

Record of Cabinet decisions

Tuesday, 4 September 2012

3.00pm to 4.15pm

Date of publication: 5 September 2012

**Subject to call-in these decisions will be effective from 13 September 2012
The record of decisions are subject to approval at the next meeting of the Cabinet**

Present:	Councillor Alan Jarrett	Deputy Leader and Portfolio Holder for Finance	
	Councillor David Brake	Portfolio Holder for Adult Services	
	Councillor Jane Chitty	Portfolio Holder for Strategic Development and Economic Growth	
	Councillor Howard Doe	Portfolio Holder for Housing and Community Services	
	Councillor Phil Filmer	Portfolio Holder for Front Line Services	
	Councillor Tom Mason	Portfolio Holder for Corporate Services	
	Councillor Mike O'Brien	Portfolio Holder for Community Safety and Customer Contact	
	Councillor David Wildey	Portfolio Holder for Children's Social Care	

In Attendance: Neil Davies, Chief Executive
Robin Cooper, Director of Regeneration, Community and Culture
Mick Hayward, Chief Finance Officer
Wayne Hemingway, Democratic Services Officer
Richard Hicks, Assistant Director, Customer First, Leisure, Culture, Democracy and Governance
Perry Holmes, Monitoring Officer
Julie Keith, Head of Democratic Services
Barbara Peacock, Director of Children and Adults Services

Deputy Leader's Announcement

The Deputy Leader welcomed Barbara Peacock, the new Director of Children and Adults Services to the meeting.

Apologies for Absence

Apologies were received from Councillors Rodney Chambers (Leader) and Wicks (Children's Services).

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Record of Decisions

The record of the meeting held on 7 August 2012 was agreed and signed by the Deputy Leader as correct.

The record of the urgent decision taken by the Deputy Leader on 23 August 2012 was agreed and signed by the Deputy Leader as correct.

Declarations of Disclosable Pecuniary Interests

Councillor Mason disclosed an interest in agenda item 10 (Medway NHS Foundation Trust – Blue Badge Holder Parking Charges) insofar as he was a blue badge holder, and having sought advice from the Monitoring Officer as to the nature of this interest, he retained his right to speak and vote on the item.

Special Educational Needs Transport Policy

Background:

This report provided details of the outcome of consultation on a proposal to introduce a new policy on how Medway fulfilled its statutory duties in supporting the transport arrangements for children and young people with special educational needs (SEN). The main differences in the proposed new policy, which would take effect from 1 January 2013, for new entrants, were set out in paragraph 3.1 of the report.

The report stated that there were 136 responses to the consultation and an analysis of the responses was set out in Appendix B to the report. It was noted that some of the concerns raised demonstrated a misunderstanding of the wording and the legal framework outlined in the policy, therefore, this had been made more user friendly in the final draft of the Policy, which was attached at Appendix A to the report.

The Children and Young People Overview and Scrutiny Committee had considered this report on 17 July 2012 and its comments were set out in paragraph 9 of the report.

A Diversity Impact Assessment screening had been carried out on the draft Policy which was set out in Appendix C to the report. It showed that Medway would continue to meet its statutory duties and the policy change did not discriminate unfairly on any particular group in Medway. Children and young people would continue to have their needs met albeit, for some, this would be discharged in a different way. An implementation plan would be drawn up in order to give parents and carers sufficient notice of specific changes to their child's mode of transport/transport arrangements.

Decision number:

Decision:

117/2012

The Cabinet agreed the policy on transport arrangements for children with Special Educational Needs, as set out in

Appendix A to the report.

Reasons:

The current policy was outdated and required revision to ensure compliance with legislation. The practice in Medway was also out of step with other local authorities. The changes within the proposed policy would enable better value for money as well as support independence.

Fair Access to Credit Task Group

Background:

This report provided details of the outcome of the Overview and Scrutiny Task Group in-depth review of fair access to credit, which had originated from a motion considered at Full Council on 12 January 2012 on the issue of affordable credit and the decision to refer this issue to a cross party Overview and Scrutiny Task Group.

