

Thurrock - An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future

## Council

To the Members of Thurrock Council

The next meeting of the Council will be held at **7.00 pm** on  
**27 September 2023**

**Council Chamber, Civic Offices, New Road, Grays, Essex RM17 6SL**

### Membership of the Council:

Susan Little (Mayor)  
Qaisar Abbas (Deputy Mayor)

John Allen  
Alex Anderson  
Deborah Arnold  
Paul Arnold  
Gary Byrne  
Adam Carter  
John Cecil  
Daniel Chukwu  
Gary Collins  
George Coxshall  
Jack Duffin  
Tony Fish  
Robert Gledhill  
Aaron Green  
James Halden  
Vikki Hartstean

Mark Hooper  
Mark Hurrell  
Andrew Jefferies  
Barry Johnson  
Tom Kelly  
Cathy Kent  
John Kent  
Martin Kerin  
Steve Liddiard  
Ben Maney  
Jacqui Maney  
Cici Manwa  
Fraser Massey  
Valerie Morris-Cook  
Sara Muldowney  
Augustine Ononaji

Srikanth Panjala  
Maureen Pearce  
Terry Piccolo  
Georgette Polley  
Kairen Raper  
Joycelyn Redsell  
Elizabeth Rigby  
Sue Sammons  
Sue Shinnick  
Graham Snell  
Neil Speight  
Luke Spillman  
James Thandi  
Lee Watson  
Lynn Worrall



**Dr Dave Smith**  
**Chief Executive**

Agenda published on: 19 September 2023



## **Agenda**

Open to Public and Press

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<b>1</b>	<b>Apologies for absence</b>	
<b>2</b>	<b>Minutes</b>	<b>11 - 22</b>
	<p>To approve as a correct record the Minutes of the meeting of the Council, held on 26 July 2023.</p>	
<b>3</b>	<b>Items of Urgent Business</b>	
	<p>To receive additional items that the Mayor is of the opinion should be considered as a matter of urgency, in accordance with Section 100B (4) (b) of the Local Government Act 1972.</p>	
<b>4</b>	<b>Declaration of Interests</b>	
	<p>To receive any declaration of interests from Members.</p>	
<b>5</b>	<b>Announcements on behalf of the Mayor or the Leader of the Council</b>	
<b>6</b>	<b>Questions from Members of the Public</b>	<b>23 - 24</b>
	<p>In accordance with Chapter 2, Part 2 (Rule 14) of the Council's Constitution.</p>	
<b>7</b>	<b>Petitions from Members of the Public and Councillors</b>	
	<p>In accordance with Chapter 2, Part 2(Rule 14) of the Council's Constitution.</p>	
<b>8</b>	<b>Petitions Update Report</b>	<b>25 - 26</b>
<b>9</b>	<b>Appointments to Committees and Outside Bodies, Statutory and Other Panels</b>	
	<p>The Council are asked to agree any changes to the appointments made to committees and outside bodies, statutory and other panels, as requested by Group Leaders.</p>	

<b>10</b>	<b>Revised Annual Pay Policy Statement 2023/24</b>	<b>27 - 42</b>
<b>11</b>	<b>Progress on Thurrock Council's Improvement and Recovery</b>	<b>43 - 56</b>
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In accordance with Chapter 2, Part 2 (Rule 14) of the Council's Constitution.

<b>14</b>	<b>Reports from Members representing the Council on Outside Bodies</b>
<b>15</b>	<b>Minutes of Committees</b>

Name of Committee	Date
Corporate Parenting Committee	21 March 2023
Health and Wellbeing Overview and Scrutiny Committee	9 March 2023
Standard & Audit Committee	23 February 2023
Council	28 June 2023
Licensing Committee	1 February 2023
Planning Committee	13 July 2023
General Services Committee	27 June 2023
General Services Committee	5 July 2023
Health and Wellbeing Overview and Scrutiny Committee	19 July 2023
Corporate Parenting Committee	18 July 2023
Standard and Audit Committee	19 July 2023
Cleaner Greener and Safer Overview and Scrutiny Committee	13 June 2023
Children's Services Overview and Scrutiny Committee	15 June 2023

<b>16</b>	<b>Update on motions resolved at Council during the previous year</b>	<b>67 - 72</b>
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<b>18</b>	<b>Motion submitted by Councillor Redsell</b>	<b>75 - 76</b>

**Queries regarding this Agenda or notification of apologies:**

Please contact Jenny Shade, Senior Democratic Services Officer by sending an email to [Direct.Democracy@thurrock.gov.uk](mailto:Direct.Democracy@thurrock.gov.uk)

**Future Dates of Council:**

25 October 2023, 29 November 2023, 31 January 2024, 28 February 2024 (Budget),  
20 March 2024

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## **Information for members of the public and councillors**

### **Access to Information and Meetings**

#### **Advice Regarding Public Attendance at Meetings**

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If you have any queries regarding this, please contact Democratic Services at [Direct.Democracy@thurrock.gov.uk](mailto:Direct.Democracy@thurrock.gov.uk)

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The council welcomes the filming, photography, recording and use of social media at council and committee meetings as a means of reporting on its proceedings because it helps to make the council more transparent and accountable to its local communities. If you wish to film or photograph the proceedings of a meeting and have any special requirements or are intending to bring in large equipment please contact the Communications Team at [CommunicationsTeam@thurrock.gov.uk](mailto:CommunicationsTeam@thurrock.gov.uk) before the meeting. The Chair of the meeting will then be consulted and their agreement sought to any specific request made.

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The Chair of the meeting may terminate or suspend filming, photography, recording and use of social media if any of these activities, in their opinion, are disrupting proceedings at the meeting.

## Thurrock Council Wi-Fi

Wi-Fi is available throughout the Civic Offices. You can access Wi-Fi on your device by simply turning on the Wi-Fi on your laptop, Smartphone or tablet.

- You should connect to TBC-GUEST
- Enter the password **Thurrock** to connect to/join the Wi-Fi network.
- A Terms & Conditions page should appear and you have to accept these before you can begin using Wi-Fi. Some devices require you to access your browser to bring up the Terms & Conditions page, which you must accept.

The ICT department can offer support for council owned devices only.

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In the case of an emergency, you should evacuate the building using the nearest available exit and congregate at the assembly point at Kings Walk.

## How to view this agenda on a tablet device



You can view the agenda on your [iPad](#) or [Android Device](#) with the free modern.gov app.

Members of the Council should ensure that their device is sufficiently charged, although a limited number of charging points will be available in Members Services.

To view any “exempt” information that may be included on the agenda for this meeting, Councillors should:

- Access the modern.gov app
- Enter your username and password



# DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF

Breaching those parts identified as a pecuniary interest is potentially a criminal offence

## Helpful Reminders for Members

- *Is your register of interests up to date?*
- *In particular have you declared to the Monitoring Officer all disclosable pecuniary interests?*
- *Have you checked the register to ensure that they have been recorded correctly?*

## When should you declare an interest *at a meeting*?

- **What matters are being discussed at the meeting?** (including Council, Cabinet, Committees, Subs, Joint Committees and Joint Subs); or
- If you are a Cabinet Member making decisions other than in Cabinet **what matter is before you for single member decision?**



Does the business to be transacted at the meeting

- relate to; or
- likely to affect

any of your registered interests and in particular any of your Disclosable Pecuniary Interests?

Disclosable Pecuniary Interests shall include your interests or those of:

- your spouse or civil partner's
- a person you are living with as husband/ wife
- a person you are living with as if you were civil partners

where you are aware that this other person has the interest.

A detailed description of a disclosable pecuniary interest is included in the Members Code of Conduct at Chapter 7 of the Constitution. **Please seek advice from the Monitoring Officer about disclosable pecuniary interests.**

**What is a Non-Pecuniary interest?** – this is an interest which is not pecuniary (as defined) but is nonetheless so significant that a member of the public with knowledge of the relevant facts, would reasonably regard to be so significant that it would materially impact upon your judgement of the public interest.

### Pecuniary

If the interest is not already in the register you must (unless the interest has been agreed by the Monitoring Officer to be sensitive) disclose the existence and nature of the interest to the meeting

If the Interest is not entered in the register and is not the subject of a pending notification you must within 28 days notify the Monitoring Officer of the interest for inclusion in the register

Unless you have received dispensation upon previous application from the Monitoring Officer, you must:

- Not participate or participate further in any discussion of the matter at a meeting;
- Not participate in any vote or further vote taken at the meeting; and
- leave the room while the item is being considered/voted upon

If you are a Cabinet Member you may make arrangements for the matter to be dealt with by a third person but take no further steps

### Non-pecuniary

Declare the nature and extent of your interest including enough detail to allow a member of the public to understand its nature



You may participate and vote in the usual way but you should seek advice on Predetermination and Bias from the Monitoring Officer.

## PROCEDURE FOR MOTIONS

No speech may exceed 4 minutes without the consent of the Mayor [Rule 19.8], except for the proposer of any motion who shall have 5 minutes to move that motion (except on a motion to amend where the 4 minute time shall apply) [Rule 19.8(a)]

**All Motions will follow Section A and then either Section B or C**

- |           |    |                                            |                            |
|-----------|----|--------------------------------------------|----------------------------|
| <b>A.</b> | A1 | Motion is moved                            | [Rule 19.2]                |
|           | A2 | Mover speaks                               | [Rule 19.8(a) (5 minutes)] |
|           | A3 | Seconded                                   | [Rule 19.2]                |
|           | A4 | Secunder speaks or reserves right to speak | [Rule 19.3] (4 minutes)    |

Then the procedure will move to either B or C below:

<b>B.</b>		<b>C.</b>	
<b>IF there is an AMENDMENT (please see Rule 19.23)</b>		<b>If NOT amended i.e. original motion</b>	
B1	The mover of the amendment shall speak (4 mins).	C1	Debate.
B2	The seconder of the amendment shall speak unless he or she has reserved their speech (4 mins).	C2	If the seconder of the motion has reserved their speeches, they shall then speak.
B3	<b>THEN</b> debate on <b>the subject</b> .	C3	The mover of the substantive motion shall have the final right of reply.
B4	If the seconder of the substantive motion and the amendment reserved their speeches, they shall then speak.	C4	Vote on motion.
B5	The mover of the amendment shall have a right of reply.		
B6	The mover of the substantive motion shall have the final right of reply.		
B7	Vote on amendment.		
B8	A vote shall be taken on the substantive motion, as amended if appropriate, without further debate.		

## Our Vision and Priorities for Thurrock

An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future.

1. **People** – a borough where people of all ages are proud to work and play, live and stay
  - High quality, consistent and accessible public services which are right first time
  - Build on our partnerships with statutory, community, voluntary and faith groups to work together to improve health and wellbeing
  - Communities are empowered to make choices and be safer and stronger together
  
2. **Place** – a heritage-rich borough which is ambitious for its future
  - Roads, houses and public spaces that connect people and places
  - Clean environments that everyone has reason to take pride in
  - Fewer public buildings with better services
  
3. **Prosperity** – a borough which enables everyone to achieve their aspirations
  - Attractive opportunities for businesses and investors to enhance the local economy
  - Vocational and academic education, skills and job opportunities for all
  - Commercial, entrepreneurial and connected public services

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## WW2 in Memoriam

### Remembering Thurrock's Fallen : Civilian Deaths due to enemy action and Roll of Honour

Today we share names on the Roll of Honour. These are people whose home address was shown as Thurrock who lost their lives during the Second World War whilst serving with the armed forces or merchant navy.

In recognition of the adversity and bravery experienced by ordinary people in Thurrock civilian deaths are also noted here in relevant months. 101 non-combatants were killed in Thurrock between 1939 and 1945 who will also be remembered.

A special thanks to Museum volunteer Pam Purkiss for compiling the Roll of Honour information. Civilians added by Valina Bowman-Burns from Thurrock Museum.

The names have been listed in date order.

