

additional papers 1



Executive Committee

Please bring with you to the
Council meeting on 20th February

Monday 20 February
2017
7.00 pm

Council Chamber
Town Hall
Redditch



www.redditchbc.gov.uk

**If you have any queries on this Agenda or any of the decisions taken or wish to exercise any of the above rights of access to information, please contact
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Executive

Committee

Monday, 20th February, 2017

7.00 pm

Council Chamber Town Hall

Agenda

Membership:

Cllrs: Bill Hartnett (Chair) John Fisher
Greg Chance (Vice-Chair) Mark Shurmer
Juliet Brunner Yvonne Smith
Debbie Chance Pat Witherspoon
Brandon Clayton

<p>5. Pay Policy Statement (Pages 1 - 10)</p>	<p>To consider the Pay Policy Statement for Recommendation to the Council (copy attached)</p>
<p>6. Overview and Scrutiny Comments on the Medium Term Financial Plan and Council Tax Resolutions (Pages 11 - 18)</p>	<p>To receive and consider recommendations (if any) from the Overview and Scrutiny Committee in relation to the proposals for the Medium Term Financial Plan. The report considered by the Overview and Scrutiny Committee is that presented to the Executive Committee on 7th February and is enclosed with the agenda for the Council meeting on 20th February.</p> <p>To consider and recommend to Council the Council Tax resolutions (copy attached).</p>

Executive Committee20th February 2017**PAY POLICY STATEMENT 2017/18**

Relevant Portfolio Holder	Cllr John Fisher
Portfolio Holder Consulted	yes
Relevant Head of Service	Deb Poole, Head of Transformation and Economic Development
Ward(s) Affected	n/a
Ward Councillor(s) Consulted	n/a

1. SUMMARY OF PROPOSALS

To enable Members to approve the Pay Policy for 2017/18

2. RECOMMENDATIONS

The Committee is asked to RECOMMEND to Council that the Pay Policy as detailed in Appendix 1 to the report be approved.

3. KEY ISSUES

- 3.1 The Localism Act requires English and Welsh local authorities to produce a Pay Policy statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31st March each year for the subsequent financial year. The Pay Policy Statement for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
 - (i) The remuneration of its chief officers, and
 - (ii) The remuneration of its employees who are not chief officers.

The provisions within the Localism Act bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

Financial Implications

- 3.2 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

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Legal Implications

3.3 These are already included in the report

Service / Operational Implications

3.4 There are no implications in relation to this report

Customer / Equalities and Diversity Implications

3.5 There are no implications in relation to this report

4. RISK MANAGEMENT

There are no implications in relation to this report

5. APPENDICES

Appendix 1 - Pay Policy 2017/18

AUTHOR OF REPORT

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REDDITCH BOROUGH COUNCIL PAY POLICY STATEMENT

Introduction and Purpose

1. Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as authority thinks fit”. This pay policy statement sets out the Council’s approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It shall apply for the financial year 2017 – 2018 and each subsequent financial year, until amended.
2. The purpose of the statement is to provide transparency with regard to the Council’s approach to setting the pay of its employees by identifying;
 - a. the methods by which salaries of all employees are determined;
 - b. the detail and level of remuneration of its most senior staff i.e. ‘chief officers’, as defined by the relevant legislation;
 - c. the Committee(s) responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and for recommending any amendments to the full Council
3. Once approved by the full Council, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis, in accordance with the relevant legislation prevailing at that time.

Legislative Framework

4. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favorable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. With regard to the equal pay requirements contained within the Equality Act, the Council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms. These directly relate salaries to the requirements, demands and responsibilities of the role.

Pay Structure

5. The Council’s current pay and grading structure comprises grades 1 – 6, S01 – S02, and M01 – M04. There are also grades for Managers 1 - 2, Head of Service 2, Head of Service 1, Executive Director, Deputy Chief Executive and Chief Executive; all of which arise from the introduction of shared services with Bromsgrove District Council.
6. Within every grade there are a number of salary / pay points (spinal column points). Up to and including spinal column point 49 (at scale M04) the Council uses the nationally negotiated pay spine. Salary points above this are locally determined. This current complete pay structure is set out below.