The Task Group met with representatives from a number of organisations. This included the Medway Citizens Advice Bureau, Credit Unions, trade associations, a loan provider, the Youth Parliament and officers from various sections of the Council. This was supported by additional written submissions from a number of organisations/individuals working within the remit of the review and further desktop research, which led to the Task Group developing 29 recommendations.

Following the conclusion of the review, the Task Group's report was submitted to both the Business Support and Regeneration, Community and Culture Overview and Scrutiny Committees, details of which were set out in paragraphs 5 and 6 of the report.

It was noted that the main findings/recommendations of the review responded to the Task Group's consideration of:

- The role of the Council in supporting Medway residents affected by unaffordable credit. This included work to enable credit unions, promote financial literacy and support the establishment of a Social Impact Board;
- Strengthening the rules governing the issue of lending licences and, recognising that an effective strategy in combating illegal lending was an alternative supply, addressing the lack of affordable credit. This included focus on giving local authorities greater control over the planning process and enabling affordable alternatives such as credit unions and;
- How the Council could promote financial literacy and affordable lending and debt counselling recommendations focused on promoting the integration of financial education into the curriculum, financial literacy for all and promoting the timely access to appropriate and quality advice.

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A Diversity Impact Assessment (DIA) screening form had been completed and was attached at Appendix 1 to the review document. The assessment focused primarily on the recommendations for Council services, as the Government departments would have their own assessment frameworks for anything that they decided to action. The screening form showed that it was not necessary to undertake a full assessment on the review document.

<i>Decision number:</i>	<i>Decision:</i>
118/2012	The Cabinet welcomed the current scrutiny of the credit market at a national level, as evidenced by the Office of Fair Trading review of payday lending.
119/2012	The Cabinet agreed that the council should respond to consultations on the consumer credit market where appropriate.
120/2012	The Cabinet noted that Medway Citizens Advice Bureau, with support from Wonga, was undertaking a review of lending products and the level and nature of consumer indebtedness amongst Medway residents and would support the findings of this being reported to the proposed Social Impact Board (see decision 121/2012).
121/2012	The Cabinet supported the establishment of a multi-agency Social Impact Board in Medway looking at issues of debt, worklessness and housing. The objective being to continue and enhance partnership working with public, private and voluntary sector providers, with an emphasis upon a co-ordinated approach that actively assesses the needs of Medway residents. That the Board be encouraged, as and when appropriate, to work with the lending trade associations and the lenders themselves.
122/2012	The Cabinet agreed that the Director of Regeneration, Community and Culture writes to local organisations including voluntary, community and church groups in Medway, emphasising the need to notify Medway Council's Trading Standards team and Financial Ombudsman Service of instances of firms acting inappropriately or illegally to ensure they can be investigated in an appropriate and timely fashion.
123/2012	The Cabinet supported the transfer of the regulation of consumer credit to the Financial Conduct Authority (FCA) and noted that the model for FCA regulation would be designed with input from the Financial Services Authority, Office of Fair Trading, and industry and consumer representatives and the transfer will then be subject to

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impact assessment and approval by both Houses of Parliament.

- 124/2012** The Cabinet noted and commended the announcement by the Government on 19 July 2012 that the Office of Fair Trading is to be given power to suspend a consumer credit licence with immediate effect where there is an urgent need to protect the interest of consumers.
- 125/2012** The Cabinet agreed that the Director of Regeneration, Community and Culture recommend to the Minister for Communities and Local Government and Medway's Members of Parliament that the Town and Country Planning (Use Classes) Order 1987 be amended, so that any holder of a Consumer Credit Licence which is not also regulated by the Financial Services Authority for the purpose of taking deposits, is removed from the A2 Use Class as defined in TCPUC 1987 and placed in a new category.
- 126/2012** The Cabinet welcomed the appointment of Bristol University's Personal Finance Research Centre to carry out research into the impact on consumers and business of a variable cap on the total cost of credit that can be charged in the short to medium term high cost credit market. The research was due to report in summer 2012 and it was agreed that the Council review and respond to the Government response to this research.
- 127/2012** The Cabinet agreed that the Director of Regeneration, Community and Culture recommend to the Department for Business, Innovation and Skills, whilst noting the current Office of Fair Trading review into the payday lending sector, that the Government consider introducing:
- Limits on the ability of consumers to roll over loans.
 - Further controls over marketing and curtailing the targeting of specific groups.
 - In discussion with credit agencies and trade associations, new means to improve credit referencing, so all lenders provide real time information to credit agencies about the payment performance of customers, which in turn would assist those with good payment records to use mainstream lenders in the future and restrict the possibility of multiple loans.
 - In discussion with trade associations the introduction of a compulsory total charge for credit per £100 or total cost of capital, in addition to the use of APR, to assist consumers