#### August 1943

HILLS Ernest T  
RICHARDSON William H  
SPENCER Maurice F  
WILLIAMSON Albert  
WARREN Gerald A  
COPPING Eric Edward  
CORRALL Gordon A  
Kenneth S  
FARR Ernest V

#### September 1943

PEAD W  
WAREHAM George A  
GAFFER Leonard  
GILHAM James H  
HERBERT Frederick  
HART Kenneth J  
HUGHES Edward G  
HOCKLEY Leslie W  
BEARD Eric  
WIDDICKS Frank

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## *Mayoral Roll of Honour*

*The Roll of Honour has been introduced to recognise and celebrate charities, businesses, individuals, and community groups that have strived to make Thurrock a greater place to live, work, learn and play.*

### *August 2023*

*Viola Grazier - Services to the local community*

*Joanne Goddard - Services to local & national civic ceremonies*

*Claire Asplin - Services for 10 years of volunteering to the local community*

*Lynn Mansfield - Services to the voluntary sector and fundraising*

### *September 2023*

*Helen Ormond - Services to the local community and voluntary sector*

*Janet Faucheux - Services to the local community of Aveley*

*Alexander Mills - Services to Benyon School*



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## Minutes of the Meeting of the Council held on 26 July 2023 at 7.00 pm

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**Present:** Councillors Susan Little (Mayor), Qaisar Abbas (Deputy Mayor), John Allen, Alex Anderson, Deborah Arnold, Paul Arnold, Gary Byrne, Adam Carter, John Cecil, Daniel Chukwu, Gary Collins, George Coxshall, Jack Duffin, Tony Fish, Robert Gledhill, Aaron Green, James Halden, Vikki Hartstean, Mark Hooper, Mark Hurrell, Andrew Jefferies, Barry Johnson, Tom Kelly, Cathy Kent, John Kent, Martin Kerin, Steve Liddiard, Ben Maney, Jacqui Maney, Cici Manwa, Fraser Massey, Valerie Morris-Cook, Sara Muldowney, Augustine Ononaji, Srikanth Panjala, Maureen Pearce, Terry Piccolo, Georgette Polley, Kairen Raper, Joycelyn Redsell, Elizabeth Rigby, Sue Sammons, Sue Shinnick, Graham Snell, Neil Speight, Luke Spillman, Lee Watson and Lynn Worrall

**Apologies:** Councillor James Thandi and Reverend Canon Darren Barlow

**In attendance:** Dr Dave Smith, Chief Executive and Managing Director  
Commissioner  
Mark Bradbury, Director of Place  
Matthew Boulter, Head of Democratic, Scrutiny and Member Services  
Claire Demmel, Interim Director Public Realm  
Jackie Hinchliffe, Director of HR, OD & Transformation  
Asmat Hussain, Director of Legal and Governance and Monitoring Officer  
Alix MacFarlane, Interim Director, Communications Advisor - Intervention and Improvement  
Steven Mair, Interim Chief Financial Officer  
Sheila Murphy, Corporate Director of Children's Services  
Kerry Thomas, Chief Executive Business Manager  
Ian Wake, Corporate Director of Adults, Housing and Health  
Karen Wheeler, Director Strategy, Engagement and Growth  
Jonathan Wilson, Interim Director Finance & S151 Officer  
Jenny Shade, Senior Democratic Services Officer

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Before the start of the Meeting, all present were advised that the meeting was being recorded, with the audio recording to be made available on the Council's website. The Mayor advised members that the new electronic voting system would be trialled this evening.

### **32. Minutes**

Councillor Speight stated he presented an update at the 28 June 2023 council meeting on the East Thurrock Community Association outside body that he represented and requested this update be added to the minutes.

Following the above amendment, minutes of Council held on the 28 June 2023 were approved as a correct record.

### **33. Items of Urgent Business**

There were no items of urgent business.

### **34. Declaration of Interests**

Councillor Kelly made a non-pecuniary interest in that he was an employee of DP World.

### **35. Announcements on behalf of the Leader of the Council**

The Leader of the Council made the following announcements:

- Changes to the Environment Act 2021 would mean all local authorities would need to introduce separate weekly food waste collections. In preparation for that he had joined Councillor Morris-Cook as chair of the Cleaner Greener and Safer Overview and Scrutiny Committee and crew members who were collecting food waste as part of the council's pilot test.
- News from Roger Hirst the Police Fire and Crime Commissioner that funding would be made available for Police to carry out additional high visibility patrols in areas experiencing issues with antisocial behaviour. One of those patrols would be around Lakeside and Chafford Hundred rail station.
- The council would not be putting ULEZ yellow signs or cameras on any land that was owned by Thurrock and called on the campaigner of ULEZ, the Labour Leader of London, to rethink his proposals, stop the introduction of ULEZ and to speak with Thurrock residents who would be the hardest hit.
- This week saw the start of "Love Parks Week" with the active parks programme bringing organised fun and games for children at different parks every Tuesday in August. He encouraged all members to visit those parks with further information available on the council's website.

### **36. Questions from Members of the Public**

The Mayor informed the chamber that two questions had been received from members of public.

Asked by	Asked to	Subject
Mr Groves	Councillor B Maney	Publication of the Local Plan.
Mr Austin	Leader	Current status of the Towns Fund.

**37. Petitions from Members of the Public and Councillors**

The Mayor informed the chamber that two notices of petition had been received this evening.

Councillor Polley presented her petition in regard to Caretaker Charges. In response, Councillor Johnson acknowledged the petition.

Mr Combe presented his petition in regard to Flower Estate's residents association requesting a consultation for a 20-mph speed limit. In response, Councillor B Maney acknowledged the petition.

**38. Petitions Update Report**

Members received a report on the status of those petitions handed in at Council meetings and Council offices.

**39. Revised Political Balance**

The report requested Council to confirm the calculations relating to the allocation of seats on committees following Councillor Sammons becoming an Independent councillor on 13 July 2023.

With 45 electronic votes for and 1 electronic abstained vote, the recommendation was approved.

**RESOLVED**

**That the political balance and allocation of seats, as set out in Appendix 1, were approved.**

**40. Appointments to Committees and Outside Bodies, Statutory and Other Panels**

The Mayor asked whether there were any changes to be made to the appointments previously made by committees and outside bodies, statutory and other panels.

The Leader made the following changes:

Due to the revised political balance, the Leader released seats for the Licensing Committee and Lower Thames Crossing Task Force. Councillor Sammons to retain both seats as an Independent councillor.

Appointed Councillors Anderson, Massey, Rigby and Snell to the Investment Advisory Panel.

Replaced Councillor Halden with Councillor Snell on the Constitution Working Group.

The Leader of the Labour group, Councillor J Kent, stated he had no changes to make.

Independent Councillors Allen, Byrne, Massey, Sammons, and Speight stated they had no changes to make.

#### 41. Questions from Members

The Mayor informed the chamber that three questions to the Leader and seven questions to cabinet members and committee chairs had been received:

Asked by	Asked to	Subject
Councillor Byrne	Leader	Stanford Le Hope Station
Councillor Byrne	Leader	Referendum vote
Councillor J Kent	Leader	Boundary Commission
Councillor Polley	Councillor B Maney	Plans for Culver Centres site
Councillor Green	Leader	Fly Tipping
Councillor J Kent	Councillor Kelly	Deferred Planning item
Councillor Polley	Councillor Coxshall	Local Events Organisers Network
Councillor J Kent	Councillor Carter	Strategy for School Improvement
Councillor Speight	Councillor B Maney	Parking in Stanford Le Hope
Councillor Speight	Leader	Current state of council administered cemeteries

In regard to the question from Councillor J Kent to Councillor Kelly, the Mayor requested that the Monitoring Officer send an email out to all members to clarify the constitutional rules on committee substitution.

The recording of the questions and responses can be found from the following link:

[Council - Wednesday 26 July 2023, 7:00pm - Thurrock Council committee meeting webcasts \(public-i.tv\)](#)

**ACTION:**

Monitoring Officer to clarify the constitutional rules on committee substitution to all members.

#### 42. Reports from Members representing the Council on Outside Bodies

Councillor Speight reported that he had attended a meeting with the East Thurrock Community Association last week and thanked Mark Bradbury for his assistance prior to the meeting and looked forward to joining Mark

Bradbury on the next visit. It was noted that Members were very appreciative in that steady progress was being made.

**43. Minutes of Committees**

The minutes of committees as set out in the agenda were received.

**44. Update on motions resolved at Council during the previous year.**

Members received an information report updating the progress in respect of motions received at Council.

**45. Motion submitted by Councillor J Kent**

The Motion, as printed in the agenda was proposed by Councillor J Kent and seconded by Councillor Kerin. The Motion read as follows:

*Council resolves to write to the Secretary of State for Levelling Up, Housing and Communities calling for an independent inquiry into the financial collapse of Thurrock Council - along with similar collapses in Woking, Croydon, Slough and Northamptonshire. The inquiry should look at, amongst other things - the impact of austerity on council budgets, the impact of scrapping of independent oversight bodies such as the Audit Commission, the impact of government encouragement of councils to pursue a commercialisation agenda, the role of councils' external auditors, the role of council Monitoring Officers, Section 151 Officers and Chief Executives, and the apparent absence of central government oversight of local government.*

Councillor J Kent presented the motion by thanking the inspection team for the work undertaken and the evidence and recommendations presented. The motion called on a full inquiry that would explore in detail the issues that led to the financial collapse of Thurrock council and other local authorities. The inquiry would need to factor the impact in the reduction of central Government grants to councils. With questions being repeatedly asked as to why external auditors had not picked up on the risks that were being undertaken, did not pick up the gaps in insurance or the lack of proper governance around decision making. These issues were not limited to Thurrock, therefore a proper look needed to be undertaken across authorities. The Best Value Inspection had recommended the Secretary of State commissioned a review of external auditors for local authorities and for the roles of three statutory officers to be strengthened. To also look at how central Government had played its part in this catastrophe. A full Government led inquiry into the circumstances would identify the causes and reduce the risk of this happening somewhere else.

An amendment to this motion had been received from the Leader and seconded by Councillor D Arnold and read as follows:

*Council welcomes the Secretary of State for Levelling Up, Housing and Communities investigation into the financial collapse of Thurrock Council -*

*along with similar collapses in Woking, Croydon, Slough and Northamptonshire. The inquiry should look at, amongst other things - the impact of austerity on council budgets, the impact of scrapping of independent oversight bodies such as the Audit Commission, the impact of government encouragement of councils to pursue a commercialisation agenda, the role of councils' external auditors, the role of council Monitoring Officers, Section 151 Officers and Chief Executives, and the apparent absence of central government oversight of local government.*

The leader presented the amended motion by stating the Government were already investigating what actually happened in the councils that were mentioned by Councillor J Kent, the Best Value Inspection had provided answers and Government had accepted those recommendations. The way local Government was funded and ran was also being looked into by the Government.

The following points were made:

- The substantive motion was more specific as the inquiry would identify what happened and who was accountable.
- Some members were in favour of the independent inquiry.
- There should not be a demand for something that was already in place.
- Thurrock council needed to lead from the front, learn from this and potentially help other councils.
- Questioned where the evidence of the inquiry was and whether the inquiry had actually happened.
- The Motion needed to ask Government to do something by asking the Secretary of State to launch an independent inquiry into austerity, the scrapping of independent oversight, the commercialisation agenda, external auditors, the role of CEOs and senior officers and central Government oversight.
- By tackling each area of the independent inquiry could lead and plot the way forward for local authorities in the UK.
- The process was already ongoing and could be seen from committee work programmes, the work of the commissioners and the deep dives that were being undertaken and being reported back to the Secretary of State.

The Mayor called a vote on the amended motion to which Councillor J Kent requested a requisition vote.

For: Councillors Abbas, Anderson, D Arnold, P Arnold, Carter, Collins, Coxshall, Duffin, Gledhill, Halden, Jefferies, Johnson, Kelly, Little, B Maney, J Maney, Ononaji, Pearce, Piccolo, Polley, Redsell, Rigby, Snell, Spillman (24)

Against: Councillors Allen, Byrne, Cecil, Chukwu, Fish, Green, Hartstean, Hooper, Hurrell, C Kent, J Kent, Kerin, Liddiard, Manwa, Massey, Morris Cook, Muldowney, Panjala, Raper, Sammons, Shinnick, Speight, Watson and Worrall (24)

Abstain: (0)

With the vote being tied, the Mayor exercised her second and casting vote and announced the amended Motion carried with 25 votes for and 24 votes against.

The Mayor called a vote on the substantive motion, with 24 votes in favour and 24 votes against. The Mayor exercised her second and casting vote and announced the substantive motion carried with 25 votes for and 24 votes against.

#### **46. Motion submitted by Councillor Watson**

The Motion, as printed in the agenda was proposed by Councillor Watson and seconded by Councillor Muldowney. The Motion read as follows:

*Thurrock Council notes with concern the news that the Department for Transport and the 13 train operating companies it manages have announced plans to close almost all staffed ticket offices in England, totalling nearly 1000, following changes to the Government's guidance relating to ticket office opening hours and operation. Statutory Consultations began on 5th July and will close on 26th July. Thurrock Council believes that ticket offices provide a vital service to residents using the stations at Stanford le Hope, Ockendon, Purfleet, Tilbury and East Tilbury and support passenger safety, security and accessibility. Having a central place in the station for people requiring advice and assistance provides certainty and confidence for customers who may struggle to otherwise locate station staff and also acts as a point of safety for passengers. At many stations, access to facilities such as toilets and waiting rooms is reliant on ticket office staff. Thurrock Council is concerned the closure of ticket offices will disproportionately affect disabled, deaf and older residents in Thurrock – as well as those with poor literacy and IT skills or on lower incomes. Council also notes the possible implications for current station staff and believes that the closure of ticket offices could lead to a de-staffing of rail stations.*

*Council therefore resolves to:*

- Instruct the Managing Director/Chief Executive to write to the Secretary of State for Transport, expressing Thurrock Council's opposition to the possible closure of staffed rail ticket offices – and in particular the tickets offices at Ockendon, East Tilbury, Tilbury, Stanford Le Hope and Purfleet on Thames.*
- Instruct the Managing Director/Chief Executive to write to C2C expressing the Council's opposition to any plans to close the staffed ticket offices at those stations.*

Councillor Watson presented the motion by stating those services were vital to Thurrock residents, especially those that were vulnerable. Councillor Watson urging all to complete the consultation which had been extended to September.

