

Louth Town Council

The Sessions House, Eastgate,
Louth, Lincolnshire, LN11 9AJ

01507 355895

clerk@louthtowncouncil.gov.uk



To the Members of the Town Council of Louth:

You are hereby summoned to attend a meeting of Louth Town Council's Planning, Governance and Finance and Personnel Committees which will be held on Tuesday 9th November 2021 in The Old Court Room, The Sessions House, Eastgate, Louth at 7pm. The business to be dealt with at the meeting is listed in the agenda below.

Please note, there will be a 15 minute public forum between 6.45pm and 7.00pm when members of the public may ask questions or make short statements to the Council, and your attendance is requested during this period.

Any public, wishing to speak on an agenda item or 'sit in' on the meeting(s) please contact the Town Clerk, using the above email address, in advance to discuss attendance arrangements. If possible, please provide written representation rather than attending in person.

Members of the public should note that they will not be allowed to speak during the formal meeting.

Mrs. L.M. Phillips

Town Clerk

Dated this 4th Day of November 2021

Safety Precautions due to COVID-19:

Louth Town Council continue to take precautionary measures to uphold its legal responsibility to protect its officers, elected members and others from risk to their health and safety. As a minimum these will include • socially distanced seating, • no tables and asking that attendees: • please do not touch items other than their own, • please bring their own pen and paper, • please take their own items/rubbish home with them, • please bring their own drink, • please do not come to the meeting if they have any symptoms or have been in contact with someone who is sick. • please inform the Town Clerk as far in advance of the meeting as possible if you will not be able to attend. • please note that the rules of debate as prescribed within Standing Orders will be adhered to. If Cllrs. wish to speak during the meeting, they will need to raise their hand, the Chairman will note this and will call upon people in the order he has noted. When asked to speak, Cllrs. should stand and speak loudly or make their way to the microphone. • Please note hand sanitising and the use of masks are also still encouraged.

AGENDA

PLANNING COMMITTEE

(Chairman: Cllr. Mrs. S. Crew, Membership: All Cllrs.)

1. **Apologies for Absence**
To receive and note apologies where valid reasons for absence have been given to the Town Clerk at least one hour prior to the meeting.
2. **Declarations of Interest / Dispensations**
To receive declarations of interest in accordance with the Localism Act, 2011 – being any pecuniary interest in agenda items not previously recorded on Members' Register of Interests and any written requests for dispensation received by the proper officer under section 22 of the Localism Act.
3. **Minutes**
To approve as a correct record the notes of the Planning Committee meeting held on 12th October 2021.
4. **Applications received by the Local Planning Authority**
 - a. To consider and make observations on all planning applications received including those listed in the schedule (PA/Schedule 11-09-21). (Attached).
5. **Planning Correspondence**
Committee to note planning decisions, enforcement complaints, appeal decisions, temporary road closures etc., as advised by the District and County Council. (Attached).

6. Proposed Works to Trees

- a. Committee to consider the following proposed works to trees in the Louth Conservation Area:
- i. **Location:** 51 Kidgate. **Proposals:** Remove – T1 – Pear, T2 and T3 – Apple, T4 - Bay.
Reasons: Trees too close to property and boundary walls. (Trees were planted by tenants without the landlord's permission. (Details circulated 3/11/21).

7. Next Meeting

Committee to note that the date of the next scheduled Planning Committee meeting is 7th December 2021.

GOVERNANCE AND FINANCE COMMITTEE (Chairman: Cllr. Mrs. E. Ballard, Membership: All Cllrs)

1. Apologies for Absence

To receive and note apologies where valid reasons for absence have been given to the Town Clerk at least one hour prior to the meeting.

2. Declarations of Interest / Dispensations

To receive declarations of interest in accordance with the Localism Act, 2011 – being any pecuniary interest in agenda items not previously recorded on Members' Register of Interests and any written requests for dispensation received by the proper officer under section 22 of the Localism Act.

3. Minutes

To approve as a correct record the notes of the Governance and Finance Committee meeting held on 12th October 2021.

4. Closed Session Item

Council to resolve to move into closed session in accordance with the Public Bodies (Admission to Meetings) Act 1960 due to the business to be discussed in the following item, information being of a confidential, commercial and third party nature in relation to Grants. **Cllrs. are urged to familiarise themselves with the grant applications online or in hard copy at the office prior to discussion.**

5. Next Meeting

Committee to note that the next scheduled meeting of the Governance and Finance Committee will be held on 7th December 2021.

PERSONNEL COMMITTEE (Chairman: Cllr. Mrs. J. Makinson-Sanders, Membership: All Cllrs)

1. Apologies for Absence

To receive and note apologies where valid reasons for absence have been given to the Town Clerk at least one hour prior to the meeting.

2. Declarations of Interest / Dispensations

To receive declarations of interest in accordance with the Localism Act, 2011 – being any pecuniary interest in agenda items not previously recorded on Members' Register of Interests and any written requests for dispensation received by the proper officer under section 22 of the Localism Act.

3. Minutes

To approve as a correct record the notes of the Personnel Committee meeting held on 28th September 2021.

4. Local Government Pay

Committee to receive an update on national negotiations to date and approve the uplift of office staff's salaries by one scale point on 1st April 2022, as per contracts.

5. Budget 2022/23

Committee to put forward suggestions for inclusion in its 2022/23 budget and consider the possible impact of any items put forward by others on its budget.

6. Town Clerk's Appraisal

Chairman to provide an update, Committee to resolve as necessary.

10-12-21 PLAN MINS

**MINUTES OF THE LOUTH TOWN COUNCIL PLANNING COMMITTEE
HELD IN THE OLD COURT ROOM, THE SESSIONS HOUSE, LOUTH
ON TUESDAY 12th OCTOBER 2021**

Present Councillor S. Crew (SC) (in the chair)

Councillors: Mrs. E. Ballard (EB), J Baskett (JB), D. Ford (DF), J. Garrett (JG), D.J.E. Hall (DJEH), D. Hobson (DH), G. Horton (GEH), A. Leonard (AL), Mrs. S.E. Locking (SEL), Mrs. J. Makinson-Sanders (JMS),

Councillors not present: M. Bellwood (MB), L. Cooney (LMC), A. Cox (AC), H. Filer (HF), D. Jackman (DJ), K. Norman (KN), J. Simmons (JS), F.W.P. Treanor (FWPT), Mrs. P.F. Watson (PFW) and D.E. Wing (DEW).

The Town Clerk's Assistant, Mrs. M.C. Vincent was also present.

P34. Apologies for Absence

Apologies for absence were received from Councillors: Cllrs. MB, LMC, AC, HF, DJ, KN, JS, FWPT, Mrs. PFW and DEW.