Grade	Spinal Column Points		Nationally determined rates	
			Minimum £	Maximum £
1	6	10	15,014	15,613
2	9	14	15,375	16,781
3	13	18	16,491	18,070
4	17	22	17,772	20,661
5	21	26	20,138	23,398
6	25	30	22,658	26,822
7	29	34	25,951	30,153
8	33	38	29,323	33,437
9	37	42	32,486	37,306
10	41	46	36,379	41,025
11	45	49	40,057	43,821
12	48	52	42,899	46,445
Manager 1	Hay evaluated	43%	53,046	55,219
Manager 2	Hay evaluated	45%	55,219	57,530
Head of Service 2	Hay evaluated	51%	63,099	65,675
Head of Service 1	Hay evaluated	61%	75,719	78,810
Executive Director	Hay evaluated	74%	91,687	95,293
Deputy Chief Executive	Hay evaluated	80%	98,980	103,020
Chief Executive	Hay evaluated	100%	123,725	128,775

7. All Council posts are allocated to a grade based on the application of a Job Evaluation process. Posts on grades 1 – 6, S01 – S02, and M01 – M04 (the majority of employees) are job evaluated under a different scheme to posts on grades Manager 1- 2, Head of Service 2, Head of Service 1, Executive Director, Deputy Chief Executive and Chief Executive. These latter posts are evaluated by an external assessor using the Hay Job Evaluation scheme. This scheme identifies the salary for these posts based on a percentage of Chief Executive salary. Where posts are identified as being potentially too 'large' and 'complex' for the majority scheme, they are double tested under the Hay scheme, and where appropriate, are taken into the Hay scheme to identify levels of pay.
8. In common with the majority of authorities the Council is committed to the Local Government Employers national pay bargaining framework in respect of the national pay spine and annual cost of living increases negotiated with the trade unions.
9. All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community; delivered effectively and efficiently and at all times those services are required.
10. The Council has approved a new Job Evaluation model. This will replace the current majority scheme.
11. New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector.
12. For staff not on the highest point within the salary scale there is a system of annual progression to the next point on the band, which can be made subject to satisfactory performance.

Senior Management Remuneration

13. For the purposes of this statement, senior management means 'chief officers' as defined within S43 of the Localism Act. The posts falling within the statutory definition are set out below, with details of their basic salary as at 1st April 2016.
14. Redditch Borough Council is managed by a senior management team who manage shared services across both Redditch Borough and Bromsgrove District Councils. All of the posts listed below have been job evaluated on this basis, with the salary costs for these posts split equally between both Councils excluding the Head of Housing as this post does not provide support to Bromsgrove District Council and is therefore fully charged to Redditch Borough Council.

Title	% of Chief executive salary	Pay range (minimum)	Pay range (maximum)	Incremental points	Cost to Bromsgrove District Council
Chief Executive	100%	£123,725	£128,775	3	£64,388
Executive Director of Leisure, Environment and Community Services. (Also Deputy Chief Executive / Executive Director)	80%	£98,980	£103,020	3	£51,510
Executive Director of Finance and Resources. (Also section 151 Officer)	74%	91,687	95,293	3	£47,647
Head of Housing Services	51%	63,099	65,675	3	-
Head of Customer Access and Financial Support	61%	75,719	78,810	3	£39,405
Head of Planning and Regeneration	61%	75,719	78,810	3	£39,405
Head of Transformation and Organisational Development	61%	75,719	78,810	3	£39,405
Head of Legal, Equalities and Democratic Services	61%	75,719	78,810	3	£39,405
Head of Environmental Services	61%	75,719	78,810	3	£39,405
Head of Leisure and	61%	75,719	78,810	3	£39,405

Cultural Services					
Head of Community Services	61%	75,719	78,810	3	£39,405

Recruitment of Chief Officers

15. The Council's policy and procedures with regard to recruitment of chief officers is set out within the Officer Employment Procedure Rules as set out in the Council's Constitution. When recruiting to all posts the Council will take full and proper account of its own equal opportunities, recruitment and redeployment Policies. The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment. Where the Council is unable to recruit to a post at the designated grade, it will consider the use of temporary market forces supplements in accordance with its relevant policies.
16. Where the Council remains unable to recruit chief officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive chief officer post, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers under such arrangements.

Performance-Related Pay and Bonuses – Chief Officers

17. The Council does not apply any bonuses or performance related pay to its chief officers. Any progression through the incremental scale of the relevant grade is subject to satisfactory performance which is assessed on an annual basis.