An amendment to this motion had been received from Councillor B Maney and seconded by Councillor Halden and read as follows:

*Thurrock Council notes the news that the Department for Transport and the 13 train operating companies it manages have announced plans to close almost all staffed ticket offices in England, totalling nearly 1000, following changes to the Government's guidance relating to ticket office opening hours and operation. Thurrock Council believes that ticket offices can provide an important service to some residents using the stations at Stanford le Hope, Ockendon, Purfleet, Tilbury and East Tilbury and support passenger safety, security and accessibility. Having staff who can offer advice and assistance provides certainty and confidence for some customers. At many stations, access to facilities such as toilets and waiting rooms is reliant on the presence of staff. Thurrock Council should therefore seek assurances that the closure of ticket offices will not disproportionately affect vulnerable residents including the disabled, deaf or older people, as well as those with poor literacy and IT skills or on lower incomes. Members also note the falling numbers of passengers who purchase tickets from staffed ticket offices. We further note that the plans announced include moving staff out of ticket offices and onto platforms and public areas in order to provide enhanced 'customer help' roles. This chamber:*

- *Requests that the leader of the council write to the Secretary of State for Transport and c2c in order to seek assurances over the impact of possible closures of staffed rail ticket offices and in particular the offices at Ockendon, East Tilbury, Tilbury, Stanford Le Hope and Purfleet.*
- *Requests that the Planning, Transport and Regeneration Overview and Scrutiny Committee consider this matter at the soonest opportunity and assess the potential impact of staffed ticket office closures in Thurrock, making such representations to the Department for Transport and c2c as it deems necessary.*

Councillor B Maney presented the amended motion by stating Chafford Hundred should have been included in the list of stations. It was understandable that the announcement could be seen as controversial, such a move would result in a fundamental change for passengers, especially the elderly and vulnerable and they would need reassurances. It was right that members challenged C2C to ensure all the needs of residents were met and none were excluded. Councillor B Maney stated it was right to await the outcome of the consultation which had been extended to September and at the same time holding those behind the plans to account. The way rail tickets were purchased had changed dramatically with more people buying tickets on-line. It was noted that a number of Thurrock stations already ran a reduced facility with ticket offices closing early and stations being unmanned. Councillor B Maney recommended this item be brought to the Planning Transport and Regeneration Overview and Scrutiny Committee to be scrutinized and to invite C2C to present the proposed changes.



The following points were made:

- Member noted as a wheelchair user he had no confidence in using rail services.
- Members acknowledged the concern of disabled passengers, including visually impaired, blind and cane users.
- The council had to make a stand and protect those most vulnerable.
- Acknowledged a report, cross party, should be taken to the Planning Transport and Regeneration Overview and Scrutiny Committee to understand the basic demand within Thurrock and for a forensic study to be undertaken.
- There needed to be an acknowledgement that staff at ticket offices do so much more on site to help customers.
- Noted that SS17 residents had no station.
- Consideration needed for those residents that did not use digital.
- Members were here to support residents and not politically.
- This was a short-sighted move; ticket office staff were there also to help travellers with ticket preferences.
- Residents would be reassured having a ticket office open.
- Following the consultation, further discussions and forums could take place.

With the vote being tied, the Mayor exercised her second and casting vote and announced the amended Motion carried with 25 votes for and 24 votes against.

The Mayor called a vote on the substantive motion, with 24 votes in favour and 24 votes against. The Mayor exercised her second and casting vote and announced the substantive motion carried with 25 votes for and 24 votes against.

#### **47. Motion submitted by Councillor Speight**

*At 9.50pm, Councillor J Kent raised a standing order to allow the meeting to continue for a further 30 minutes. All members agreed.*

The Motion, as printed in the agenda was proposed by Councillor Speight and seconded by Councillor Massey. The Motion read as follows:

*This chamber has previously welcomed creation of the Thames Freeport and the benefits it may bring. Freeport comes with a commitment to improve quality of life and opportunities for Thurrock residents and a budget to back up its intentions. A project that would help quality of life of residents in Stanford-le-Hope would be the creation of a relief road to mediate impact of Stanhope Industrial Estate. A route was envisioned by Thurrock Thames Gateway DC. It was not taken forward in 2011's Thurrock Core Strategy created when council took back planning. Nor is it in the emerging Local Plan process. I have established senior figures at Freeport including chair, Ruth Kelly, and DP World representatives have tacit support for the relief road if possible, subject*

*to the council's view. It is a complex issue, not least because it's in Green Belt. Freeport, and DPW would be reticent to commit without TBC support in principle. This road is the only way to solve all the problems.*

*Would members of this council join me in calling on the appropriate and requisite TBC to revisit the possibility of the relief road linking up with the Manorway and produce a timely outline project plan.*

Councillor Speight presented the motion by stating the relief road would change Stanford Le Hope massively, this was a serious matter and required the engagement of Thurrock Council. The plan would fundamentally change the Manorway, London Road, Wharf Road and Corringham Road.

An amendment to this motion had been received from Councillor Piccolo and seconded by Councillor Anderson and read as follows:

*The chamber welcomes the fact that much work has been done in recent years regarding a relief road to mediate impact of Stanhope Industrial Estate, from lobbying the freeport process and work between councillors and cabinet members on the local plan. This chamber has previously welcomed creation of the Thames Freeport and the benefits it may bring. Freeport comes with a commitment to improve quality of life and opportunities for Thurrock residents and a budget to back up its intentions. A project that would help quality of life of residents in Stanford-le-Hope would be the creation of a relief road to mediate impact of Stanhope Industrial Estate. A route was envisioned by Thurrock Thames Gateway DC. It was not taken forward in 2011's Thurrock Core Strategy created when council took back planning. Council has already put views to Ruth Kelly, and DP World representatives and others. It is a complex issue. This road is the only way to solve all the problems. Would members of this council join me in calling on the appropriate and requisite TBC to continue to support the possibility of the relief road linking up with the Manorway and produce a timely outline project plan.*

Councillor Piccolo presented the amended motion by stating the importance of the relief road to residents of Stanford Le Hope and asked for all members to support the amendment.

Councillor J Kent stated that Thurrock Thames Gateway Development Corporation needed to revisit plans and requested that old paperwork of the Development Corporation on the Manorway relief road be found and supplied to all members.

Councillor Speight agreed to withdraw his motion and recommended members to vote in favour of the amended motion.

The Mayor called a vote on the amended Motion, to which members voted unanimously in favour; the Mayor announced the amended motion, now the substantive motion was carried.

The recording of this meeting can be found from the following link:

[Council - Wednesday 26 July 2023, 7:00pm - Thurrock Council committee meeting webcasts \(public-i.tv\)](#)

**The meeting finished at 10.10 pm**

Approved as a true and correct record.

**CHAIR**

**DATE**

**Any queries regarding these Minutes, please contact  
Democratic Services at [Direct.Democracy@thurrock.gov.uk](mailto:Direct.Democracy@thurrock.gov.uk)**

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## QUESTIONS FROM MEMBERS OF THE PUBLIC

10 questions received from members of the public.

**1. From Mr Atkins to Councillor Carter**

Can the Portfolio Holder tell me does the council recognise the United Nations convention on the rights of the child?

**2. From Mr Nixon to Councillor B Maney**

Will the Planning Portfolio Holder commit to supporting smaller locally led applications going forwards as these create work for local people and bearing in mind how low the Housing Completion numbers are, ensure that any locally led application which seeks to build new homes or flats irrespective of numbers involved is called to committee to be debated fairly by Councillors?

**3. From Mr Perrin to the Leader**

Can you tell me where the provision of cutting, maintenance and protection of grass verges and green spaces stands in the “pecking order” of Council provided services, particularly regarding grass verges and green spaces located on Council Housing estates?

**4. From Ms Ramdenee to Councillor B Maney**

Could the Cabinet Members please explain how they considered each point of their Older Persons Charter when making the decision to withdraw the 374 and 11 bus services, making it extremely difficult for elderly residents in these rural locations to maintain their independence and dignity.

**5. From Ms Hadley to Councillor B Maney**

Saving the 374 bus service, why are elderly residents in East Tilbury being discriminated against. Every other elderly resident in Thurrock has access to free travel apart from those in East Tilbury, West Tilbury, Linford and Horndon?

**6. From Ms Cuzner to Councillor B Maney**

How are students supposed to get to and from Palmers with no footpaths along the lanes. This would mean either extra expenses on train and bus fares to get there or reduced hours for parents who work to accommodate. What if those parents do not drive?

**7. From Ms Gunn to Councillor B Maney**

Save our Bus Service - Why didn't you approach other bus companies when the proposed figure from NIBS seemed too expensive for you to consider?

**8. From Ms Franklin to Councillor B Maney**

How does Thurrock Council foresee those who had been reliant on the bus service, for whatever reason, being able to reach the medical hubs to receive their COVID jabs?

**9. From Ms Hattle to Councillor B Maney**

Now that the Council have axed the subsidy for the 374, 11 and 265 buses, where will that money be spent?

**10. From Mr Hattle to Councillor B Maney**

In regard to the necessary bus services (374, 11, and 275 routes) can the Portfolio Holder inform the chamber what actions will the council take to meet the pledge made by the leader stating that the council would take appropriate action to recover the council's financial position while ensuring that we protect vulnerable residents and essential services?

## Petitions Update Report

Petition No.	Description	Presented (date)	Presented (at)	Submitted (by)	Status
577	Petition signed by tenants and lease holders because we strongly disagree with ay rise in caretaking, especially the amount this year. First and foremost they are not caretakers as such, but just cleaners. We are asking for a meeting with whom it may concern to express our views.	July 2023	Council	Cllr Polley	Officers met with residents and Councillor Polley on 1 August 2023 on-site at Cam Green to discuss the caretaking service. The meeting inspected the estate and viewed the caretaking and wider estate service standards. The meeting identified a number of areas which required further attention. A subsequent inspection highlighted that whilst most of the caretaking / cleaning elements had improved further work was required to improve the grounds maintenance which the Strategic Lead for the service has confirmed will be completed by 15 September. The same group has been invited to meet again with the Housing Service to evaluate the work that has been undertaken since the first meeting. The service has written to the contact for the petition and Councillor Polley to explain how the caretaking service charge has been set in 2023/24 and to highlight what the charge covers. A number of Cam Green residents have expressed an interest in meeting more regularly and as a result the Housing Resident Engagement Team will be taking this forward.
578	Petition for a 20mph limited in South Ockendon, in West Road, Tamarisk Road and the roads of the Flowers Estate.	July 2023	Council	Resident	To follow.

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<b>27 September 2023</b>	<b>ITEM: 10</b>
<b>Council</b>	
<b>Revised Annual Pay Policy Statement 2023/24</b>	
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> N/A
<b>Report of:</b> Councillor Graham Snell – Portfolio Holder for Finance	
<b>Accountable Assistant Director:</b> n/a	
<b>Accountable Director:</b> Jackie Hinchliffe – Director of HR, OD & Transformation	
<b>This report is</b> Public	

## Executive Summary

The Localism Act 2011 requires the Council to publish an annual Pay Policy Statement, which must be approved by Council by 31<sup>st</sup> March each year. The Council’s Pay Policy Statement for 2023/24 was approved by Council on 1 March 2023, it applied a 4% pay increase for grades A – I. The report specified that senior manager pay would be reviewed and a further report submitted to Council.

Pay for senior managers is governed by the ‘Pay Strategy and Pay Policy’ for senior managers which was implemented in 2010, an annual review is conducted each year to determine pay awards.

The independent assessment recommended a 4% increase in the pay clusters for senior management pay.

General Services Committee (GSC) considered a report on 27<sup>th</sup> June 2023 setting out arrangements and options for senior pay, following advice from Counsel a further report was presented to the Committee on 24<sup>th</sup> August 2023.

GSC agreed to recommend the revised Pay Policy Statement (Appendix 1), incorporating the 4% award for senior managers, to Council.

In addition, as part of the wider Pay Review agreed by Council, GSC instructed the Chief Executive to bring back a review of pay and arrangements for determining on-going annual pay awards for Senior Managers.

## Commissioner Commentary

*The Council’s Section 151 Officer has issued a s114 notice which places restrictions on what the Council can spend to ensure that the Council will be able to balance its budget in the future. However, the Council is permitted to continue spending on*

*existing staff payroll and pension costs, and on existing legal agreements and contracts.*

*The Council has a Pay Strategy and Pay Policy that requires an annual review of salaries for senior managers to be undertaken and the result of the review applied to the pay structure from 1 April each year. The revised pay structures are approved as part of the Council's Pay Policy each year. The purpose of the review is to ensure senior manager pay at Thurrock remains competitive. The review to determine 2023/24 salaries is particularly challenging taking place during a period of high levels of inflation and employers competing for talent in a tight labour market alongside the implications of the s114 notice.*

*The Council will review the approach to senior manager pay to ensure the design of senior corporate leadership roles and the attributes required to undertake them, as well as their remuneration, is delivered alongside the design and implementation of the future operating model.*

## **1. Recommendations**

**1.1 The Revised Annual Pay Policy Statement 2023/24 is approved in line with the Council's obligations under the Localism Act 2011.**

## **2. Introduction and Background**

2.1 The Localism Act 2011 requires the Council to publish an annual Pay Policy Statement. This must be approved by Council by 31<sup>st</sup> March each year. Like many other local authorities, Thurrock's statement includes a pay policy for all categories of employees which reflects existing employment terms and conditions.