P35. Declarations of Interest / Dispensations

The following declarations of interest were made:

- a. Cllr. DH – PA 7 as known to them, PA 10 as a Director of Kidgate Primary Academy and neighbour of the applicant (pecuniary).
- b. Cllr. Mrs. JMS - items 4, 5 and 6, as a member of ELDC and item 6b as person known to them.
- c. Cllr. AL - items 4, 5 and 6, as a member of ELDC, item 6b as person known to them, PA 7 as known to them.
- d. Cllr. DJEH - items 4, 5 and 6, as a member of ELDC and its Planning Committee and PA 10 as a direct neighbour.
- e. Cllr. JB - PA 7 as known to them.

P36. Minutes

It was **RESOLVED** that the notes of the Planning Committee meeting held on 14th September 2021 be approved as the Minutes.

P37. Applications received by the Local Planning Authority

The Committee considered all planning applications received, including those listed on the schedule (PA/Schedule 10-12-21) and **RESOLVED** as follows:

- a. N/105/01822/21 1A Little South Street –Unable to comment due to lack of detail for an application in a conservation area.
- b. N/105/01823/21 Land Off Horncastle Road - Object. The site is outside the boundary of Louth and in the AONB. The Council felt that a precedent had been set by the refusal of permission for houses directly opposite on the Golf Course's land and refusal of previous applications behind the nearby row of houses. It felt that this was field grabbing and was mindful of 2 nearby landowner objections.
- c. N/105/02008/21 – 82 Newmarket - Object on the grounds of garden grabbing and digging out for parking. It felt that this site is opposite a very busy junction and as there is no turning space on site there would be no option to exit in a forward gear. It also felt that allowing this application would set a precedent for this row of houses. The Council had no objections to the internal alterations.
- d. All other applications were supported.

P38. Planning Correspondence

a. ELDC Planning Decisions

- i. Approved – N/105/ 01014/21 – Planning Permission – 2-4 Nicol Hill –LTC Supported
- ii. Approved– N/105/01357/21– Planning Permission – Pear Tree Lodge High Holme Road – LTC Objected
- iii. Approved – N105/01015/21– Listed Building Consent –2-4 Nicol Hill –LTC Supported
- iv. Approved – N/105/01578/21– Planning Permission– Whistling Straits, 54 Horncastle Road–LTC Supported

- v. Approved– N/105/01641/21– Planning Permission – 73 Eastgate – LTC objected
- vi. Approved – N/105/01556/21– Planning Permission– 33 Newmarket – LTC Supported

b. Traffic Regulation Orders

- i. Organisation responsible for restriction: Anglian Water
Reason for restriction: Sluice Valve Works
Location and nature of restriction: Mount Pleasant – between Robinson Lane and Mount Pleasant Avenue
Mount Pleasant Avenue (Closed at Junction with Mount Pleasant)
Period of restriction: 01/11/2021 to 03/11/2021 (Restrictions to be implemented as & when required during this period, signage detailing accurate dates & times will be displayed on site in advance)
Alternative Route/Access – Diversion routes and vehicle/pedestrian access arrangements will be signposted.
- ii. Organisation responsible for restriction: Anglian Water
Reason for restriction: Replace cover and frame on fire hydrant
Location and nature of restriction: Burnt Hill Lane, between Queen Street and Eastgate
Period of restriction: 01/11/2021 to 03/11/2021 (Restrictions to be implemented as & when required during this period, signage detailing accurate dates & times will be displayed on site in advance)
Alternative Route/Access – Diversion routes and vehicle/pedestrian access arrangements will be signposted.

P39. Proposed Works to Trees Protected by a Tree Preservation Order

The following proposed Tree Works were noted:

- a. Location: 18 Meridian View. Proposals: T22 – Horse Chestnut – Removal or cutting back of branches as highlighted in photographs supplied and prune all around by 2-3m. Reasons: T22 – Tree is leaning to one side with the weight of many of the main branches located to one side of the tree, with a large wound in the main trunk. Pruning for balance. (Details circulated 6/10/21).
- b. Location: 3 St. Mary's Lane. Proposals: T1 – Conifer/Spruce – Reduce in height and in width by 2.5m. T2 – Weeping Pear – Remove branches overhanging boundary hedge into No. 3. T3 – Juniper – Estimated height 8-9m; reduce by 4-4.5m. T4 – Conifer – Estimated height 5.5-6m; remove. T5 – Conifer – Remove northern and southern forks. T7 – Yew – Fell (intertwined with T8). T8 – Yew – Estimated height 6m; reduce by 3m. (Details circulated 6/10/21).
- c. The Committee discussed the following decision made by the Planning Working Group and had no comments:
Location: 153B Eastgate. Proposals: T1 – Cherry – Current height approximately 20ft, reduce by up to 5ft. Current spread approximately 25-30ft, reduce spread on east side by up to 12ft and on west side by up to 3ft. T2 – Cherry – Current height approximately 15ft, reduce by up to 6ft. Current spread approximately 5ft, reduce by no more than 2ft. G1 – 4 no. Ash – approximately 35-40ft in height with an overall spread of approximately 25ft, remove tree second from the left when viewed from the roadside and reduce remaining trees by up to 10ft. Reasons: T1 – to give clearance to neighbouring garage and footpath. T2 – To bring back into shape. G1 – Tee is encroaching onto the wall.

P40. Next Meeting

The Committee noted that the date of the next scheduled Planning Committee meeting was 9th November 2021.

The Meeting Closed at 7:33pm.