Additions to Salary of Chief Officers (applicable to all staff)

18. In addition to the basic salary for the post, all staff may be eligible for other payments under the Council's existing policies. Some of these payments are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfilment of duties. The list below shows some of the kinds of payments made.
- reimbursement of mileage. At the time of preparation of this statement, the Council pays an allowance of 45p per mile for all staff, with additional or alternative payments for carrying passengers or using a bicycle;
 - professional fees. The Council pays for or reimburses the cost of one practicing certificate fee or membership of a professional organisation provided it is relevant to the post that an employee occupies within the Council.
 - long service awards. The Council pays staff an additional amount if they have completed 25 years of service.
 - honoraria, in accordance with the Council's policy on salary and grading. Generally, these may be paid only where a member of staff has performed a role at a higher grade;
 - fees for returning officer and other electoral duties, such as acting as a presiding officer of a polling station. These are fees which are identified and

- paid separately for local government elections, elections to the UK Parliament and EU Parliament and other electoral processes such as referenda;
- f. pay protection – where a member of staff is placed in a new post and the grade is below that of their previous post, for example as a result of a restructuring, pay protection at the level of their previous post is paid for the first 12 months. In exceptional circumstance pay protection can be applied for greater than 12 months with the prior approval of the Chief Executive.
 - g. market forces supplements in addition to basic salary where identified and paid separately;
 - h. salary supplements or additional payments for undertaking additional responsibilities such as shared service provision with another local authority or in respect of joint bodies, where identified and paid separately;
 - i. attendance allowances.

Payments on Termination

19. The Council's approach to discretionary payments on termination of employment of chief officers prior to reaching normal retirement age is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.
20. Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the full Council or relevant elected members, committee or panel of elected members with delegated authority to approve such payments.
21. Redundancy payments are based upon an employee's actual weekly salary and, in accordance with the Employee Relations Act 1996, will be up to 30 weeks, depending upon length of service and age.

Publication

22. Upon approval by the full Council, this statement will be published on the Council's website. In addition, for posts where the full time equivalent salary is at least £50,000, the Council's Annual Statement of Accounts will include a note on Officers Remuneration setting out the total amount of:
 - a. Salary, fees or allowances paid to or receivable by the person in the current and previous year;
 - b. Any bonuses so paid or receivable by the person in the current and previous year;
 - c. Any sums payable by way of expenses allowance that are chargeable to UK income tax;
 - d. Any compensation for loss of employment and any other payments connected with termination;
 - e. Any benefits received that do not fall within the above.

Lowest Paid Employees

23. The Council's definition of lowest paid employees is persons employed under a contract of employment with the Council on full time (37 hours) equivalent salaries in accordance with the minimum spinal column point currently in use within the

Council's grading structure. As at 1st April 2016 this is £15,014 per annum, which relates to the lowest point within the current grading structure. The grading will be subject to the implementation of the revised job evaluation scheme and pay model. The Council currently pays the living wage.

24. The Council also employs apprentices (or other such categories of workers) who are not included within the definition of 'lowest paid employees' (as they are employed under a special form of employment contract; which is a contract for training rather than actual employment).
25. The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement.
26. The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that "it would not be fair or wise for the Government to impose a single maximum pay multiple across the public sector". The Council accepts the view that the relationship to median earnings is a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the authority's workforce.
27. The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as [1:10.5] and; between the lowest paid employee and average chief officer as [1:5.5]. The multiple between the median (average) full time equivalent earnings and the [Chief Executive] is [1:5.7] and; between the median (average) full time equivalent earnings and average chief officer is [1:3.8].
28. As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

Accountability and Decision Making

29. In accordance with the Constitution of the Council, the Council is responsible for setting the policy relating to the recruitment, pay, terms and conditions and severance arrangements for employees of the Council. Decisions about individual employees are delegated to the Chief Executive.
30. The Appointments Committee is responsible for recommending to Council matters relating to the appointment of the Head of Paid Service (Chief Executive), Monitoring Officer, Section 151 Officer and Chief Officers as defined on the Local Authorities (Standing Orders) Regulations 2001 (as amended);
31. For the Head of Paid Service, Monitoring Officer and the Chief Finance Officer, the Statutory Officers Disciplinary Action Panel considers and recommends to Council on matters relating to disciplinary action.

Executive Committee20th February 2017**COUNCIL TAX RESOLUTIONS 2017/18**

Relevant Portfolio Holder	Cllr John Fisher
Portfolio Holder Consulted	yes
Relevant Head of Service	Jayne Pickering – Director of Finance
Ward(s) Affected	n/a
Ward Councillor(s) Consulted	n/a

1. SUMMARY OF PROPOSALS

To enable Members to consider and recommend the Council Tax Resolutions for 2017/18.

2. RECOMMENDATIONS

The Committee is asked to RECOMMEND to Council that

the Council Tax Resolutions as detailed in Appendix 1 to the report be approved.

3. KEY ISSUES

3.1 The Localism Act 2011 made significant changes to the Local Government Finance Act 1992 and requires the billing authority to calculate a Council Tax requirement for the year, not its budget requirement as previously.