2.2 The 2023/24 Pay Policy Statement, agreed at Full Council on 1 March 2023, did not include the annual pay award for Senior Managers. Further information and analysis of options was required before the award could be determined.

2.3 This report seeks approval of the Council's Revised Annual Pay Policy Statement for 2023/24; in particular, the elements of this statement which vary from, or are in addition to, those contained in the earlier pay policy.

## **3. Issues, Options and Analysis of Options**

3.1 The policy governing Senior Manager pay arrangements has been in place since 2010. An independent assessment is conducted each year to determine the recommended pay increase.

3.2 The attached revised Pay Policy Statement for 2023/24 (Appendix 1) incorporates the recommended 4% increase for Senior Managers. GSC recommend the policy to Council for approval.

#### **4. Review of Senior Pay**

- 4.1 GSC agreed the scope and timescale of a Pay and Reward Review at the meeting on 27<sup>th</sup> June 2023, this review includes pay for Senior Managers. To ensure Senior Manager Pay Policy, including arrangements for determining annual pay awards, is prioritised, GSC have instructed the Chief Executive to put in place the required resources to conduct a full review for inclusion in the 2024/25 Pay Policy.
- 4.2 GSC will receive a report in September 2023 to agree the design principles, scope, and timetable for the review.

#### **5. Reasons for Recommendation**

- 5.1 To ensure the Council approves a Pay Policy Statement for 2023/24 that is in accordance with existing policy and contractual requirements.

#### **6. Consultation (including Overview and Scrutiny, if applicable)**

- 6.1 The recommendation has been considered and approved by General Services Committee.

#### **7. Impact on corporate policies, priorities, performance and community impact**

- 7.1 The Pay Policy Statement sets out the pay arrangements for all employees covered by the Thurrock Collective Agreement and the Senior Pay Policy.

#### **8. Implications**

##### **8.1 Financial**

Implications verified by: **Jonathon Wilson**  
**Interim Director of Finance**

The cost of implementing the 4% pay award for senior managers is £136,000. There is sufficient growth built into the Medium-Term Financial Strategy to cover the costs.

##### **8.2 Legal**

Implications verified by: **Asmat Hussain**  
**Interim Director of Legal and Governance**

Sections 38 to 43 of the Localism Act 2011 require Councils to prepare a Pay Policy Statement for each financial year and the Secretary of State, pursuant to section 40, has issued both the original Pay Accountability Guidance in February 2012 and a supplementary guidance in February 2013. The Annual Pay Policy Statement for 2023/24 was agreed at Council on 1 March 2023.

The Localism Act s.39 (4) allows the Council to amend its pay policy statement (including after the beginning of the financial year to which it relates).

This report focuses specifically on the recommendation for senior managers' pay. External Counsel legal advice has been provided in this regard which sets out that the Council has an obligation to conduct an annual review of senior managers' pay as detailed within the terms and conditions of the employment contract. A failure to apply any increase identified following the annual review would amount to a breach of contract.

The Council's Chief Finance Officer has issued a s114 notice which places restrictions on what the Council can spend to ensure that the Council will be able to balance its budget in the future. However, the Council is permitted to continue spending on existing staff payroll and pension costs, and on existing legal agreements and contracts.

### 8.3 Diversity and Equality

Implications verified by: **Becky Lee**  
**Team Manager, Community Development**

The recommendation set out within this report has been independently assessed based on agreed factors within the 'Pay Strategy and Pay Policy' for senior managers. This includes the fulfilment of responsibilities set out in the Equality Act 2010 and the Public Sector Equality Duty.

All information regarding Community Equality Impact Assessments can be found here: <https://intranet.thurrock.gov.uk/services/diversity-and-equality/ceia/>

### 8.4 Other implications (where significant) – i.e., Staff, Health Inequalities, Sustainability, Crime and Disorder, and Impact on Looked After Children

NA

### 9. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- Council Report 1 March 2023 – Annual Pay Policy Statement 2023/24
- GSC Report 27 June 2023 – Pay Policy 2023/24 – Senior Manager Pay
- GSC Report 24 August 2023 – Pay Policy 2023/24 – Senior Manager Pay

### 10. Appendices to the report

Appendix 1 – Revised Pay Policy Statement 2023/24

**Report Author:** Andrew Brown, Strategic Lead Pay and Operations

**THURROCK COUNCIL**  
**PAY POLICY STATEMENT 2023/24**  
**Revised September 2023**

Draft

## VERSION CONTROL SHEET

<i>Title:</i>	<b>Pay Policy Statement 2023/24</b>
<i>Purpose:</i>	<b>To advise on the Council's pay policy including requirements under Section 38 of the Localism Act 2011.</b>
<i>Owner:</i>	<b>Human Resources &amp; Organisational Development</b>
<i>Approved by</i>	<b>Council</b>
<i>Date:</i>	<b>September 2023</b>
<i>Version:</i>	<b>0.1.2</b>
<i>Review frequency:</i>	<b>Annually – in accordance with Section 38 of the Localism Act 2011</b>
<i>Next review date:</i>	<b>October 2023</b>

# **Thurrock Council Pay Policy Statement 2023/24**

- 1. Introduction**
- 2. Scope**
- 3. Determination of pay grades and salary levels**
- 4. Pay progression**
- 5. Cost of living pay increases**
- 6. Lowest paid employees / UK living wage**
- 7. Apprentices**
- 8. Pay multiple**
- 9. Acting up payments**
- 10. Other payments**
- 11. Contractors or consultants**
- 12. Appointment of senior officers**
- 13. Payment on termination, and re-engagement of officers**
- 14. Mandatory Gender Pay Reporting**
- 15. Transparency Code**
- 16. Publication of information**

**Appendix 1 Pay Scales 2023/24**

**Appendix 2 National Minimum and Living Wage Rates 2023/24**

**Appendix 3 Senior Manager Pay Scales 2023/24**

## **1. Introduction**

- 1.1 This Statement complies with Section 38 of the Localism Act 2011, which requires local authorities to produce a pay policy statement for each financial year in order to improve transparency and accountability within Local Government.
- 1.2 It may be adapted and/or updated by agreement at a full Council meeting.
- 1.3 Thurrock Council reserves the right to review, revise, amend or replace the content of this Statement from time to time to reflect service delivery needs and to comply with new legislation.

## **2. Scope**

- 2.1 This Statement is applicable to both Council and school-based employees covered by the Council's Collective Agreement, and to senior officers. Youth workers, those on Soulbury contracts of employment and employees covered by TUPE are also included but their pay is determined by separate processes. This Statement does not apply to teachers, who are employed under separate terms and conditions.
- 2.2 For the purposes of this Statement, Thurrock's senior officers are the chief executive, corporate directors, directors and assistant directors.

## **3. Determination of pay grades and salary levels**

### **Senior officers**

- 3.1 The chief executive's and other senior officers' remuneration was determined in 2009. It was based on the median pay point of a market salary and reflected remuneration levels for comparable jobs in unitary authorities and London boroughs.
- 3.2 The 11 senior pay bands are shown in Appendix 1. Assistant directors are paid on the AD bands, ranging from points 1 to 15; directors and corporate directors are placed on a DIR pay band points 16 to 30 while the chief executive is on the CEX pay band: points 31 to 33.
- 3.3 Since 2010 annual, independent pay reviews have been conducted to reassess the salary levels that these pay bands should attract. These assessments take account of:



- (a) **The type and size of Thurrock Council:** Thurrock is a medium sized, unitary council with a significant degree of complexity due to its location, its changing demographics, its regeneration agenda and its complex external relations.
- (b) **The geographical location of Thurrock Council:** Located on the eastern boundaries of London and within easy commuting distance of London, the Council is competing in the same labour market as many London boroughs as well as Essex County Council and other unitary local authorities.
- (c) **The market for senior posts in Local Government:** In recent years many posts have become more demanding as a result of changes in legislation and public demand. This has led to a position whereby significant differences now exist regarding the remuneration attached to certain posts.
- (d) **Affordability:** Producing an affordable pay structure for senior managers is a principal aim of this policy.
- (e) **Transparency and clarity:** Thurrock Council is committed to establishing a pay structure which is clear, rational and able to withstand challenge.

#### **Employees who are not senior officers**

- 3.4 Employees other than senior officers are subject to the pay levels set out in the Council's Human Resources Framework Collective Bargaining Agreement which contains a single 'Thurrock Living Wage' grade for the lowest paid employees (excluding apprentices), plus 9 pay grades. Posts have been allocated to a pay band through a process of job evaluation, using the GLPC job evaluation scheme.
- 3.5 All new or revised posts must be evaluated. This is done by trained evaluators in-house, as is common in other local authorities, using the GLPC job evaluation scheme. The results of any such evaluation are subject to moderation by the Council's Trade Union Board, which comprises of officers and trade union representatives.
- 3.6 As agreed with General Services Committee in October 2018, the pay structure has bands of 6 points, meaning staff can progress through in 5 years, in line with the Equalities and Human Rights Commission guidance on having no more than 5 increments (6 points within each Band). The pay structure in Appendix 1 reflects the final year of this transition.

## **4. Pay Progression**

### **Senior officers**

- 4.1 Senior officer pay bands contain three pay levels:
- i. A lower point – for a post-holder with sufficient competence or experience but with some development needs. This is expected to apply to some appointments at the time of recruitment.
  - ii. A median point – for a fully competent and appropriately experienced/qualified post-holder. This is expected to apply to most appointments.
  - iii. An upper point – for an exceptional post-holder. The difference between the median point and upper point will only be paid as an additional non-consolidated payment for ‘exceptional’ performance. Few post-holders will be rewarded at this level, which is based on the 75<sup>th</sup> percentile of the market data.
- 4.2 The award of an annual increase to points (ii) or (iii) above is subject to satisfactory job performance.

### **Employees who are not senior officers**

- 4.3 New starters are paid in accordance with Section 15.5 of the council’s recruitment policy which states; ‘normally the pay point will be the minimum point of the band. Exceptions to this rule may be considered where the minimum point is below the candidate’s current salary.’
- 4.4 Employees will receive an increase of one incremental point each year, effective from 1<sup>st</sup> April, providing they (i) have performed their role entirely satisfactorily; (ii) have 6 months’ service before 1<sup>st</sup> April; (iii) are not already at the top point of their pay band. Performance objectives will be linked to service delivery plans and priorities.
- 4.5 Employees who are protected under TUPE arrangements will be paid according to their contract of employment.

## **5. Cost of living pay increases**

### **Senior Officers**

- 5.1 The annual independent market assessment conducted in December 2022 recommended a 4% pay increase for senior officers in 2023/24. This was reviewed and endorsed by General Services Committee.
- 5.2 General Services Committee also agreed a review of senior officer pay, including arrangements for annual pay awards.

## **Employees who are not senior officers**

5.3 Under the Human Resources Framework Collective Bargaining Agreement 2019, the Council agreed to remove the historical link to National Joint Council for Local Government (NJC) pay increases and for the pay increases to be determined via “a locally agreed decision with reference to the National Negotiating committee (NJC) recommendations, an independent pay review (commissioned annually by the Council), budget availability and the UK Living Wage”. This applies to all employees covered by Thurrock bands A to I.

5.4 The annual independent assessment conducted in December 2022 recommended a pay increase of 4% for bands A to I for 2023/24.

## **6. Lowest paid employees**

6.1 For the purposes of this Statement, employees on the lowest grade of the Council’s pay structure are classed as the lowest paid employees. The only employees paid at a lower rate than the Thurrock Living Wage are apprentices (see paragraph 7).

6.2 The Thurrock Living Wage pay point and scale point one are the Council’s minimum pay point with hourly pay set to £10.92 from the 1<sup>st</sup> April 2023.

## **7. Apprentices**

7.1 The starting pay for Council apprentices is the national minimum wage or national living wage according to their age at the point of recruitment. The lowest pay rate for apprentices aged 16 - 17 years old will be £5.28 from 1 April 2023. The full range of NLW rates for 2023/24 are set out at Appendix 2.

## **8. Pay Multiple**

8.1 Calculations were made using 2023/24 pay scales which show the pay ratios between the chief executive’s salary and the average salary of the workforce on grades A-I are as follows:

Chief Executive: mean salary of the workforce = 1:5.2

Chief Executive: median salary of the workforce = 1:6.4

8.2 These ratios were calculated from the median chief executive salary level of £193,500; the mean salary of all staff other than the chief

executive of £37,576 and the median salary of all staff other than the chief executive of £30,444.

## **9. Acting up payments**

- 9.1 For acting up or additional duties arrangements, an individual will be paid at the lowest point of the band being acted into, or one pay point higher than their substantive pay point if pay bands overlap.
- 9.2 Management do however have the discretion to award an acting up or additional duties allowance up to a maximum of 3 additional points from the employee's substantive pay point. The rationale for payment is subject to approval by the Councils Trade Union Board and evidence should be clearly documented on the employee's personal file.
- 9.3 Secondments are subject to the same pay allowances as stated above, however managers can make secondment arrangements according to the needs of their service are these are not subject to approval. Further details can be found in the Secondment policy.