Signed _____ (Chairman) Dated _____

Our Ref	Authority	Application No	Type	Applicant	Proposal	Location / Ward	Conservation Area?	Previous LTC Comments	WG Recommendations	Expiry Date for LTC Comments
1	ELDC	N/105/ 02036/21	Planning Permission	Mr M Slainon	Erection of a detached garage in connection with an existing business (works completed)	31 Stewart Lane, LN11 8SB - St. Michael's Ward	No	Erection of a detached double garage and erection of a garden shed (works already started) LTC Supported in October 2017	Open to meeting	10/11/2021
2	ELDC	N/105/ 02157/21	Planning Permission	& Mrs. E. Hughton	Extension to existing garage to provide an annexe	10 Davey Close, LN11 0AB - North Holme Ward	No		Very large footprint, overbearing on the site. Object	10/11/2021
3	ELDC	N/105/ 02176/21	Planning Permission	Mr. L. Hackett	Erection of a detached building to provide a driving range bay.	Louth Golf Club, 59 Crowtree Lane, LN11 9LJ - St. Mary's Ward	Yes		Object, in AONB, building should be more aesthetically pleasing for the area.	10/11/2021
4	ELDC	N/105/ 02137/21	Section 73	Mr. B. Hallgarth	Section 73 application in relation to condition no.2 (approved plans), condition no. 18 (scheme of mitigation), and condition no.21 (footpath link) as imposed on planning permission reference no. N/105/01436/18 which was for erection of 14no. dwellings.	Land to the North of Julian Bower - St Mary's Ward	No	<p>Objected to this application on 14th August 2018 and voted again to relocate and extend these objections on 5th February 2019 as follows: Over Identification of the Town of Louth</p> <p>According to the local plan Louth already has sufficient housing and does not need to approve this development.</p> <p>Loss of Ecological Habitats / Adequacy of Drainage / Flood Risk</p> <p>The weaknesses / risks at the south of the site of the application are not on this site, they are on the site of the application. Any development on this site might have surface flooding (especially during the winter months) which could be a risk to the site. The application is not for a new development, it is for an extension of an existing development. The site should be made safe for the lifetime without increasing flood risk elsewhere. There is no other existing drainage on site into which sewage or flood water can drain. Louth Town Council is concerned, what will happen to the sewage, how many houses could be adversely affected by flooding, if the drains on Hunter Place are to be utilised and are unable to cope with this increase in use. The residents of Hunter Place have already witnessed that the drain in Hunter Place is unable to cope in heavy rain. The infrastructure in this area is clearly already overstretched. Therefore, respecting it to also deal with the requirements of extra houses is illogical. Louth Town Council are also concerned that the suggestions to maintain the functioning of the site complex drainage strategy are inadequate.</p> <p>There is some evidence in the form of 'humps and bumps' visible to the naked eye in the lay of the land to suggest that this may be a site of archaeological importance. Louth Town Council would wish to see a thorough assessment and archaeological survey of the site prior to any permissions being granted, to establish this fact.</p> <p>Access and Highway Safety</p> <p>This application, added to those already granted permission, which will all use the access via Meridian Way / Ribstone Rise, will give rise to a significant increase in the volume of traffic using this access and this will make the road dangerous for users and residents.</p> <p>There is significant evidence to suggest that the site should not be used for development. LTC have been made aware that it has appeared on ELDC's list of 'Discontinued Sites' as it was 'not suitable'.</p> <p>Public Visual Amenity</p> <p>This site and that adjacent provide panoramic views of the AONB and just for residents but for the general public using the area e.g. walking. These proposals will not protect and enhance the quality and distinctiveness of the area's landscape or preserve aspects/amenity being compromised as contained in ELDC's own Core Strategy Sustainability Appraisal and as such this application should be refused.</p> <p>Further, the great expense of large glass windows proposed on the new dwellings will invite light pollution into the AONB.</p>	Object re. Condition 2 - no detail of footpath despite asking to vary the condition. Object re. Condition 18 - neighbour complaints about the same.	10/11/2021
5	ELDC	N/105/ 02090/21	Planning Permission	Mrs. J. Troughton	erection of 1 no. detached single storey dwelling with an attached double garage	Land Adjacent to No. 21 St. Mary's Lane, LN11 0DU - St James Ward	Yes		Open to meeting. Recommend calling in to Planning Committee.	06/12/2021
6	ELDC	N/105/ 02047/21	Planning Permission	Ms. R. Laggan	Extensions and alterations to existing dwelling to provide additional living accommodation.	47 Watts Lane, LN11 9DG - Priory Ward	No		Support.	09/11/2021

Our Ref	Author-ity	Application No	Type	Applicant	Proposal	Location / Ward	Conserva-tion Area?	Previous LTC Comments	WG Recommendations	Expiry Date for LTC Comments
7	ELDC	N/092/ 01869/21	Reserved Matters application	Miss. M. Przewziska	for approval of reserved matters in relation to appearance, scale, revised layout and landscaping for the erection of 14 no. dwellings with associated garages pursuant to Outline Planning Permission N/092/01017/20 (erection of 14 no dwellings)	Land South of Chestnut Drive - Keddington Ward	No	<p>N/092/01017/20 - Land South of Temple Fields, LN11 7AN</p> <p>Local Town Council (LTC) objected to this application on 30th June 2020 on the following grounds:</p> <p>Social Housing - this application does not propose to deliver anywhere near policy compliant levels of affordable housing.</p> <p>Housing Need - there are already enough houses planned to satisfy the 5 year need. Therefore, this application is surplus to requirements.</p> <p>Achieving Sustainable Development - LTC do not believe that Section 2 of the NPPF is met and this development will not support the generation to come and is not sustainable.</p> <p>Adequacy of Amenities and Infrastructure - LTC does not believe that Louth's existing amenities e.g., schools and dentists etc., will be able to support this large development. LTC notes that the developer report states that we have a hospital (this is in fact, incorrect... we have an urgent care centre and only two doctors surgeries). We have one youth centre that is only open for a few nights a week, churches have no capacity for Sunday School, and we have no leisure facilities. LTC also notes that the developer report states that we have no parks or green spaces for playing. LTC feel that Louth cannot sustain further development as proposed when the research says we are attracting an older population, that will need support in the future. LTC is also concerned at the risk of water pressure in this area and where will the jobs come from for the people that live in these properties?</p> <p>Access and Highway Safety / Traffic Generation - This development is accessed via heavily populated residential areas and is adjacent to other new planned developments. It will significantly increase the risk of accidents in these areas and cumulatively these will generate significant traffic. It is also noted that the developer report states that the majority of cars using these routes by at least 50% are from the Louth area. This is not the case. The developer report also states that East Lindsey already has the highest percentage of cars. Travel data from the Louth Borough Observation and Survey (LBOAS) shows that East Lindsey already has the highest percentage of cars. Killed and Seriously Injured collisions in the country.</p> <p>JAM RoadSmart has provided an update on the cost of road deaths to the public purse. In 2016 the cost to the national economy of Lincolnshire road casualties equated to approximately £878M.</p> <p>Adequacy of Drainage - LTC is aware that this site has aquifers present beneath the ground and is concerned that these proposals do not meet the NPPF sections 149 and 150 and will cause water to move from one site to another thus exacerbating flooding in other areas.</p> <p>Overbearing Nature of Proposal - LTC is concerned that this proposal constitutes over development of both this area and Louth as a whole and the encroachment into Frit Cove Ward.</p> <p>LTC would like ELDC to confirm why so many applications for new developments are being allowed to come through the system when the 5 year need is already satisfied.</p>	<p>Reluctantly support as no good planning reasons to object.</p>	10/11/2021
8	ELDC	N/105/ 02173/21	Planning Permission	Ms. R. Pavitt	Alterations to existing dwelling to provide a raised decking area and provision of 1 no. new window, patio doors and external flue.	209 Eastgate, LN11 8DD - Trinity Ward	Yes	<p>None</p>	Support.	11/11/2021
9	ELDC	N/105/ 02110/21	Section 73	Mr. R. Hall	Application in relation to condition no. 2 (approved plans) and condition no. 8 (link road) previously imposed on planning permission ref no. N/105/01961/19 for erection of 237 no. dwellings	Land South East of Brakenborough Road - Fulstow Ward	No	<p>Objected to this application on 11th February 2020. Having been consulted on it again it agreed on 19th January 2021 to object again, reiterating previous reasons on the grounds that 237 dwellings is over the maximum number allowed in the local plan, making the proposal overbearing in nature and too dense.</p> <p>The proposed increase in numbers makes the density of buildings on the site too high, numbers should stay at 171, as originally discussed and the Council believes that the proposals will present problems re. overlooking and loss of privacy. The Council also wished to reiterate its previous objections: 1) Ecological concerns 1) regarding endangered species in the area e.g., badger and bat, ii) Protected bird species and iii) Japanese Knot Weed known to be growing in the vicinity. 2) Water supply and pressure issues - Councilors are concerned that in the event of a fire in the area there would be insufficient water pressure in the vicinity to accommodate emergency services. Further, Councilors have been informed that there is not an adequate supply of water to this area and in order to rectify this Westgate Fields and Westgate would have to be dug up again to lay suitable pipework. This work is currently taking place for another nearby development. 3) Flooding issues caused by inadequate sewer systems unable to cope with current demand and concern over who will adopt the maintenance of proposed SUD's scheme. The low level of land in this area will increase the potential for flooding. 4) Visual impact in an area of Great Landscape Value with views to the AONB. 5) Transport and traffic problems - Louth Town Council have responded to proposals in the Local Plan that building in the North East of the town where the road infrastructure is already strained is not acceptable. There are no proposals to improve or slow traffic. Road links are already inadequate and moving traffic is reduced to single file on all of the main roads leading away from the site to negotiate parked cars for which there is no discernible solution. The additional traffic movements will create a road safety danger and impact on all major junctions leading to the development. Access via the Industrial Estate would shift traffic volume issues through an unsuitable area not designed for this purpose. 6) Town Centre Car Parking - The proposed site is deemed to be too far from the centre of town for pedestrians resulting in increased car journeys which will have an adverse effect on traffic and parking in the town and will be detrimental to everyone's overall fitness. Car journeys will be necessary to access any medical, educational, leisure or retail purposes. 7) The development location is outside the envelope of the town boundaries and has been rightly discussed in the Local Plan, the ability of any proposed development to provide a range of facilities and amenities of housing for 2 and 3 bedrooms is not supported. Facilities such as schools, shops and community centres which would not enhance sustainability. There is only a limited access to this development on which make noise safety concerns. 8) Detrimental impact on the town generally from the increased measures on health and education services and increasing volumes of traffic which will destroy the character of the town. ELDC should also be aware that members of the public, not adjacent to this site, have attended meetings to express their concerns regarding the impact on traffic numbers and the inability of the infrastructure to cope.</p>	<p>Support change to condition no. 2. Object to change to condition no. 8.</p>	15/11/2021