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in assessing whether the proposed agreement is suitable for their needs and financial situation, noting that it was being introduced on a voluntary basis.

- 128/2012** The Cabinet agreed that the Director of Regeneration, Community and Culture write to the main banks operating in Medway encouraging them to promote easy access to Basic Bank Accounts, as a means of encouraging the remaining unbanked into the mainstream, and highlighting the Task Group's concerns about high daily penalties for unauthorised overdrafts and that the banks should be providing affordable alternatives for customers needing to take out short term loans, with greater transparency of the fee structure and fairer charges.
- 129/2012** The Cabinet noted that Credit Unions as financial institutions provide a sound and reliable source of affordable credit and welcomed the contribution made by Kent Savers Credit Union Ltd and Medway Credit Union Ltd for their part in providing a service to the Medway community.
- 130/2012** The Cabinet agreed that the Social Regeneration Manager work with the Medway Credit Union Ltd to seek a suitable High Street location within the Medway area.
- 131/2012** The Cabinet agreed that the Director of Regeneration, Community and Culture invite Kent Savers Credit Union Ltd and Medway Credit Union Ltd to work with officers from the Regeneration, Community and Culture Directorate to develop an action plan exploring how assistance can be provided or guidance given with business development and training to enable the credit unions to seek support from local organisations, institutions and businesses to both raise their profile, to attract new members (especially in the areas outside of the main town locations) and generate volunteers with a financial background.
- 132/2012** The Cabinet agreed that the Assistant Director Communications, Performance and Partnerships invite Kent Savers Credit Union Ltd and Medway Credit Union Ltd to work with officers within the Business Support department to publicise the contribution of the Credit Unions through the council's communication channels, including Medway Matters, and the Council's website. This is to explain what Credit Unions are, the benefits and risks of joining a Credit Union and how people could join.
- 133/2012** The Cabinet agreed that a copy of the Fair Access to Credit report be submitted to Medway's Health and Wellbeing

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Board for consideration, in doing so the Cabinet recognised the concern and impact of debt on Medway residents' health and wellbeing, together with the need for co-ordinated advice and support services.

- 134/2012** The Cabinet agreed that the Assistant Director Communications, Performance and Partnerships should ensure via all communication channels that there is a consistent message based upon early contact and intervention and support for good quality, independent debt and money advice.
- This should provide clear advice on the types of debt and the importance of addressing priority debts first. Consumers should be made aware of the difference between seeking free advice and turning to commercial debt management companies and signposted to organisations such as the local Citizens Advice Bureau, Consumer Credit Counselling Service, the Money Advice Service, the Money Advice Trust and National Debtline, which provide free financial health checks and advice and information for consumers before and after they take out credit.
- 135/2012** The Cabinet agreed that the Assistant Director Communications, Performance and Partnerships includes within The Headlines, the council's internal electronic newsletter, key information and contacts for staff to support residents in relation to the provision of free debt advice from organisations such as the Citizens Advice Bureau, Consumer Credit Counselling Service, the Money Advice Trust and National Debtline.
- 136/2012** The Cabinet welcomed the free debt advice provided by organisations such as Medway Citizens Advice Bureau, the Consumer Credit Counselling Service and Money Advice Trust which provide a range of advice access points.
- 137/2012** The Cabinet agreed that the work and guidance issued by the Office of Fair Trading concerning debt management businesses be welcomed but that the Director of Regeneration, Community and Culture recommend to the Office of Fair Trading that further consideration be given to address continued concerns regarding fee-charging "debt management" businesses.
- 138/2012** The Cabinet agreed that the Director of Regeneration, Community and Culture request that the Department for Business, Innovation and Skills introduce regulation, including transparent costings of service, in relation to statutory debt management plans in order to standardise

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and raise the quality of service provided by debt management companies.