## **10. Other payments**

- 10.1 The Council has an employee relocation package, available to all new employees, subject to eligibility criteria.
- 10.2 The Council does not operate a bonus scheme for any employees, nor does it offer any other informal benefits to its senior officers
- 10.3 On occasions, for posts below senior officer level, temporary market supplements may be paid where difficult market conditions lead to recruitment and retention problems. Such supplements must be agreed by the Council's Trade Union Board.

## **11. Contractors and consultants**

- 11.1 Should the Council engage the services of an individual at senior officer level under a contract for services (i.e. not on the Council's payroll), the level of remuneration paid to the contractor, consultant or agency employing them will not exceed the equivalent salary points outlined in Appendix 3.
- 11.2 In exceptional circumstances, and with the express approval of the Chief Executive, a contractor or consultant at senior officer level may be engaged at a pay rate outside of the equivalent salary point in Appendix 3.

## **12. Appointment of senior officers**

- 12.1 The appointment of senior officers will be conducted in accordance with the Employment Procedure Rules as defined by the Council's Constitution.
- 12.2 The appointment of individuals, including those receiving salaries in excess of £100k, is in accordance with the pay structure and the principles outlined in this policy.

## **13. Payment on termination, and re-engagement of officers**

- 13.1 In the event of redundancy or the early retirement of any employee, the Council will pay its standard severance payments within the discretions of the Local Government Pension Regulations.
- 13.2 In exceptional circumstances and where it represents best value for the Council, additional payments may be made to comply with the terms of a settlement agreement. These will be subject to the delegated powers and processes outlined in the Council's Constitution.
- 13.3 The Council will not normally re-engage, either in a contract of employment or a contract for services, any officer who has previously been paid a discretionary payment (via a settlement agreement or retirement package) on leaving the Council's employment. Only in exceptional circumstances, and with the agreement of the Chief Executive and the General Services Committee, will such an arrangement be sanctioned.

## **14. Mandatory Gender Pay Reporting**

- 14.1 As of April 2017, all organisations with more than 250 employees must produce data on the gender pay gaps of their employees. The deadline for the Council to report this date is 30 March each year.

## **15. Transparency code**

- 15.1 In accordance with Government guidelines<sup>1</sup>, the council publishes details of senior managers' pay on its website.<sup>2</sup>

## **16. Publication of information**

- 16.1 This Statement will be published on the Council's website. Any in-year changes to this Statement will be published in the same way following Council approval.

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<sup>1</sup> 'Local Government Transparency Code 2014' published by DCLG: [Transparency Code](#)

<sup>2</sup> <https://www.thurrock.gov.uk/what-we-publish/local-government-transparency-code>

## Appendix 1: Pay Scales 2023/2024

Grade	Pay Point	2023/24 rate per hour		2023/24 salary
I	54		£42.65	£82,275
	53		£41.43	£79,935
	52		£40.25	£77,661
	51		£39.10	£75,441
	50		£37.99	£73,287
	49		£36.90	£71,193
H	48	£35.85		£69,165
	47	£34.83		£67,191
	46	£33.84		£65,286
	45	£32.88		£63,435
	44	£31.96		£61,653
	43	£31.06		£59,925
G	42		£30.20	£58,266
	41		£29.34	£56,607
	40		£28.51	£55,005
	39		£27.71	£53,463
	38		£26.95	£51,990
	37		£26.18	£50,511
F	36	£25.45		£49,095
	35	£24.75		£47,742
	34	£24.04		£46,389
	33	£23.37		£45,093
	32	£22.74		£43,863
	31	£22.10		£42,633
E	30		£21.49	£41,463
	29		£20.88	£40,293
	28		£20.31	£39,183
	27		£19.74	£38,076
	26		£19.19	£37,029
	25		£18.65	£35,982
D	24	£18.14		£35,001
	23	£17.63		£34,014
	22	£17.15		£33,090
	21	£16.67		£32,163
	20	£16.23		£31,305
	19	£15.78		£30,444
C	18		£15.36	£29,643
	17		£14.95	£28,845
	16		£14.54	£28,044
	15		£14.15	£27,303
	14		£13.77	£26,568
	13		£13.55	£26,133
B	12	£13.29		£25,641
	11	£13.03		£25,143
	10	£12.81		£24,711
	9	£12.59		£24,282
	8	£12.36		£23,850
	7	£12.14		£23,415
A	6		£11.92	£22,989
	5		£11.69	£22,554
	4		£11.47	£22,122
	3		£11.28	£21,753
	2		£11.08	£21,381
	TLW / 1		£10.92	£21,069

## Appendix 2: National Living Wage Rates 2023/24

	Age 23 and over	Age 21 to 22	Age 18 to 20	Age under 18	Apprentice Rate
Rates from April 2023	£10.42	£10.18	£7.49	£5.28	£5.28

## Appendix 3 - Senior Manager Pay Scales 2023/24

	50/50% Lower Base Pay		50/50% Median Base Pay		50/50% Higher Base Pay	
	SCP	Annual Pay £	SCP	Annual Pay £	SCP	Annual Pay £
<b>CEO</b>	<b>31</b>	176,500	<b>32</b>	193,500	<b>33</b>	206,000
<b>DIR5</b>	<b>28</b>	137,500	<b>29</b>	150,500	<b>30</b>	160,000
<b>DIR4</b>	<b>25</b>	128,000	<b>26</b>	142,500	<b>27</b>	149,000
<b>DIR3</b>	<b>22</b>	119,000	<b>23</b>	133,000	<b>24</b>	136,000
<b>DIR2</b>	<b>19</b>	106,500	<b>20</b>	117,000	<b>21</b>	122,000
<b>DIR1</b>	<b>16</b>	100,000	<b>17</b>	111,500	<b>18</b>	113,500
<b>AD5</b>	<b>13</b>	96,000	<b>14</b>	106,500	<b>15</b>	110,500
<b>AD4</b>	<b>10</b>	94,000	<b>11</b>	103,000	<b>12</b>	106,500
<b>AD3</b>	<b>7</b>	88,500	<b>8</b>	99,000	<b>9</b>	102,000
<b>AD2</b>	<b>4</b>	83,000	<b>5</b>	91,500	<b>6</b>	96,000
<b>AD 1</b>	<b>1</b>	78,500	<b>2</b>	83,000	<b>3</b>	91,000

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<b>27 September 2023</b>	<b>ITEM: 11</b>
<b>Council</b>	
<b>Progress on Thurrock Council’s Improvement and Recovery</b>	
<b>Wards and communities affected:</b> N/A	<b>Key Decision:</b> Non-Key
<b>Report of:</b> Cllr Andrew Jefferies, Leader of the Council	
<b>Accountable Assistant Director:</b> N/A	
<b>Accountable Director:</b> N/A	
<b>This report is</b> Public	

## Executive Summary

This report provides Members with a progress update on the work to date to deliver the Council’s Improvement and Recovery Plan. This is the first in what will be quarterly reports to allow Members the opportunity to receive updates, scrutinise and provide constructive challenge to the delivery of the plan and Council’s recovery overall.

Given this is the first report to Member-led committees on the Council’s progress, background information relating to the Directions, how they have changed over time and key events since the beginning of the intervention are summarised below, before providing the substantive update on challenges and recovery progress in section 3. Going forward, the intention would be to report on a quarterly basis focussing on updates since the last report to Members.

The Council continues to face significant challenges as it recovers and responds to the Directions from the Secretary of State. As failings are addressed and improvements made, the Council will have to work at considerable pace to make the required changes to re-shape the organisation and become financially sustainable. Difficult decisions will come forward in the coming months, including agreeing a new vision for how services are delivered and setting a budget for 2024/25.

Over the coming months, regular information on the Council’s improvement and recovery progress, as well as the enhanced Improvement and Recovery Plan, will be brought forward for Members to consider at Overview & Scrutiny, Cabinet and Full Council meetings.

## **Commissioner Comments**

The Commissioners' response to this report can be found at appendix A.

### **1. Recommendation(s)**

**That Full Council:**

- 1.1 Note the progress made on the Council's improvement and recovery.**
- 1.2 Agree to receive quarterly reports on progress.**
- 1.3 Note the work to develop an enhanced Improvement and Recovery Plan.**
- 1.4 Note the comments from Commissioners found at appendix A.**

### **2. Introduction and Background**

**Start of Intervention and Inspection**

Intervention

- 2.1 On 2 September 2022, the then Secretary of State for Levelling-up, Housing and Communities made directions under section 15(5) and (6) of the Local Government Act 1999 to implement an intervention package for Thurrock Council. This package was in two parts: the first is that the Council's functions over managing its financial resources, exercise of the statutory requirement to arrange for the proper administration of the Council's financial affairs, and all functions associated with the strategic financial management of the Authority would be overseen by Essex County Council (ECC), in the role of Commissioner.
- 2.2 The Directions set out the functions of the authority to be exercised by Commissioners:
  - 1. All functions associated with the financial governance and scrutiny of strategic financial decision making by the Authority;
  - 2. The requirement from section 151 of the Local Government Act 1972 to make arrangements for the proper administration of the Authority's financial affairs, and all functions associated with the strategic financial management of the Authority, to include:
    - a. providing advice and challenge to the Authority on the preparation and implementation of a detailed action plan to achieve financial sustainability and to close any short and long-term budget gaps identified by the Authority across the period of its medium-term financial strategy (MTFS), including a robust multi-year savings plan;
    - b. providing advice and challenge to the Authority in the setting of annual budgets and a robust medium term financial strategy (MTFS) for the Authority, strictly limiting future borrowing and capital spending;
    - c. scrutiny of all in-year amendments to annual budgets;
    - d. the power to amend budgets where Commissioners consider that those budgets constitute a risk to the Authority's ability to fulfil its best value duty;

- e. providing advice and challenge to the Authority on the preparation of sustainable and affordable capital, investment and treasury management strategies; a strict debt reduction plan; and a revised minimum revenue provision (MRP) policy;
  - f. providing advice and challenge to the Authority on a suitable scheme of delegations for financial decision-making;
  - g. ensuring compliance with all relevant rules and guidelines relating to the financial management of the Authority.
- 2.3 Governance structures were put in place to allow the Commissioners to have oversight of these functions and carry out these functions. A Finance Recovery Board, chaired by Nicole Wood, Executive Director of Corporate Resources at ECC, was established and began meeting fortnightly from 10 October 2022 (latterly this meeting has been held monthly). The terms of reference and minutes from this and other Commissioner-led boards can be found on the intervention section of the Thurrock Council website.
- 2.4 From the outset of the intervention, Commissioners have worked constructively with Members and Officers to ensure proactive engagement, meaning that in practice decisions continue to be taken by the Council with Commissioners powers held in reserve and used where they deem necessary.
- 2.5 These directions also required the Council to produce an Improvement and Recovery Plan within three months to set out an action plan to achieve:
- Financial sustainability, including closing short and long-term budget gaps and a robust multi-year savings programme
  - Sustainable and affordable capital, investment and treasury management strategies
  - An update minimum revenue provision (MRP) policy which is in line with relevant rules and guidelines
  - A strict debt reduction plan
  - Compliance with all rules and guidelines for financial management
  - A suitable scheme of delegation for financial decision-making
- 2.6 Combining the Directions and recommendations from peer reviews and other experts, a plan was constructed at pace focused around 5 themes:
- Financial Sustainability
  - Governance and Scrutiny
  - Strategic Direction
  - Leadership and Culture
  - Place Leadership and Growth
- 2.7 This plan was submitted to the Commissioners and the Department for Levelling-up, Housing and Communities (DLUHC) in December 2022, with reporting to Commissioners on urgent financial actions beforehand to the Finance Recovery Board.

- 2.8 To oversee the development and delivery of the Improvement and Recovery Plan, the Improvement and Recovery Board, chaired by Gavin Jones, Chief Executive of ECC, was established and has met monthly since 1 November 2022. Membership of the Board includes Commissioners, the Leader and Deputy Leader of the Council, Leader and Deputy Leader of the Opposition and Senior Leadership Team.

#### Best Value Inspection

- 2.9 The second part of the intervention package from the Secretary of State appointed Essex County Council as a Best Value Inspector, to inspect the governance, audit (internal and external), risk management, overview and scrutiny functions of the Council, and consider their impact on service delivery. This was to assess the extent of the failure to comply with the Best Value duty, beyond the management of financial resources, and to mitigate the risk to service delivery that any further failure may have.
- 2.10 Essex County Council appointed an inspection team and their work commenced on 26 September 2022. Details of the inspection process can be found in paragraphs 22 to 24 in the Best Value Inspection report.
- 2.11 The report was submitted to the Department for Levelling Up, Housing and Communities (DLUHC) on 19 March 2023 and published on their website on 15 June 2023. Full Council considered and responded to this report on 28 June 2023 and the recommendations were accepted by Members.

#### **Update Reports and Expanded Directions**

- 2.12 In December 2022, the Commissioners submitted their first update to the Secretary of State, reporting on the Council's progress against the specific Directions as well as their reflections on the culture, governance and capacity.
- 2.13 Shortly after the Commissioner's report was submitted, the Best Value Inspectors also provided an update on the progress of their inspection. The update proposed an extension to the time period set out in the appointment to allow the inspection to look into wider areas than the original scope, however the inspectors were able to make some recommendations to the Secretary of State at that point.
- 2.14 These reports were published by DLUHC on 24 January 2023 alongside the Ministerial response to them, which outlined that the Secretary of State was 'minded-to' expand the Directions in order to:
- transfer further powers to Commissioners in areas such as governance, the way the Council delivers services and the senior structure of the Council.
  - require the Council to produce an enhanced Improvement and Recovery Plan to go further into particular areas.