Our Ref	Authority	Application No	Type	Applicant	Proposal	Location / Ward	Conservation Area?	Previous LTC Comments	WG Recommendations	Expiry Date for LTC Comments
10	ELDC	N/105/ 02247/21	Planning Permission	Mrs. D. Johnson,	Rear single storey extension to existing dwelling to provide additional living accommodation	76 Keddington Road, LN11 0BA - St. Margaret's Ward	No	None	Not received in time for consideration	25/11/2021
11	ELDC	N/159/ 00281/21	Planning Permission	Mr. C. Bowen,	Change of use of land to site 12no. holiday cabins, provision of a communal bin store, cycle stores and erection of a fence and entrance gates to the maximum height of 1.5 metres.	Thorpe Hall, Lincoln Road, South Elkington, LN11 0QR - Binbrook Ward	Yes Grade II*	Continued to strongly object to this application on 14th September 2021 on the grounds that this application is totally inappropriate for a Grade II* listed property. The gardens were laid down in 1906 by Gertrude Jekyll the famous and celebrated garden designer, the rest is a "Deer Park" of renown. This is one of the most important houses in Louth. It is very close to the roundabout in a 60mph speed limit so could have very poor access problems. The Civic Trust strongly object. There has been no historical assessment. The Environment Agency and the Council are concerned that there are no drainage plans. It can be seen that the land drains downhill towards the river Lud, details of the proposed drainage scheme are a necessity. The property is in the AONB and within the curtilage of the Gertrude Jekyll gardens. The Council is not against progress but feel that this sort of venture needs to be good quality and has got to be the right development in the right place. The Council wants the town to flourish, nothing stays the same, everything changes but it is looking after its heritage for the generations to come. Thorpe Hall has been in existence since the 1600's and it is really important that it is ensured that it be there for future generations and the grounds are integral to the house and history of the site.	Not received in time for consideration	18/11/2021

**PLANNING COMMITTEE 9th NOVEMBER 2021
PLANNING CORRESPONDENCE TO NOTE**

- 1. ELDC Planning Decisions**
 - a. Approved – N/105/01493/21 – Planning Permission – Land off Keddington Road – LTC Supported
 - b. Approved – N/105/01646/21 – Planning Permission – Plot 5 Lincoln Way – LTC Supported
 - c. Approved – N/105/01737/21 – Section 73 – Land adjacent 54 Brackenborough Road – LTC Supported
 - d. Approved – N/105/01542/21 – Planning Permission – Land at Bennett Road and Bolingbroke Road – LTC Supported

- 2. Enforcement**

New Orleans Jazz Club – Issue of a Section 215 Notice in relation to untidy building.
13 & 13a Cornmarket – confirmation of work being undertaken
32-34 Mercer Row – Untidy land and building – Issue of Section 215 Notice

- 3. Traffic Regulation Orders**

Organisation responsible for restriction: Various local organisations associated with the Royal British Legion
Reason for restriction: Remembrance Day Events
Location and nature of restriction: Uppgate, Mercer Row, Market Place, Eastgate, Northgate, Ramsgate
Period of restriction: 14/11/21

Organisation responsible for restriction: Louth Independent Traders
Reason for restriction: To enable social distancing on pavement cafes
Location and nature of restriction: Cornmarket
Period of restriction: Closures now extended to 29/9/22

Organisation responsible for restriction: Anglian Water
Reason for restriction: New connection
Location and nature of restriction: Fulmar Drive between Brackenborough Road and Swallow Drive
Period of restriction: Closures now extended to 22/11/21-24/11/21

Organisation responsible for restriction: Louth and District Lions Club and Rotary of Louth
Reason for restriction: Bonfire Event
Location and nature of restriction: Elkington Road between A16 roundabout and St Marys/Westgate Junction
Period of restriction: Closures now extended to 6/11/21 between 17:00 an 21:00

Organisation responsible for restriction: Tyme Flies
Reason for restriction: Craft and Flea Market Events
Location and nature of restriction: Cornmarket, Butcher Lane, Market Place Car Park
Period of restriction: 14/11/2021, 28\11/2021, 12/12/2021

10-12-21 G&F MINS

**MINUTES OF THE LOUTH TOWN COUNCIL GOVERNANCE AND FINANCE COMMITTEE
HELD IN THE OLD COURT ROOM, THE SESSIONS HOUSE, LOUTH
ON TUESDAY 12th OCTOBER 2021**

Present Councillor Mrs. E. Ballard (EB), (in the chair).