3.2 Details have been received from the various precepting bodies to enable the Council to set the Council Tax for 2017/18. The amounts of the precepts are set out below:

Authority	2016/17 £	2017/18 £	Increase %
Redditch Borough Council	222.21	227.21	2.25
Worcestershire County Council	1,122.31	1,155.31	2.94
Police & Crime Commissioner for West Mercia	189.60	189.60	0.00
Hereford & Worcester Fire & Rescue	78.00	79.53	1.96
Feckenham Parish Council	22.69	22.85	0.70
Total Council Tax	1,634.81	1,674.50	2.43

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- 3.4 The resolutions as attached detail the statutory approvals in relation to the 2017/18 budget to be approved by Council.

Financial Implications

- 3.5 All financial implications have already been included as part of the budget setting process and posts are fully budgeted for.

Legal Implications

- 3.6 These are already included in the report

Service / Operational Implications

- 3.7 There are no implications in relation to this report

Customer / Equalities and Diversity Implications

- 3.8 There are no implications in relation to this report

4. RISK MANAGEMENT

There are no implications in relation to this report

5. APPENDICES

Appendix 1 - Council Tax Resolutions 2017/18

AUTHOR OF REPORT

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REDDITCH BOROUGH COUNCIL
Council Tax Setting 2017/18

REPORT OF THE EXECUTIVE DIRECTOR FINANCE & RESOURCES

1.0 PURPOSE

To seek approval of the appropriate formal resolutions to determine the levels of Council Tax for Redditch Borough Council for 2017/18. The levels of tax take account of the requirements of Redditch Borough Council, Worcestershire County Council, the Police & Crime Commissioner for West Mercia, Hereford and Worcester Fire & Rescue Authority and Feckenham Parish Council.

2.0 BACKGROUND

The Localism Act 2011 made significant changes to the Local Government Finance Act 1992 and requires the billing authority to calculate a Council Tax requirement for the year, not its budget requirement as previously.

3.0 PRECEPTS AND LEVIES

Details have been received from the various precepting bodies to enable the Council to set the Council Tax for 2017/18. The amounts of the precepts are set out below:

	£
Worcestershire County Council	28,470,930
Police & Crime Commissioner for West Mercia	4,836,628
Hereford & Worcester Fire & Rescue Authority	2,028,740
Redditch Borough Council	5,804,343
Parish precept	8,300
Total	41,148,941

4.0 INFORMATION

It is necessary to formally set Council Tax levels throughout the area for the spending requirements of Redditch Borough Council, Worcestershire County Council, the Police & Crime Commissioner for West Mercia, Hereford and Worcester Fire & Rescue Authority and Feckenham Parish Council. If the Council approves the recommendations set out below the average band D Council Tax in 2017/18 will be £1,674.50, made up as follows:

REDDITCH BOROUGH COUNCIL
Council Tax Setting 2017/18

Authority	2016/17 £	2017/18 £	Increase %
Redditch Borough Council	222.21	227.21	2.25
Worcestershire County Council	1,122.31	1,155.31	2.94
Police & Crime Commissioner for West Mercia	189.60	189.60	0.00
Hereford & Worcester Fire & Rescue	78.00	79.53	1.96
Feckenham Parish Council	22.69	22.85	0.70
Total Council Tax	1,634.81	1,674.50	2.43

The % increases all relate to the change from current year levels.

The necessary formal resolutions are set out below.

The Council is recommended to resolve as follows:

1. that it be noted at its meeting on 17th January 2017, the Executive Committee calculated the Council Tax Base 2017/18
 - (a) for the whole Council area as 25,509.11 [Item T in the formula in Section 31B of the Local Government Act 1992, as amended (the "Act")]; and
 - (b) for dwellings in those parts of its area to which a Parish precept relates; this being Feckenham Parish as 363.26.

2. Calculate the Council Tax requirement for the Council's own purposes for 2017/18 (excluding Parish precepts) is **£5,804,343**.