- appoint a Managing Director Commissioner in order to strengthen the intervention model, and to support the Authority’s capacity to deliver against its improvement plan.
- 2.15 Any interested party was able to submit representations to DLUHC on these proposed changes, and General Services Committee considered a response from the then Acting Chief Executive at its meeting on 7 February 2023.
- 2.16 After considering all representations made, the Secretary of State confirmed the expanded recommendations and appointment of Dr Dave Smith as Managing Director Commissioner on 16 March 2023 effectively replacing the original directions from 2 September 2022. Therefore, the Council’s (referred to as “Authority” within the Directions) powers to be exercised by Commissioners currently in place are:
1. All functions associated with the governance, scrutiny and transparency of strategic decision making by the Authority.
  2. All functions associated with the financial governance and scrutiny of strategic financial decision making by the Authority.
  3. The requirement from section 151 of the Local Government Act 1972 to make arrangements for the proper administration of the Authority’s financial affairs, and all functions associated with the strategic financial management of the Authority, to include:
    - a. providing advice and challenge to the Authority on the preparation and implementation of a detailed action plan to achieve financial sustainability and to close any short and long-term budget gaps identified by the Authority across the period of its medium-term financial strategy (MTFS), including a robust multi-year savings plan;
    - b. providing advice and challenge to the Authority in the setting of annual budgets and a robust medium term financial strategy (MTFS) for the Authority, strictly limiting future borrowing and capital spending;
    - c. scrutiny of all in-year amendments to annual budgets;
    - d. the power to amend budgets where Commissioners consider that those budgets constitute a risk to the Authority’s ability to fulfil its best value duty;
    - e. providing advice and challenge to the Authority on the preparation of sustainable and affordable capital, investment and treasury management strategies; a strict debt reduction plan; and a revised minimum revenue provision (MRP) policy;
    - f. providing advice and challenge to the Authority on a suitable scheme of delegations for financial decision-making; and
    - g. ensuring compliance with all relevant rules and guidelines relating to the financial management of the Authority.
  4. All functions associated with the Authority’s operating model and redesign of services to achieve value for money and financial sustainability.
  5. All functions relating to the appointment and dismissal of persons to positions the holders of which are to be designated as statutory officers, and the designation of those persons as statutory officers, to include:
    - a. the functions of designating a person as a statutory officer and removing a person from a statutory office; and
    - b. the functions under section 112 of the Local Government Act 1972 of:
      - i. appointing and determining the terms and conditions of employment of an officer of the Authority, insofar as those functions are exercised for the purpose of appointing a person as an officer of the Authority principally in order for that person to be designated as a statutory officer; and
      - ii. dismissing any person who has been designated as a statutory officer from his or her position as an officer of the Authority.

6. All functions to define the officer structure for the senior positions at the Authority, to determine the recruitment processes and then to recruit the relevant staff to those positions.
7. All functions pertaining to the development, oversight and operation of an enhanced performance management framework for officers holding senior positions.

## 2.17 The updated Directions also set out the actions to be taken by the Council:

1. Prepare and agree an Improvement and Recovery Plan to the satisfaction of the Commissioners, within 6 months, with resource allocated accordingly. This should include and draw upon the existing Improvement Plan produced in December 2022, per the Directions issued to the Authority on 2 September 2022. The plan is to set out measures to be undertaken, together with milestones and delivery targets against which to measure performance, in order to deliver rapid and sustainable improvements in governance, leadership and culture in the Authority, in the Authority's exercise of its overview and scrutiny functions and in its performance of services, thereby securing compliance with the Best Value Duty. The Improvement and Recovery Plan should include at a minimum:
  - a. An action plan to achieve financial sustainability and to close any short and long-term budget gaps identified by the Authority across the period of its medium-term financial strategy (MTFS), including a robust multi-year savings plan.
  - b. An action plan to ensure the Authority's capital, investment and treasury management strategies are sustainable and affordable.
  - c. A strict debt reduction plan, and an updated minimum revenue provision (MRP) policy in line with all relevant rules and guidelines.
  - d. An action plan to ensure the Authority is complying with all relevant rules and guidelines relating to the financial management of the Authority.
  - e. A suitable scheme of delegations for financial decision-making.
  - f. An action plan to reconfigure the Authority's services commensurate with the Authority's available financial resources.
  - g. A plan to ensure that the Authority has personnel with sufficient skills, capabilities and capacity to deliver the Improvement and Recovery Plan, within a robust officer structure.
  - h. An action plan to strengthen the Authority's governance function, to secure improvements in transparency and formal decision making. This should include measures to improve the Authority's scrutiny function, including the taking and recording of formal decisions.
  - i. Arrangements to secure the proper resourcing and functioning of the system of internal controls, including risk management and internal audit.
2. To report to the Commissioners on the delivery of the Improvement and Recovery Plan at 6 monthly intervals, or at such intervals as Commissioners may direct.
3. To undertake in the exercise of any of its functions any action that the Commissioners may reasonably require to avoid so far as practicable incidents of poor governance, poor financial governance or financial mismanagement that would, in the reasonable opinion of the Commissioners, give rise to the risk of further failures by the Authority to comply with the Best Value Duty.
4. To take steps to ensure that the role of Accountable Body to the Thames Freeport is exercised to the satisfaction of the Commissioners. This should be reflected in the Authority's Improvement and Recovery Plan.
5. To allow the Commissioners at all reasonable times, such access as appears to the Commissioners to be necessary:
  - a. to any premises of the Authority;
  - b. to any document relating to the Authority; and
  - c. to any employee or member of the Authority.
6. To provide the Commissioners, at the expense of the Authority, with such reasonable amenities and services and administrative support as the Commissioners may reasonably require from time to time to carry out their functions and responsibilities under these Directions.

7. To pay the Commissioners reasonable expenses, and such fees as the Secretary of State determines are to be paid to them.
8. To provide the Commissioners with such assistance and information, including any views of the Authority on any matter, as the Commissioners may reasonably request.
9. To co-operate with the Secretary of State for Levelling Up, Housing and Communities in relation to implementing the terms of these Directions.

2.18 A number of actions were taken in response to these expanded Directions:

- The governance structure of the Commissioner-led boards was expanded to reflect the specific focus on governance and establish a Governance Recovery Board, chaired by Dr Dave Smith, which began meeting after the pre-election period and Annual Council on a monthly basis from 13 June 2023.
- Cabinet Members were given specific responsibilities for the key areas linked to improvement and recovery:
  - Finance led by Cllr Snell
  - Governance and Transformational Change led by Cllr D Arnold
  - Directional Leadership led by the Cllr Jefferies
- Dr Dave Smith was appointed as Head of Paid Service and Chief Executive for the Council.
- Improvement and Intervention Communications Strategy approved, providing a framework for articulating the Council's improvement journey internally and externally.
- Extensive engagement and communication with staff and Members to provide them with information, support and enable their active participation in shaping the Council and driving culture change.
- Starting the development of the enhanced Improvement and Recovery Plan, including engagement with Officers and Members.
- Change Team established on an interim basis with a Director lead and secondments from services key to delivering change.

2.19 The enhanced Improvement and Recovery Plan will be brought to Members for discussion and agreement in due course and following Member engagement in its development.

### **3. Challenges and Recovery Progress to date**

While progress has been made since the beginning of the intervention the Council will face challenges and difficult decisions, particularly in the coming months:

- Maintaining and where necessary enhancing the scale and pace of change – as well as securing the capacity, capability and appropriate external support to deliver.
- Decisions on how services are provided, linked to a different vision for role the Council has in the community.
- Decisions related to setting a budget for 2024/25, including savings and impact on service levels.
- Embedding a leaner and re-focussed Senior Leadership Team.

- Making significant progress to improve the Council’s control environment of audit, risk management etc.
- Continuing the take steps to improve relationships and engagement between Officers and Members.

### **Financial Sustainability Theme**

#### 3.1 Achievements to date:

- Updated and compliant Capital Strategy, including the Treasury Management Strategy and MRP statement, agreed by Members at Full Council on 1 March 2023.
- Expenditure controls put in place following the issuance of the s114 notice in December 2022, as considered at Full Council in January 2023.
- Updated Fees and Charges Strategy (June 2023)
- Decisions on Toucan, PWE, Just Loans Group / Just Cash Flow, Shard taken as part of a Divestment Strategy to reduce associated debt.
- Strategic Investment Advisory Panel established by Cabinet in February 2023 to review the performance of borrowings investments and make recommendations arising from any review.
- Additional resources brought into Assets team to accelerate disposals and rent reviews.

#### 3.2 Sector and External Support:

- **Chartered Institute of Public Finance and Accountancy (CIPFA)** – conducting a review of HRA recharges, support to the Divestment Strategy
- **Avison Young** – providing independent valuations of the Council’s assets.
- **Pricewaterhouse Coopers (PwC)** – working with the Change Team, PwC have been developing savings proposals as part of the direction to reshape the Council in order to become financial sustainable. The outputs and recommendations of this work will be brought forward to Commissioners and Members once complete.

#### 3.3 Issues and Risks:

- The ability to meet the savings targets and agree a balanced budget for 2024/25.

### **Governance and Scrutiny Theme**

#### 3.4 Achievements to date:

- Officer and Member Constitution Working Groups established.
- Restructure for Governance Services agreed to bolster capacity in key areas.
- Deep Dives at Governance Recovery Board on Audit as well as Risk and Opportunity Management.
- Report writing training secured for senior officers.



- Member training schedule endorsed by Standards and Audit Committee (July 2023).
- Review of Thurrock Regeneration Limited complete.
- Post of Head of Thames Freeport agreed to lead on the Accountable Body function and interim appointment made.

### 3.5 Sector and external support:

- **Local Government Association (LGA)** – in addition to the core offer to the Council as a member of the LGA, a package of support has been proposed including communications support, Member mentoring, Member training including the Leadership Academy, Member and Officer development and the review of the constitution.
- **Centre for Governance and Scrutiny (CfGS)** – leading on the review of the overview and scrutiny function of the Council and supplementing the related aspect of the LGA support.
- **CIPFA** – conducted the review of Council-owned companies.

### 3.6 Issues and Risks:

- Ability to recruit required number of internal auditors. Currently being mitigated through additional capacity from Mazars.
- Focus of Information Governance project. Initially focussed on ensuring compliance with data protection regulations. Work is underway to expand the scope to make the Council more open and transparent as highlighted in the Best Value Inspection report.

## Strategic Direction Theme

### 3.7 Achievements to date:

- Emerging vision and purpose of new operating model, as well as design principles for how services could be delivered in the future.
- Deep Dive on the emerging Performance Management and Assurance Framework at the Improvement and Recovery Board.
- Digital vision endorsed by Senior Leadership Team.
- Cross-council Improving Equality Outcomes Board established.

### 3.8 Sector and External Support:

- **PwC** – supporting the work of the Change Team to develop a new operating model and associated design principles.

### 3.9 Issues and Risks:

- Deliverability of new operating model - primary focus of this workstream has been to work with the organisation and PwC to develop the new operating model. Capacity and capability will be required to deliver the model to the scale and pace required.

## **Leadership and Culture Theme**

### 3.10 Achievements to date:

- Senior Leadership restructure agreed by General Services Committee.
- Series of current and future Culture & Values Focus Groups with staff delivered.
- The Cultures & Values Survey (those not attending focus groups) launched end June and will run every 2 weeks until end September.
- Data from all the Culture & Values Focus Groups and surveys is collated. All data will be used to inform the development of the future culture and values narrative and the new culture roadmap (Oct/Nov 2023).
- Training content for building change capability for staff and managing change for Leaders & Managers developed, and now supported by an online revised Change Tool Kit as an additional change guide & support offering.
- Managing Change (Leaders/Managers) and Workforce Managing Yourself Through Change sessions held with more scheduled.
- Change Team change capability building sessions to develop awareness & understanding of structured method/process to deliver change activities in alignment with the project methodology.
- Staff Roadshows held during July 2023 with the Leader and Managing Director Commissioner / Chief Executive, further Roadshows scheduled for later in the year.
- Intervention and Improvement Comms Strategy agreed Improvement and Recovery Board in June.

### 3.11 Issues and Risks:

- Communications - ongoing openness and transparency in external and internal communications.
- Culture - meaningful and lasting culture change takes time to be delivered and embedded.

## **Place Leadership and Growth**

### 3.12 Achievements to date:

- Expression of Interest for Greater Essex devolution submitted to DLUHC.
- Composite business case for Thames Freeport produced, combining all related documents.

### 3.13 Issues and Risks:

- Regeneration Project and Programme Reviews - delays in bringing forward information to Members and sharing with the organisation would prevent important lessons being learnt in a transparent manner.

## **Programme Management and Delivery Assurance**

- 3.14 Through the delivery of the Improvement and Recovery Plan, a programme management approach has been adopted as set out in the plan. This has been supplemented by an emerging delivery assurance function currently being developed by the new Delivery Assurance Manager.
- 3.15 As this function further matures alongside the work PwC are supporting the Council on to enhance a corporate Programme Management Office (PMO) function, the quality and assurance of the reporting will improve over time, as will Member and Commissioner confidence.