Councillors: J. Baskett (JB), S. Crew (SC), D. Ford (DF), J. Garrett (JG), D.J.E. Hall (DJEH), D. Hobson (DH), G. Horton (GEH), A. Leonard (AL), Mrs. S.E. Locking (SEL), Mrs. J. Makinson-Sanders (JMS),

Councillors not present: M. Bellwood (MB), L. Cooney (LMC), A. Cox (AC), H. Filer (HF), D. Jackman (DJ), K. Norman (KN), J. Simmons (JS), F.W.P. Treanor (FWPT), Mrs. P.F. Watson (PFW) and D.E. Wing (DEW).

The Town Clerk's Assistant, Mrs. M.C. Vincent was also present.

G12. Apologies for Absence

Apologies for absence were received from Councillors: Cllrs. MB, LMC, AC, HF, DJ, KN, JS, FWPT, Mrs. PFW and DEW.

G13. Declarations of Interest / Dispensations

- a. Cllrs. AL and Mrs. JMS – matters relating to Hubbard's Hills as Trustees and matters relating to the precept as members of ELDC.
- b. Cllrs. GEH and DJEH - matters relating to the precept as members of ELDC.

G14. Minutes

It was **RESOLVED** that the notes of the Governance and Finance Committee Meeting held on 20th July 2021 be approved as the Minutes with the addition of Cllr. Mrs. JMS being included in the Declarations of Interest as at Trustee of Hubbard's Hills.

G15. Finance

The Committee received and **RESOLVED** to authorise the following:

- a. Receipts and Payments – Cashbooks 1 and 2 – Months 1 - 3
 - i. Month 1

1.	Cash Book 1	Receipts	£140,882.05	Payments	£49,607.84
2.	Cash Book 2	Receipts	£0.00	Payments	£150.16
 - ii. Month 2

1.	Cash Book 1	Receipts	£4,705.42	Payments	£21,151.37
2.	Cash Book 2	Receipts	£250.00	Payments	£184.16
 - iii. Month 3

1.	Cash Book 1	Receipts	£1,317.37	Payments	£17,744.25
2.	Cash Book 2	Receipts	£250.00	Payments	£413.36
- b. Detailed Income and Expenditure Report (Budget Variance Report) as at Month 3 to 30th June 2021.
- c. Earmarked Reserves Report as at 30th June 2021.
- d. Balance Sheet to 30th June 2021 and Cash Book 1 and 2 Bank Reconciliations which reconcile to account statements showing balances as follows:
 - i. Lloyds Treasurers Account (balance on statement 55) – £369,483.29
 - ii. Petty Cash (balance as at 30th June 2021) – £-55.38
 - iii. Lloyds Deposit Account (balance on statement 5) – £166,650.51
 - iv. National Savings and Investment Account (balance on statement 9) – £111,323.47

During this item Cllr. AL left the room from 7:46pm to 7:47pm. The meeting was suspended for this duration.

G16. Standing Orders

The Committee received and discussed proposed updated Standing Orders and it was noted that there were now 7 members in the Personnel Committee. It was **RESOLVED** to adopt the updated Standing Orders and instigate them with immediate effect.

G17. Next Meeting

The Committee noted that the next scheduled Governance and Finance Committee meeting would be on 9th November 2021.

The Meeting Closed at 8.25pm.

Signed _____ (Chairman)

Dated _____

UNAPPROVED

Grant Applications 2021/22 for Consideration by the Governance and Finance Committee - 9th November 2021

Name of Applicant	Louth and District Help for the Homeless	Louth Playgoers Society Ltd.
Amount Awarded 2020	£1,200	£2,000
Amount Requested 2021	£500	£3,000
Use of Funds Requested	Either to recover loans written off in annual accounts or directly to relieve homelessness by providing a deposit for a new tenancy or relieving arrears to prevent a repossession.	Purchase of new lighting desk to manage lighting for professional and amateur shows. The current desk is 20 years old, is starting to fail and is now old technology.
Has a Written Quotation Been Provided?	No, not possible for this use.	Yes
Membership of Organisation	8	116 theatre cards, 165 volunteers, 7 paid staff
How Many Louth People Live in Louth?	4	86 theatre cards, 120 volunteers, 7 paid staff
How Many Louth People will Benefit?	1	18000
What Age Range are the Beneficiaries?	All adults	Young children 15%, youth 10%, adult 45%, senior citizens 30%.
What Legacy to Louth is Provided?	A person or family will be able to live and work locally and contribute to the town.	A new lighting desk will ensure LPS can continue to deliver quality productions going forward. Unlike the existing desk the new one will be compatible with the technology used by all incoming companies.
Accounts Provided?	Yes	Yes
FOG Recommendation?	£500	£500
LTC Award 2020 (For GF to Resolve)		
Notes		

Grant Applications 2021/22 for Consideration by the Govern:

Name of Applicant	Louth 13+ Project	St. Bernard's School
Amount Awarded 2020	£0	£0
Amount Requested 2021	£301.70	£50-£100
Use of Funds Requested	To buy frames and art supplies in order to create a 'Community Art Gallery'. The Art Gallery will give our young people a voice through a series of art projects - we want to celebrate them and their work. The gallery will also be open to exhibits from our 55+ groups and our wider community.	For the purposes of a community school project for armistice day. The material will be used by students to make templates which will form part of a soldier trail displayed in Louth shops.
Has a Written Quotation Been Provided?	Yes	Not a financial one
Membership of Organisation	Pre-Covid 60-90 8 to 19 year olds per week and 25+ over 55's	82 students in Louth, 177 students in Horncastle
How Many Members Live in Louth?	98%	61
How Many Louth People will Benefit?	15-20 per exhibition of which the funding should support 4.	100
What Age Range are the Beneficiaries?	8-19 plus over 55's	Young children, youths and Louth locals
What Legacy to Louth is Provided?	The frames and design of the gallery allow for regularly updated exhibitions. Young people who exhibit their work will feel valued and listened to through the work they create which has the ability to make a significant difference to their self-esteem and aspirations. We are able to invite other community members to share our gallery space once it is established.	Overall benefit for our students is the creative, and sensory opportunity and community engagement.
Accounts Provided?	Yes	Yes
FOG Recommendation?	£301.70	£100
LTC Award 2020 (For GF to Resolve)		
Notes		

Grant Applications 2021/22 for Consideration by the Govern:

Name of Applicant	Louth Navigation Trust	Louth Run for Life
Amount Awarded 2020	£0	£0
Amount Requested 2021	£704	£500
Use of Funds Requested	Purchase of cordless longreach hedge trimmer and professional brushcutter	First Aid Costs, Traffic Management, Race Control Equipment, Administration and Postage
Has a Written Quotation Been Provided?	Yes	Yes
Membership of Organisation	300	15
How Many Members Live in Louth?	223	12
How Many Louth People will Benefit?	2500	Many people will access/be helped with 1 in 2 affected by cancer
What Age Range are the Beneficiaries?	All generations	All ages
What Legacy to Louth is Provided?	The recent Navigation Recreation event was successful but more equipment is needed to open up Riverhead basin to enable more activity on the water to be enjoyed by spectators and participants.	This year was the 15th Annual Event and will continue for the next 10 years +. Participants are usually between 12000-15000. Many people will be helped by the monies raised. Cancer affects many people in our community which is why we continue with our fundraising efforts.
Accounts Provided?	Yes	Yes
FOG Recommendation?	£704	£500
LTC Award 2020 (For GF to Resolve)		
Notes		

Grant Applications 2021/22 for Consideration by the Govern:

Name of Applicant	Louth Golf Club (1992) Plc	Louth and District Concert Society (LDCS)
Amount Awarded 2020	£0	£0
Amount Requested 2021	£1,276	£200
Use of Funds Requested	To purchase new driving mats for upgraded driving range.	Back Project 48. Project 48 is a nationwide event in England. The Beverley-based pianist, Libby Burgess, will play Bach's lengthy piece "The Well-tempered Clavier" (sometimes called "The 48" as it consists of 48 preludes and fugues in all of the major and minor musical keys) in each of England's 48 counties. Some concerts in other counties have already taken place.
Has a Written Quotation Been Provided?	Yes	No
Membership of Organisation	450	Membership currently flexible due to Covid
How Many Members Live in Louth?	60%	Due to above, numbers unconfirmable but in region of 120-150
How Many Louth People will Benefit?	450+	Figures unconfirmed
What Age Range are the Beneficiaries?	All, 9 to 90	Young and Elderly
What Legacy to Louth is Provided?	This is a large project to provide a covered area for practise facilities, something that most golf clubs already have, but which Louth does not. It is recognised that to move forward, encourage more players both young and old, a covered facility is important, as such every effort to help fund this would be much appreciated.	Will help to sustain and drive forward the level of interest in classical music locally. By means of inclusivity we also aim to expand the 'musical demographics' - both to young people also also more elderly people, some infirm. All this is particularly important given the impact of the pandemic on live musical events.
Accounts Provided?	Yes	Yes
FOG Recommendation?	£638	£200
LTC Award 2020 (For GF to Resolve)		
Notes		

Grant Applications 2021/22 for Consideration by the Govern:

Name of Applicant	1228 Louth Air Training Corps
Amount Awarded 2020	£0
Amount Requested 2021	£1,750
Use of Funds Requested	1) IT/AV upgrade to improve lesson delivery. 2) Purchasing MTP clothing for cadets.
Has a Written Quotation Been Provided?	Yes
Membership of Organisation	25
How Many Members Live in Louth?	21
How Many Louth People will Benefit?	25
What Age Range are the Beneficiaries?	Youth
What Legacy to Louth is Provided?	Pride, respect, leadership and team working are all part of the ATC centre. 1228 (Louth) Squadron is proud of the fact that it can provide skills, thorough cadet activities, that will not only support their progression from Junior to Master Cadet and rank promotion but will also provide them with transferable skills as they progress towards adulthood and into employment giving them every opportunity of success later in life. The Squadron also provides various BTEC qualifications and participates in the Duke of Edinburgh Award Scheme which will also support our cadets future development. Our roll averages 25 cadets so over a 10 year period the grant would directly support over 250 cadets. There is a wider indirect legacy of developing young people the town can be proud of; an example of this would be annual Remembrance Parade.
Accounts Provided?	
FOG Recommendation?	£1,750
LTC Award 2020 (For GF to Resolve)	
Notes	

09-28-21 PERS MINS

**MINUTES OF THE LOUTH TOWN COUNCIL PERSONNEL COMMITTEE
HELD IN THE OLD COURT ROOM, THE SESSIONS HOUSE, LOUTH
ON TUESDAY 28TH SEPTEMBER 2021**

Present Mrs. J. Makinson-Sanders (JMS), (in the chair).

Councillors: Mrs. E. Ballard (EB), J. Baskett (JB), Mrs. S. Crew (SC), G.E. Horton (GEH), J. Simons (JS) and D. Wing (DEW).

Councillors not present: None.

The Town Clerk, Mrs. L.M. Phillips, the Town Clerk's Assistant, Mrs. M. Vincent and Cllr. DH (left at Closed Session) were also in attendance.

H11. Apologies for Absence

None.

H12. Declarations of Interest / Dispensations

None.

H13. Minutes

It was **RESOLVED** that the notes of the Personnel Committee Meeting held on 20th July 2021 be approved as the Minutes.

H14. Appraisal

It was **RESOLVED** that the Town Clerk's appraisal should be postponed pending Cllr. Mrs. JMS contacting ELDC to ask if a Zoom meeting could be held with a relevant person in Human Resources who could update the Personnel Committee on current formats for appraisals.

H15. Closed Session Item

It was **RESOLVED** to move into Closed Session in accordance with the Public Bodies (Admission to Meetings) Act 1960 due to the business to be discussed in the following item, information being of a confidential and sensitive nature in relation to personnel matters.

- a. **Mayor's Serjeant** - it was **RESOLVED** that this honorary post should not be generally advertised but that the Town Clerk should seek a replacement/candidates and that in the interim the role be performed by a stand in, first refusal to be given to the Town Clerk's Assistant, who should take back any extra time spent performing the role as time in lieu.

It was **RESOLVED** to come out of Closed Session.

The Meeting Closed at 9:40pm.

Signed _____ (Chairman) Dated _____



National Employers for local government services: Local Government Pay July 2021

View the letter regarding the local government pay negotiations for 2021.

**To: Chief Executives in England, Wales and N Ireland
(additional copies for HR Director and Finance Director)
Members of the National Employers' Side
Regional Directors**

27 July 2021

Dear Chief Executive,

LOCAL GOVERNMENT PAY 2021

I am writing to update you on the local government national pay negotiations for 2021.

The National Employers have today made an improved, final pay offer to the unions representing the main local government NJC workforce.

The political deliberations over the past few months have been difficult given the financial context local government is in, and while there was consensus among the National Employers that there should be a pay award this year, this was not a consensus on the level of that award. This meant that in the end the only way to make a decision was to hold a vote in today's meeting of the Employers' Side of the National Joint Council, which is the body that is ultimately responsible for these decisions.

A copy of the letter sent to the NJC trade unions setting out the improved offer is attached at Annex A, along with a copy of the employers' press release at Annex B.