3. That the following amounts be calculated for the year 2017/18 in accordance with sections 31 to 36 of the Act:
 - (a) £60,246,887 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (2) of the Act (taking into account all precepts issued to it by Parish Councils) (*i.e. Gross expenditure*)
 - (b) £54,339,544 being the aggregate of the amounts which the Council estimates for the items set out in Section 31A (3) of the Act. (*i.e. Gross income*)

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Council Tax Setting 2017/18

- (c) £5,812,643 being the amount by which the aggregate of 3 (a) above exceeds the aggregate at 3 (b) above, calculated by the Council, in accordance with Section 31A (4) of the Act, as its Council Tax requirement for the year. (Item R in the formula in Section 31B of the Act).
- (d) £227.86 being the amount at 3 (c) above (Item R), all divided by Item T (1(a) above), calculated by the Council, in accordance with Section 31B of the Act, as the basic amount of its Council Tax for the year (including Parish precepts).
- (e) £8,300 being the aggregate amount of all special items (Feckenham Parish precept) referred to in Section 34 (1) of the Act.
- (f) £227.54 being the amount at 3 (d) above less the result given by dividing the amount at 3 (e) above by Item T (1 (a) above), calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no Parish precept relates.
- (g) £250.06 being the amount given by adding to the amount at 3(f), the amount of the special item relating to the Parish of Feckenham 3(e), divided by the amount in 1(b) above.
- (h) The amounts below given by multiplying the amounts at 3(f) and 3(g) above by the number which, in the proportion set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band, divided by the number which in that proportion is applicable to dwellings listed in Band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwelling listed in different valuation bands.

REDDITCH BOROUGH COUNCIL
Council Tax Setting 2017/18

Valuation Band	Proportion of Band D tax paid	Parish of Feckenham £	All other parts of the Council's area £
A	6/9	166.71	151.47
B	7/9	194.49	176.72
C	8/9	222.28	201.96
D	1	250.06	227.21
E	11/9	305.63	277.70
F	13/9	361.20	328.19
G	15/9	416.77	378.68
H	18/9	500.12	454.42

4. It be noted that for the year 2017/18, Worcestershire County Council, Police & Crime Commissioner for West Mercia and Hereford and Worcester Fire and Rescue Authority have issued precepts to the Council in accordance with Section 40 of the Local Government Finance Act 1992 for each category of dwelling in the Council's area as indicated below:

	Valuation Bands							
	A	B	C	D	E	F	G	H
	£	£	£	£	£	£	£	£
Worcestershire County Council	770.21	898.57	1,026.94	1,155.31	1,412.05	1,668.78	1,925.52	2,310.62
Police & Crime Commissioner for West Mercia	126.40	147.47	168.54	189.60	231.74	273.87	316.01	379.21
Hereford and Worcester Fire and Rescue Authority	53.02	61.86	70.69	79.53	97.20	114.88	132.55	159.06

5. Having calculated the aggregate in each case of the amounts at 4(h) and 5 above, that Redditch Borough Council in accordance with Sections 30 and 36 of the Local Government Finance Act 1992 hereby sets the amounts shown below as the amounts of Council Tax for 2017/18 for each part of its area and for each of the categories of dwellings:

REDDITCH BOROUGH COUNCIL
Council Tax Setting 2017/18

Valuation Band	Proportion of Band D tax paid	Parish of Feckenham £	All other parts of the Council's area £
A	6/9	1,116.34	1,101.10
B	7/9	1,302.65	1,284.61
C	8/9	1,488.45	1,468.14
D	1	1,674.50	1,651.65
E	11/9	2,046.02	2,018.69
F	13/9	2,418.72	2,385.72
G	15/9	2,790.85	2,752.76
H	18/9	3,349.01	3,303.31

6. That the Executive Director Finance & Resources be authorised to make payments under Section 90(2) of the Local Government Finance Act 1988 from the Collection Fund by ten equal instalments between April 2017 to March 2018 as detailed below:

	Precept £	Surplus on Collection Fund £	Total to pay £
Worcestershire County Council	29,470,930	37,644	29,508,574
Police & Crime Commissioner for West Mercia	4,767,493	6,360	4,856,402
Hereford & Worcester Fire	2,028,740	2,616	2,031,356

7. That the Executive Director Finance & Resources be authorised to make transfers under Section 97 of the Local Government Finance Act 1988 from the Collection Fund to the General Fund the sum of £5,811,808 being the Council's own demand on the Collection Fund (£5,804,343) and Parish Precept (£8,300) and the distribution of the Surplus on the Collection Fund (£7,465).
8. That the Executive Director Finance & Resources be authorised to make payments from the General Fund to Feckenham Parish Council the sums listed above (£8,300) by instalment on 1 April 2017 in respect of the precept levied on the Council.

REDDITCH BOROUGH COUNCIL

Council Tax Setting 2017/18

9. That the above resolutions 3 to 5 be signed by the Chief Executive for use in legal proceedings in the Magistrates Court for the recovery of unpaid Council Taxes.

10. Notices of the making of the said Council Taxes signed by the Chief Executive are given by advertisement in the local press under Section 38(2) of the Local Government Finance Act 1992.