to respond to unforeseen circumstances as regards re-employing former employees as a Chief Officer. If it re-employs a previous employee who received a redundancy or severance package on leaving, or if that person returns on a 'contract for services' or if they are in receipt of a Local Government / Firefighter Pension scheme (with the same or another local authority), then the provisions of the Local Government Pension Scheme and the Redundancy Modifications Order will be applied.

- 4.13.3 The Redundancy Modifications Order provides that:

- a) If Milton Keynes Council, or another public authority to which the Redundancy Payments Modification Order (Local Government) 1999 (as amended) applies, makes an offer of another job that will commence within four weeks of the termination of a contract, the officer will not be entitled to a redundancy payment.
- b) Any offer of voluntary redundancy is made on the understanding that if another public authority to which The Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999 applies, makes an offer of a job before the termination of employment which will be taken up within four weeks of the termination of employment with Milton Keynes Council, there shall be no entitlement to a redundancy payment.

5 **Ratios:** Based on salary data as at 31st October 2012.

5.1 **Relationship between remuneration of “Chief Officers” and “employees who are not Chief Officers”**

5.1.1 **Mean average earnings ratio = 5.5 : 1**

- a) Total salaries £51,232,676.34 ÷ FTE 1,835 = £27,919
- b) Highest paid employee (Chief Executive): £153,957 per annum

5.1.2 **Median average earnings ratio = 6.5 : 1 based on FTE salary**

Median salary is based on the full time equivalent (FTE) salary of each employee to reflect the value of the role. This is £23,708.

(The median salary based on actual salary is £22,279. This ratio is 6.9 : 1)

5.2 **Relationship between remuneration of “Chief Officers” and “lowest paid employees”**

- a) Current ratio = 12.7 : 1
- b) Lowest paid employee: £12,145
- c) Highest paid employee (Chief Executive): £153,957 per annum

The ratio between the highest and lowest paid employees in the Council falls well within the 20:1 ratio that has been mooted by the Government.

The above ratios will be monitored and measured against those in similar organisations.





**Pay Policy Ratio Benchmark Information  
From published Pay Policies for 2012/13**

	Highest Paid Salary	Lowest Paid Salary	Highest to Lowest Salary Ratio	Median Average Salary	Average Earnings Ratio	
					Mean	Median
Milton Keynes Council	£153,957	£12,145	12.7 : 1	£23,708	5.5 : 1	6.5 : 1
West Berkshire Council	£133,418	£12,787	10.4 : 1	£23,708		6 : 1
Portsmouth City Council	£148,885	£12,489	12 : 1			6.7 : 1
Brighton & Hove City Council	£161,500	assumed £12,145	*13.3 : 1			Not published
Reading Borough Council	£149,451	assumed £12,145	*12.3 : 1			Not published
Southampton City Council	£172,600	assumed £12,145	*14.2 : 1		6.9 : 1	
Luton Borough Council	£177,716	£12,145	14.6 : 1			Not published
Central Bedfordshire Council	£186,200 (pay max)	£12,145	15 : 1			6.7 : 1