### **4. Reasons for Recommendation**

- 4.1 This is the first report updating Members on progress towards the Council's improvement and recovery.
- 4.2 Full Council are asked to agree that these reports will be provided quarterly, to note the emerging work on an enhanced Improvement and Recovery Plan and to note the Commissioner comments at appendix A.

### **5. Consultation (including Overview and Scrutiny, if applicable)**

- 5.1 Not applicable.

### **6. Impact on corporate policies, priorities, performance and community impact**

- 6.1 There are no direct impacts as a result of this report.

### **7. Implications**

#### **7.1 Financial**

Implications verified by: **Jo Freeman**  
**Finance Manager for Management Accounts**

There are no direct financial implications from the recommendations in this progress update report.

#### **7.2 Legal**

Implications verified by: **Jayne Middleton-Albooye**  
**Interim Head of Legal Services and Deputy Monitoring Officer**

There are no direct legal implications arising from the recommendation in this update report.

### 7.3 Diversity and Equality

Implications verified by: **Natalie Smith**  
**Strategic Lead, Community Development and Equalities**

There are no direct diversity and equality implications from the recommendations in this progress update report.

### 7.4 Other implications (where significant) – i.e. Staff, Health Inequalities, Sustainability, Crime and Disorder, and Impact on Looked After Children

There are no direct significant implications from the recommendations in this progress update report.

### 8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- Documents relating to the intervention in Thurrock Council, DLUHC - <https://www.gov.uk/government/collections/intervention-at-thurrock-council>
- Best Value Inspection Report, Full Council 28 June 2023 - <https://democracy.thurrock.gov.uk/ieListDocuments.aspx?CId=134&MID=6346#A117652>

### 9. Appendices to the report

- Appendix A – Commissioner response to September 2023 Full Council

### Report Author:

Luke Tyson

Chief Intervention Officer

**Commissioner Comments**

1. Commissioners welcome the introduction of regular reporting to Council on the progress of the delivery of the Improvement and Recovery Plan.
2. Members and officers have worked constructively with Commissioners over the last year to tackle the challenges the Council faces.
3. The challenges and difficult decisions for the coming months are set out in section three of this report and recognised by Commissioners. The team would draw particular attention to:
  - a. the early work to build a budget for 2024/25 including developing savings plans commensurate with the necessary ambition to achieve financial sustainability;
  - b. the work to date on divestment of investment assets, ensuring that there is debt reduction in accordance with the directions and further supporting the pathway to financial sustainability;
  - c. building on the foundations of work to improve governance and embedding real change to the culture of the organisation.
4. Work on the financial sustainability theme is mature and has benefited from an increased focus, particularly debt reduction and divestment. Thurrock is still at the foothills of its financial recovery and Members will need to demonstrate their ability to make the choices necessary to live within a radically reduced financial envelope, particularly as they approach the setting of the 2024/25 budget.
5. Commissioners are disappointed however, that some timelines have slipped. Notably, this has impacted; the review of the capital programme to reduce borrowing requirements and a review of pay. There will need to be renewed focus here in coming months.
6. The foundations have been laid for progress on the governance and scrutiny theme where Commissioners have seen excellent engagement from Members and noticeable increase in training and development for Members and officers.
7. There is further work required on the risk management and internal audit themes to ensure they match the expectations of Commissioners and the team recognise the work required on transparency and wider capacity highlighted in this report.

8. On strategic direction and leadership and culture, it is clear that the new operating model and its implementation, alongside external partners, is having a significant impact. Commissioners are keen that there is a focus in the coming months on the development of a corporate plan that articulates a vision, a defining purpose and mission and a set of strategic priorities.
9. The Managing Director Commissioner notes the progress on devolution and the Freeport detailed in this report, which he is leading on behalf of the Commissioner team. Commissioners are keen to ensure that all information on programmes and projects undertaken by the Council come forward for consideration by Members at the earliest opportunity.
10. Commissioners are clear that the Council needs to adopt an executable plan for the delivery of improvement in the next phase of the intervention. The work underway to develop an Enhanced Improvement and Recovery Plan shows promise. Commissioners are keen to see Members and officers adopt the Plan and drive it forward in the coming weeks.
11. Commissioners recognise that a programme management approach has been adopted by the Council to track and measure progress. However, Commissioners do not yet feel that these reporting processes are robust enough to ensure that Members and Commissioners can scrutinise and assure themselves of the progress of delivery. Commissioners are keen that development of reporting tools is matched with the cultural change required to ensure information reported is robust and to a high standard.
12. Commissioners look forward to continuing to work with all forty-nine Members and officers to support them with the decisions and challenges ahead.

<b>27 September 2023</b>	<b>ITEM: 12</b>
<b>Council</b>	
<b>Update from Best Value Commissioners on the appointment of Section 151 Officer</b>	
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> N/A
<b>Report of:</b> Dr Dave Smith, Managing Director Commissioner and Head of Paid Service	
<b>Accountable Assistant Director:</b> N/A	
<b>Accountable Director:</b> N/A	
<b>This report is</b> Public	

## Executive Summary

This report gives the background and details of the decision taken by the Best Value Commissioners to appoint Steven Mair as Section 151 Officer in line with the powers transferred to them by the Secretary of State for Levelling up, Housing and Communities.

As set out in the letter to the Leader of the Council advising of this decision, this report has been brought at the earliest opportunity for Members to note this decision.

This appointment was also considered and recommended to Commissioners at the meeting of General Services Committee on 24 August.

## Commissioner Commentary

N/A – this is a report from Commissioners.

### 1. Recommendation(s)

**1.1 That Full Council note the decision of the Best Value Commissioners to appoint Steven Mair as Section 151 Officer.**

### 2. Introduction and Background

2.1 In July 2022, the Council was made aware of concerns around the valuation of specific investments. A review process commenced, and the initial findings highlighted significant concern with three investments and the position was shared informally with the Department of Levelling Up, Housing and

Communities (DLUHC). On the 2 September 2022 DLUHC announced directions to implement an intervention package at the Council.

2.2 The then Secretary of State exercised his powers under section 15(11) of the Local Government Act 1999 to give a Direction without complying with the requirement at section 15(9) to give Thurrock an opportunity to make representations about the Directions, as he considered the failures of the Council's compliance with its Best Value duty in respect of the functions specified in the Directions sufficiently urgent. This was because of the following:

1. The scale of the financial and commercial risks potentially facing the Authority, which were compounded by the Authority's approach to financial management and the seriousness of the allegations that were made by third parties about the processes applied to the operation of the Authority's commercial strategy, and;
2. The failure of the Authority to provide assurance to Ministers and the Department on the adequacy of the actions that they were taking to address the issues, taking account of the scale and pace of the response required.

2.3 The Ministerial announcement on 16 March expanded the breadth of the intervention further, transferred additional powers with Commissioners and appointed Dr Dave Smith as Managing Director Commissioner. The Secretary of State's Directions pursuant to his powers under section 15(5) and (6) of the Local Government Act 1999 issued on the same day, Commissioners have powers to exercise the functions of the Council relating to the appointment and designation of persons as statutory officers.

### **3. Issues, Options and Analysis of Options**

3.1 On 7 September 2023, Commissioners exercised their power to appoint Steven Mair, in his role as Interim Chief Finance Officer, as the Officer responsible for the proper administration of the Authority's financial affairs, in accordance with Section 151 of the Local Government Act 1972. This role is commonly referred to as the Section 151 Officer.

3.2 At the General Services Committee meeting on 24 August 2023, Members considered this appointment and resolved to recommend to Commissioner that the appointment be made.

3.3 This decision was communicated in a letter to the Leader of the Council on 7 September 2023 which can be found at annex 1 and is published on the Thurrock Council website.



#### **4. Reasons for Recommendation**

- 4.1 Members are asked to note the decision taken by Commissioners to appoint Steven Mair as the Officer responsible for the proper administration of the Authority's financial affairs, known as the "Section 151 Officer".

#### **5. Consultation (including Overview and Scrutiny, if applicable)**

- 5.1 No applicable.

#### **6. Impact on corporate policies, priorities, performance and community impact**

- 6.1 As Section 151 Officer, Steven Mair will have responsibilities for all related matters as set out in the Local Government Act 1972, including the proper administration of the Council's financial affairs and function associated with strategic financial management. However, as this report is to note, there are no material impacts as a direct result of recommendation 1.1.

#### **7. Implications**

##### **7.1 Financial**

Implications verified by: **Jonathan Wilson**  
**Acting Director of Finance**

There are no direct financial implications from the recommendations in this report.

##### **7.2 Legal**

Implications verified by: **Jayne Middleton-Albooye**  
**Interim Head of Legal Services and Deputy Monitoring Officer**

There are no direct legal implications from the recommendations in this report. As outlined in the report, the Commissioners have acted within their powers in making this appointment.

##### **7.3 Diversity and Equality**

Implications verified by: **Roxanne Scanlon**  
**Community Engagement and Project Monitoring Officer**

The statutory post holder should take due regard of the Public Sector Equality Duty. The Council as a whole is bound by the requirements of the Equality Act

2010 as well as our own Equality, Diversity and Inclusion Policy and Strategic Plan.

7.4 **Other implications** (where significant) – i.e., Staff, Health Inequalities, Sustainability, Crime and Disorder, and Impact on Looked After Children

N/A

8. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- Directions made under the Local Government Act 1999 (16 March 2023) - <https://www.gov.uk/government/publications/thurrock-council-directions-made-under-the-local-government-act-1999-16-march-2023>

9. **Appendices to the report**

- Appendix 1 – Letter from Dr Dave Smith to Leader of Thurrock Council

Councillor Andrew Jefferies  
Leader of the Council

(via email)

7 September 2023

Dear Councillor Jefferies,

I am writing to on behalf of the Commissioner team following our discussions and the agreement of General Services Committee to recommend to Commissioners that they appoint Steven Mair as Section 151 Officer pending the appointment of a new Chief Finance and Section 151 Officer.

As you are aware, the Secretary of State's Directions pursuant to his powers under section 15(5) and (6) of the Local Government Act 1999 issued on 16 March 2023, give Commissioners powers to exercise the functions of the Council relating to the appointment and designation of persons as statutory officers.

I can confirm that Commissioners have exercised that power to appoint Steven Mair, in his role as Interim Chief Finance Officer, as the Officer responsible for the proper administration of the Authority's financial affairs, in accordance with Section 151 of the Local Government Act 1972. Commissioners can confirm that Mr. Mair is suitably qualified in accordance with Section 113 of the Local Government Finance Act 1988.

They have done so in accordance with Section 4(1) of the Local Government and Housing Act 1989 and the Local Authorities (Standing Orders) (England) Regulations 2001 (SI 2001/3384). These Regulations set out the process for such appointments, which must be incorporated into an authority's Standing Orders.

The appointment takes effect from 1 September 2023 and will remain in place until such a time as the role of Chief Finance Officer is filled on a permanent basis.

The Monitoring Officer is making arrangements to provide Full Council with an opportunity to note this decision at the earliest opportunity.

A copy of this letter will be published on [thurrock.gov.uk](http://thurrock.gov.uk) as part of our commitment to transparency in the use of Commissioners' powers.

Yours sincerely,



Dr Dave Smith  
Managing Director Commissioner

Gavin Jones  
ECC

Nicole Wood  
ECC

Dr Dave Smith

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**Questions from Members to the Leader, Cabinet Members, Chairs of Committees or Members appointed to represent the Council on a Joint Committee in accordance with Chapter 2, Part 2 (Rule 14) of the Council's Constitution.**

There were 8 questions to the Leader and 10 questions to Cabinet Members, Committee Chairs and Member appointed to represent the Council on a Joint Committee.

**1. From Councillor Redsell to Leader**

As sport is in your portfolio could I ask that you get together with your officers and find out what has happened to the sport's strategy?

**2. From Councillor Panjala to Leader**

People from Aveley and Uplands want to know when our council will restore the basic services without interruption. In terms of timely bin collection and clean and green maintenance.

**3. From Councillor Panjala to Leader**

I would like to know about what action plan do we have in place to protect our green belt area across the Thurrock District and Aveley & Uplands ward?

**4. From Councillor J Maney to Leader**

Would the Leader advise how many fines and / or prosecutions the council has ensured in respect of environmental offences, including littering and fly-tipping?

**5. From Councillor J Maney to Leader**

Please would you advise when will the findings of the waste review be made known?

**6. From Councillor Muldowney to Leader**

Following the recent accident, involving nuisance motorbikes, which resulted in a young child suffering life changing head injury, can the Portfolio Holder reassure the residents of Chadwell St Mary that they and their police partners are taking steps to ensure that such a tragedy will not be repeated?

**7. From Councillor J Kent to Leader**

Cabinet has agreed to find savings of £18.2m from the revenue budget for next two years (to 2024/25) and a further £13.65m 7.5% for the following three financial years. Does the Leader of the council believe that savings of this magnitude are achievable?

**8. From Councillor J Kent to Leader**

Will the Leader of the council give an update on the presence of RAAC within the wider council buildings estate?