You will recall that in February the NJC unions lodged their pay claim for:

- A substantial increase with a minimum of 10% on all spinal column points

- Introduction of a homeworking allowance for all staff who are working from home
- A national minimum agreement on homeworking policies for all councils
- A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction, or retaining the same hours and being paid a higher percentage of FTE
- A minimum of 25 days annual leave, plus public holidays and statutory days, for all starting employees, plus an extra day holiday on all other holiday rates that depend on service
- An agreement on a best practice national programme of mental health support for all local authorities and school staff
- A joint review of job descriptions, routes for career developments and pay banding for school support staff, and completion of the outstanding work of the joint term-time only review group
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave

On 14 May, the National Employers tabled a pay offer of 1.50 per cent on all pay points with effect from 1 April 2021, along with proposals that the NJC begins immediate exploratory discussions on three other elements of the unions' claim, as follows:

- A national minimum agreement on homeworking policies for all councils
- An agreement on a best practice national programme of mental health support for all local authorities and school staff
- A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave

After considering the offer, the unions informed us on 21 May that it was not acceptable and asked that the National Employers give urgent consideration to making an improved offer. The unions did though subsequently set out their proposals on the non-pay elements of the offer, to which the employers have today responded.

The employers also today discussed an issue that I have highlighted many times over recent years. Namely, the huge challenge we face in maintaining headroom between the NJC's bottom pay point and the National Living Wage (NLW). Primarily, this stems from the government policy to increase the NLW from 60 per cent of average earnings to 66 per cent by 1 April 2024. Clearly this increase in percentage is higher than conventional pay awards and in addition, 'average earnings' is not a known figure ahead of time so all planning must rely on increasingly erratic forecasts.

The volatility of the forecasts of what the NLW rate will be over the coming years makes it almost impossible for us to accurately predict the necessary increases required year on year to maintain the current level of headroom between the NLW and the NJC bottom rate.

The National Employers, who are all senior elected members drawn from councils across England, Wales and Northern Ireland, are acutely aware of the added impact that the pandemic is having on councils' budgets and future financial stability. This is why their improved offer is final; it represents the limit of affordability for most councils. I shall continue to keep you informed of developments.

Yours sincerely,

Naomi Cooke
Employers' Secretary

ANNEX A

Mike Short, Rehana Azam, Jim Kennedy
Trade Union Side Secretaries
NJC for Local Government Services
c/o UNISON Centre
130 Euston Road
London NW1 2AY

27 July 2021

Dear Mike, Rehana and Jim

LOCAL GOVERNMENT PAY 2021

The National Employers met today to consider a further response to the trade unions' correspondence of 25 June and now wish to make a final offer as follows:

- **With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1**
- **With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above**
- **Completion of the outstanding work of the joint Term-Time Only review group**

The employers also considered your proposals on the three non-pay elements of their initial offer and hope joint discussions can begin on the basis of the following:

- **A national minimum agreement on homeworking policies for all councils**

The LGA's Workforce team has gathered a number of examples of local proposals and policies from councils that are moving to a hybrid working model. It is also providing advice and guidance on organisational development strategies and employment practices that support post-COVID workforce transformation. All of this work includes issues raised in your proposals, so the employers suggest that the NJC begins discussions on how they could be included in joint framework guidance.

The employers noted your repeated request for the introduction of a homeworking allowance for all staff who are working from home. This issue received no support from councils during the regional pay consultation process, so the employers reaffirm their previous rejection of this element of your claim.

- **An agreement on a best practice national programme of mental health support for all local authorities and school staff**

The LGA's Workforce team has collected large amounts of data and information relating to local policies which could be highlighted jointly as examples of good practice. Throughout the pandemic, the LGA's Workforce team has worked with a number of national partners to offer a wide range of emotional and physiological wellbeing guidance and information for managers and staff across the different sectors of our workforce, with a particular focus on mental health.

A programme of work is planned that will provide more advice and guidance to local government employers to help support them to manage the transition of staff out of 'crisis' or 'react' mode and to develop employment practices that have wellbeing principles and competencies at their core. The employers propose that the NJC begins discussions on producing joint guidance.

- **A joint review of the provisions in the Green Book for maternity / paternity /shared parental / adoption leave**

The employers noted your proposal for a new 'family leave and pay' section in Part 2 of the Green Book. The employers request that you provide more details so that they are able to properly consider this suggestion.

You will be aware that the Government will be issuing its response to its 2019 consultation on the potential reform of the statutory provisions for maternity, parental and family leave and pay before the end of the year. Therefore, the employers propose that the NJC waits to see what the government brings forward before it embarks on a review of its own.

However, the government will be introducing neo-natal leave and pay. The new statutory provisions will allow for an additional week's leave for each week a neonatal baby is in hospital, for up to 12 weeks, paid at the statutory rate of £151.97 per week (or 90% of earnings if less).

The National Employers propose that this new provision is incorporated into the National Agreement's Maternity Scheme. The National Employers hope this final offer can quickly form the basis of an agreement between the two Sides so that employees, who continue to provide such critical support to their communities, can receive a pay rise as soon as practicable.

Yours sincerely,

Naomi Cooke

Employers' Secretary

ANNEX B

PRESS RELEASE: 27 JULY 2021

Council employees' improved pay offer announced

Council employees have been offered an improved pay increase. The majority of employees - those on salaries starting at £18,198 per annum - would receive an uplift of 1.75 per cent on 1 April 2021, with those on the lowest salary receiving 2.75 per cent. The National Employers, who negotiate pay on behalf of 350 local authorities in England, Wales and Northern Ireland, made the offer to unions today. It will affect over 1.5 million employees.

Notes to editors

The increase to the national paybill resulting from this offer is £328m (covering the period to 31 March 2022).

This pay offer does not apply to council chief executives, senior officers, teachers or firefighters, who are covered by separate national pay arrangements.

The National Joint Council negotiates the pay, terms and conditions of staff in local authorities. It agrees an annual uplift to the national pay spine, on which each individual council decides where to place its employees. Each council takes into account a number of factors such as job size and local labour market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

-ENDS



Employer circular pay negotiation update, 19 October 2021

**Chief Executives in England, Wales and N Ireland
(additional copies for HR Director and Finance Director)
Members of the National Employers' Side
Regional Directors**

19 October 2021

Dear Chief Executive,

Local government pay 2021

The National Employers met today to consider the unions' request to reopen this year's pay negotiations.

I wrote to you on 27 July with details of the **employers' final pay offer** [<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>] to the unions representing local government services ('Green Book') employees. During September, all three unions consulted their memberships with a recommendation to reject the final offer. UNISON members voted 79 per cent to accept and 21 per cent to reject; GMB members voted 75 per cent to accept and 25 per cent to reject; and Unite voted 81 per cent to accept and 19 per cent to reject. The unions are all now preparing to conduct industrial action ballots.

After a lengthy debate, the employers today agreed by a majority to reaffirm that the pay offer they made on 27 July is full and final and to inform the unions that they could not accede to their request to reopen negotiations. A letter explaining the employers' decision has been sent to the unions and is **attached (below on web page)**.

Relationships with the unions have to be based on honesty and integrity which is why we have been consistent in telling them that the employers' pay offer is full and final. The National Employers put great effort into making the best pay offer they could in the circumstances and ensured that the offer reflected the views of the overwhelming majority of councils. Therefore, it would be disingenuous and misleading of us not to again make clear that any further meeting will not lead to an improved pay offer

We hope the unions will accept the final offer we have made so that our hard-working staff can get the pay rise paid to them as soon as practicable.

It is important that your employees are kept fully in the picture and in particular that they are aware that the employers have made a final offer that represents the limit of affordability and there is no prospect of this offer being increased.

The employers recognise that local government workers are affected by the current difficult economic climate but our final offer is the limit of what councils can afford. The employers have tried very hard to ensure that all employees will receive a fair pay increase.

Local authority craftworkers

Unite and GMB consulted their members on the **employers' final pay offer** [<https://www.local.gov.uk/national-employers-local-government-services-craftworkers-pay-july-2021>] as part of their ballot on the main NJC offer. Both unions recommended that the pay offer for Craftworkers be rejected.

GMB's Craft members voted by a majority of 90 per cent to 10 per cent to reject the final offer. Unite's Craft members voted by a majority of 84 per cent to 16 per cent to reject the final offer.

Both unions are expected to conduct industrial action ballots of Craftworkers in parallel with the NJC ballots.

Chief executive and chief officer pay

At their meeting on 27 July, the National Employers made final pay offers of 1.50 per cent to both groups. Both the respective Staff Sides rejected the final offers and asked the employers to reconsider and instead meet their claims for "*equality of treatment with the generality of local government staff*".

The National Employers today agreed to reaffirm their final pay offers and urged the Staff Sides to accept them. Letters setting out the rationale behind the employers' decision will be sent to the Staff Side Secretaries in the next few days.

Industrial action ballots

The law requires that there is a ballot of employees in accordance with strict legal requirements before industrial action is called for or endorsed. Only where such a ballot produces a majority in favour of industrial action and at least 50 per cent of those eligible to vote have voted will the action be lawful.

The ballot will only be effective for and mandate industrial action that takes place within six months, beginning with the date of the ballot (which is the date the ballot closes).

In previous disputes, all three unions have balloted members on an aggregated basis. This means that to take action, 50 per cent of their national memberships were required to vote. This time, we understand that one or more of the unions may operate on a disaggregated basis. This means that action could be taken at each organisation where a turn-out of over 50 per cent is secured (if members vote in favour strike action).

We have produced a comprehensive **[e-guide on industrial action](https://www.local.gov.uk/our-support/workforce-and-hr-support/employment-relations/employment-law-topics-and-e-guides-0)** [<https://www.local.gov.uk/our-support/workforce-and-hr-support/employment-relations/employment-law-topics-and-e-guides-0>] which I recommend you and your colleagues read ahead of the unions' ballots getting underway.

I shall continue to keep you informed of developments.

Yours sincerely,

Naomi Cooke

Employers' Secretary

Mike Short, Rehana Azam, Jim Kennedy

Trade Union Side Secretaries

NJC for Local Government Services

c/o UNISON Centre

130 Euston Road

London NW1 2AY

19 October 2021

Dear Mike, Rehana and Jim

Local government pay 2021

Thank you for your letter of 14 October.

The National Employers met today and noted the outcome of your pay consultation ballots and your intention to prepare to conduct ballots for industrial action.

The employers carefully considered your request for them to make an improved offer. After a lengthy debate, the employers today agreed by a majority to reaffirm that the pay offer they made on 27 July (see overleaf) is full and final.

You are aware of the financial situation in the sector; the employers are therefore obliged to ensure that they represent the interests of local authorities by ensuring that any pay offer is shaped in such a way that it is affordable and fair to both employers and employees.

In your letter, you also request that the employers, *“reconsider [their] refusal to work with us to lobby the government for more funding specifically for local government pay”*. I remind you that any decision to seek funding for a pay award can only be made by the LGA (in coordination with the WLGA and NILGA) and is therefore outside the remit of this body.

The National Employers urge you to reconsider your decision to ask your members to vote for industrial action in order that the local government workforce can promptly receive the 2021 pay award.

Yours sincerely,

Naomi Cooke

Employers’ Secretary

National Employers’ full and final pay offer for 2021:

- **With effect from 1 April 2021, an increase of 2.75 per cent on NJC pay point 1**
- **With effect from 1 April 2021, an increase of 1.75 per cent on all NJC pay points 2 and above**
- **Completion of the outstanding work of the joint Term-Time Only review group**
- **A national minimum agreement on homeworking policies for all councils**
 The LGA’s Workforce team has gathered a number of examples of local proposals and policies from councils that are moving to a hybrid working model. It is also providing advice and guidance on organisational development strategies and employment practices that support post-COVID workforce transformation. All of this work includes issues raised in your proposals, so the employers suggest that the NJC begins discussions on how they could be included in joint framework guidance. The employers noted your repeated request for the introduction of a homeworking allowance for all staff who are working from home. This issue received no support from councils during the regional pay consultation process, so the employers reaffirm their previous rejection of this element of your claim.
- **An agreement on a best practice national programme of mental health support for all local authorities and school staff**
 The LGA’s Workforce team has collected large amounts of data and information relating to local policies which could be highlighted jointly as examples of good practice. Throughout the pandemic, the LGA’s Workforce team has worked with a number of national partners to offer a wide range of emotional and physical support

wellbeing guidance and information for managers and staff across the different sectors of our workforce, with a particular focus on mental health.

A programme of work is planned that will provide more advice and guidance to local government employers to help support them to manage the transition of staff out of 'crisis' or 'react' mode and to develop employment practices that have wellbeing principles and competencies at their core. The employers propose that the NJC begins discussions on producing joint guidance.

- **A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave**

The employers noted your proposal for a new '*family leave and pay*' section in Part 2 of the Green Book. The employers request that you provide more details so that they are able to properly consider this suggestion.

You will be aware that the Government will be issuing its response to its 2019 consultation on the potential reform of the statutory provisions for maternity, parental and family leave and pay before the end of the year. Therefore, the employers propose that the NJC waits to see what the government brings forward before it embarks on a review of its own.

However, the government will be introducing neo-natal leave and pay. The new statutory provisions will allow for an additional week's leave for each week a neonatal baby is in hospital, for up to 12 weeks, paid at the statutory rate of £151.97 per week (or 90 per cent of earnings if less).

The National Employers propose that this new provision is incorporated into the National Agreement's Maternity Scheme.

Workforce and HR support

[\[/our-support/workforce-and-hr-support\]](#)