**QUESTIONS FROM MEMBERS TO CABINET MEMBERS, COMMITTEE CHAIRS AND MEMBERS APPOINTED TO REPRESENT THE COUNCIL ON A JOINT COMMITTEE**

**1. From Councillor Halden to Councillor Johnson**

Is the Cabinet Member confident our hostel services are the best they could be?

**2. From Councillor Pearce to Councillor B Maney**

Why has planning application 23/00033/FUL (Lakeside logistics hub) taken so long to come before the planning committee or otherwise be determined?

**3. From Councillor Raper to Councillor D Arnold**

As more and more Council Services are moving to on-line could the Portfolio Holder explain what meaningful support is being put in place for residents who are unable to use the Internet?

**4. From Councillor Byrne to Councillor Snell**

Can you tell us how and why the £7.5 million SELEP fund was plundered and used to demolish our fully functional Stanford station and not for its intended purpose?

**5. From Councillor Byrne to Councillor Coxshall**

Are CVS an essential service that warrants funding by Thurrock's residents?

**6. From Councillor Speight to Councillor B Maney**

At the last full council meeting in July, I gave way on my motion regarding a relief road from the Stanhope Industrial Estate to a similar motion proposed by Cllr Piccolo, who candidly told the meeting he 'had an election to fight' in May. I have no interest in kudos for getting the job done and will strongly and vociferously support Cllr Piccolo's motion going forward. In his motion Cllr Piccolo said: "Council has already put views to Ruth Kelly, and DP World representatives and others." So the good news was work had already started on pursuing this much needed benefit for the residents of Wharf Road in particular and Stanford-le-Hope in general. It has been somewhat disappointing there has been no update of briefing for ward councillors since the motion was unanimously passed. Can the Portfolio Holder update the chamber on what action has been taken since July?

**7. From Councillor Speight to Councillor Coxshall**

I recently attended a briefing for members of the Health and Wellbeing O&S and HWB Board where members of our own team and partners outlined their work. It was a detailed presentation and contained a host of information which is far too long to go through in detail at this meeting, but it contained much to be proud of and many examples of success were presented. This council has had little to shout about of late, but there is much that is of merit in the work of our adult social services. They would be the first to downplay that and would acknowledge that there is still much to be done, but I think they deserve recognition for their efforts and this chamber is a good place to express it. Would the portfolio give a brief summary of the work of the team, particularly in terms of the 'preventative work' that is being done which puts Thurrock in the top quartile of councils in terms of spending resource to tackle problems before they are exacerbated, thereby not only helping the health and wellbeing of residents but saving the authority (and the health service) money by not dumping problems on the door of the local A&E department as a last resort ?

**8. From Councillor Muldowney to Councillor B Maney**

The incidences of buses being suspended because of badly parked cars on Godman Road and Sleepers Farm Road is increasing. Please can the Portfolio Holder look into providing and/or extending double yellow lines on the junctions and bends of Godman Road to allow the buses to run unimpeded in this area?

**9. From Councillor J Kent to Councillor B Maney**

It appears the owners of the State Cinema have left Thais Grade 2\* listed building in an appalling condition. Will the portfolio holder give an update on any action the council is taking to hold them to account?

**10. From Councillor Worrall to Councillor Johnson**

It is now a year since the initial intervention was announced by the government. Can you outline to councillors and residents the impact this intervention has had on the housing portfolio?

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This report lists all motions from the previous twelve months which still have updates forthcoming. All Motions which have been resolved or the actions from officers have been completed are removed.

<b>Date</b>	<b>From</b>	<b>Motion</b>	<b>Status</b>	<b>Director</b>
25 January 2023	Cllr Jefferies	This Council condemns plans by the London Labour Mayor to extend the Ultra-Low Emission Zone to all Greater London and notes with concern the impact this would have on many Thurrock residents if implemented. Members also note the campaign by our Member of Parliament Jackie Doyle-Price to oppose the said extension and calls on Thurrock residents to sign her on-line petition.	Following letters to the Mayor of London the Leader of the Council and senior officers have now met with officers of TfL. Clarification has been received regarding exemptions for disability adapted vehicles. It has been confirmed to TfL that the Council will not allow TfL to erect signs in the borough and TfL have accepted this.	Mark Bradbury
25 January 2023	Cllr Massey	Members may be aware that National Highways have recently submitted, and had approved, their Development Consent Order for the Lower Thames Crossing scheme, to move forward to the next stage in the Planning Inspectorate process. The LTC Task Force seeks assurances that the Council is committed to opposing the scheme as currently presented and promote this message through Council communications channels.	Negotiations regarding a new planning performance agreement with National Highways have concluded and the outcome reported to Cabinet. The Council continues to make representations and submit evidence to the Examination with runs from 20 June to 20 December.	Mark Bradbury
25 January 2023	Cllr J Kent	Thurrock Council resolves to use the Local Plan process to support the retention of Speedway in Thurrock and identify a new home for Grays	The Council will support proposals for the retention of Speedway in Thurrock and the development of a new home for Grays Athletic through the Local Plan process where it can be	Mark Bradbury

		Athletic, in the Grays area.	demonstrated that the uses are viable and appropriate for the sites proposed.	
28 June 2023	Cllr J Kent	Council recognises the refuse service has failed the residents of Thurrock for too long and calls on Cabinet to ensure the regular collection of all three bins.	Recent changes introduced on 26 <sup>th</sup> June to the waste and recycling collections have managed to stabilise the service and deliver significant improvements. These changes, which were considered by the Cleaner, Greener and Safer Overview and Scrutiny Committee and agreed at Cabinet resolved to maintain weekly general waste collections and introduce biweekly recycling collections to enable biweekly green waste collections to be undertaken. It is intended that the current collection arrangements be in place until a fully costed Waste Implementation Plan has been completed. It is recognised that further changes to the collection service will be required to accommodate the statutory requirement to provide weekly food waste collections in 2024 and the service is currently undertaking a trial of the food waste collection methodology and modelling potential deployment with a view to bringing forward options for consideration towards the end of the year. Cabinet requested a full strategic review of the waste service be undertaken to provide for a sustainable service in the context of reducing budgets, increasing costs, demographic and other pressures, changes in legislation. The scope of the strategic review will be developed for members consideration, but will include the type, levels,	Claire Demmel

			and forms of delivery of service. This will be brought to the Overview and Scrutiny Committee for consideration not less than one month before Cabinet.	
28 June 2023	Cllr Speight	Residents get nine, or at best ten, opportunities a year to see their council in full action. Far too often vital matters are not discussed because of the guillotine regulations which foreshorten debate and discussion. This has led, in the past, to political filibustering and spurious questions to ensure that matters are not discussed in public because of the time limitation. This is not democracy in action. For full meetings only, councillors and officers should be expected to give whatever time is necessary to discuss matters. This motion does not seek to remove the limits of time individual councillors get to speak, but to remove the guillotine on separate sections of the meeting; henceforth this council calls on cabinet and/or the constitution working group to review the constitution as a matter of urgency and subsequently allow monthly full council meetings to run their full length without the need to invoke standing orders for an extension.	This motion was raised at the Member Constitution Working Group (MCWG) on 27 July, where it was discussed. Members contributed many different views both in favour and against removing the overall guillotine for meetings during the debate. The MCWG did not take a final view on the motion but agreed it was a good start to the debate and that this would feed into the consideration of the council procedure rules item at its next meeting in November, where further discussions and decisions would be taken.	Asmat Hussain
28 June 2023	Cllr J Kent	Council welcomes the release of the Best Value Inspection report, endorses its recommendations, and resolves to request the independent boundary review be sped up to	This will form part of the improvement and recovery plan and be overseen by the improvement and recovery board.	Dr Dave Smith

		allow for an all-out election as soon as possible.		
26 July 2023	Cllr Speight	<p>The chamber welcomes the fact that much work has been done in recent years regarding a relief road to mediate impact of Stanhope Industrial Estate, from lobbying the freeport process and work between councillors and cabinet members on the local plan. This chamber has previously welcomed creation of the Thames Freeport and the benefits it may bring. Freeport comes with a commitment to improve quality of life and opportunities for Thurrock residents and a budget to back up its intentions. A project that would help quality of life of residents in Stanhope would be the creation of a relief road to mediate impact of Stanhope Industrial Estate. A route was envisioned by Thurrock Thames Gateway DC. It was not taken forward in 2011's Thurrock Core Strategy created when council took back planning. Council has already put views to Ruth Kelly, and DP World representatives and others. It is a complex issue. This road is the only way to solve all the problems. Would members of this council join me in calling on the appropriate and requisite TBC to continue to support the possibility of the relief road linking up with the Manorway and produce a timely outline project plan.</p>	<p>Proposals for a possible route for a relief road and enabling development will be part of the Local Plan proposals that we will bring before Council in the Autumn before going out to wider consultation. Officers will work with Freeport colleagues to look at how they can support delivery of the proposals.</p>	Mark Bradbury
26 July 2023	Cllr J Kent	Council welcomes the Secretary of State for	The Council will continue to work closely with	Chief

		<p>Levelling Up, Housing and Communities investigation into the financial collapse of Thurrock Council - along with similar collapses in Woking, Croydon, Slough and Northamptonshire. The inquiry should look at, amongst other things - the impact of austerity on council budgets, the impact of scrapping of independent oversight bodies such as the Audit Commission, the impact of government encouragement of councils to pursue a commercialisation agenda, the role of councils' external auditors, the role of council Monitoring Officers, Section 151 Officers and Chief Executives, and the apparent absence of central government oversight of local government.</p>	<p>the Department for Levelling-up, Housing and Communities and those appointed by the Secretary of State as Commissioners to understand and address the failings of Thurrock Council to discharge its Best Value duty. The Council will also continue to play its part in sharing lessons and experiences with Government and other bodies (such as the Local Government Association) to support the wider sector.</p>	<p>Executive Office</p>
<p>Cllr Watson</p>	<p>26 July 2023</p>	<p>Thurrock Council notes the news that the Department for Transport and the 13 train operating companies it manages have announced plans to close almost all staffed ticket offices in England, totalling nearly 1000, following changes to the Government's guidance relating to ticket office opening hours and operation. Thurrock Council believes that ticket offices can provide an important service to some residents using the stations at Stanford le Hope, Ockendon, Purfleet, Chafford Hundred, Tilbury and East Tilbury and support passenger safety, security and accessibility. Page 1 Agenda Item 16 Having staff who can offer advice and assistance provides certainty and</p>	<p>A special meeting of Planning Transport and Regeneration Overview &amp; Scrutiny on 30 August offered members the opportunity to question and receive answers from a senior representative of C2C on the proposals. Following the meeting representations were submitted to the consultation on 1 September setting out the Councils concerns.</p>	<p>Mark Bradbury</p>

confidence for some customers. At many stations, access to facilities such as toilets and waiting rooms is reliant on the presence of staff. Thurrock Council should therefore seek assurances that the closure of ticket offices will not disproportionately affect vulnerable residents including the disabled, deaf or older people, as well as those with poor literacy and IT skills or on lower incomes. Members also note the falling numbers of passengers who purchase tickets from staffed ticket offices. We further note that the plans announced include moving staff out of ticket offices and onto platforms and public areas in order to provide enhanced 'customer help' roles. This chamber • Requests that the leader of the council write to the Secretary of State for Transport and c2c in order to seek assurances over the impact of possible closures of staffed rail ticket offices and in particular the offices at Ockendon, East Tilbury, Tilbury, Stanford Le Hope and Purfleet. • Requests that the Planning, Transport and Regeneration Overview and Scrutiny Committee consider this matter at the soonest opportunity and assess the potential impact of staffed ticket office closures in Thurrock, making such representations to the Department for Transport and c2c as it deems necessary.

## **Motions Submitted to Council**

**In accordance with Chapter 2, Part 2 (Rule 15) of the Council's Constitution**

### **Motion 1**

#### **Submitted by Councillor C Kent**

This Council congratulates the Thameside Theatre, its staff, and volunteers in winning the Best Theatre / Arts Venue in Essex.

#### **Monitoring Officer Comments:**

Rule 15.2 of the Council Procedure and Rules states that a notice of motion must relate to a matter which affects the authority or the authority's area and must relate to a matter in respect of which the authority has a relevant function. The Council has a relevant function in relation to the Thameside Theatre.

#### **Section 151 Officer Comments:**

There are no specific financial implications arising from the motion.

#### **Is the above motion within the remit of Council to approve?**

Yes

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## **Motions Submitted to Council**

**In accordance with Chapter 2, Part 2 (Rule 15) of the Council's Constitution**

### **Motion 2**

#### **Submitted by Councillor Redsell**

Members resolve that a task and finish group or similar be established to look at options for tackling school parking across the borough. Further, that a report on such options should be produced at the conclusion of the group's review.

#### **Monitoring Officer Comments:**

Rule 15.2 of the Council Procedure and Rules states that a notice of motion must relate to a matter which affects the authority or the authority's area and must relate to a matter in respect of which the authority has a relevant function. The Council has functions relating to the management of parking across the borough.

The Council's functions relating to the management of parking are the responsibility of Cabinet. It is for Cabinet to decide what steps could be taken in relation to school parking across the borough.

#### **Section 151 Officer Comments:**

There are no financial comments at this time, but any report produced will need to consider financial implications as part of the process.

#### **Is the above motion within the remit of Council to approve?**

Yes

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