- 139/2012** The Cabinet agreed that the Social Regeneration Manager seeks to introduce a session about debt issues into the new Project CYC that will run informal education vocational development at outreach centres.
- 140/2012** The Cabinet agreed that the Director of Children and Adults, recognising the importance of all young people and children receiving education on personal finance and how to avoid unnecessary debt and the dangers of falling into a debt spiral, recommend to the Secretary of State for Education as part of the review of the National Curriculum that the financial education elements of PSHE should be made compulsory in primary and secondary education.
- 141/2012** The Cabinet agreed that the Director of Children and Adults write to the senior leaders of all primary and secondary schools/academies (including special schools) in Medway highlighting the advantages of including financial literacy as part of their curriculum and identifying the importance of appointing a school champion to ensure the achievement of outcomes.
- 142/2012** The Cabinet agreed that the Director of Children and Adults consider, in consultation with Medway's Trading Standards team, examples of good practice to explore how the Council can promote and assist in the development of financial literacy and mentoring in Medway's Sure Start Children's Centres, pre-schools, schools and Further/Higher Education institutions.
- 143/2012** The Cabinet agreed that the Chief Finance Officer, in consultation with the Social Regeneration Manager, bring forward proposals for a programme of sessions, one package per ward, financed from the housing benefit reforms transitional funding or such other funding which may be identified by the Chief Finance Officer, to provide targeted support in 2012/13 to help meet the housing needs of claimants affected by Housing Benefit reforms and also signposting wider money advice and support.
- 144/2012** The Cabinet agreed that the Chief Executive bring forward proposals to Cabinet, via Overview and Scrutiny, on a new Medway framework for the Social Fund that gives consideration to the following issues raised by the Task Group:
- the need to resource intensive and urgent face-to-

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face contact facilities, in particular for crisis loans;

- **the development of partnership arrangements with retailers for the provision of goods rather than cash;**
- **providing assistance to residents returning to work whilst awaiting their first payday.**

145/2012 The Cabinet agreed that the Chief Finance Officer develop publicity highlighting the changes being introduced in relation to the new frameworks for Council Tax Support and the Social Fund, together with details of the Local Housing Allowance and the availability of short-term discretionary housing payments that is accessible to all communities.

146/2012 The Cabinet agreed that the Director of Regeneration, Community and Culture, with partners where appropriate, work to ensure via all communication channels that the key message is always accessing credit via a licensed lender and advising residents about lending codes and standards, for when they are considering credit.

Reasons:

The decisions bring forward a comprehensive package in the interest of Medway's residents, setting a foundation that can be developed locally or submitted to Government as part of the national dialogue on these important issues.

Localising Support for Council Tax

Background:

This report provided details of the Government's plans to localise support for council tax by 2013/2014 together with the intention to reduce expenditure by 10%. The report set out the current position in relation to council tax benefits and the new framework for a council tax support scheme, including requirements for any new local scheme, which would be subject to consultation with major precepting authorities including the Kent Police Authority and the Kent and Medway Fire and Rescue Authority, and the public.

The preferred draft scheme for consultation was set out in Appendix A to the report, together with other possible additional options set out in Appendix E to the report. The proposed timetable, including consultation, was set out in Appendix C to the report.

An initial Diversity Impact Assessment screening had been undertaken on the proposals to look at discounts and exemptions under the new arrangements and on the scheme itself, as set out in Appendix F to the report.

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Decision number:

Decision:

147/2012 The Cabinet agreed to consultation being undertaken on the basis of the preferred scheme set out at Appendix A to the report, though agreeing that the consultative document will also describe all other possibilities mentioned in Appendix E to the report.

148/2012 The Cabinet agreed the consultation period for 8 weeks in accordance with the strategy at Appendix B to the report.

The Cabinet noted the intention to amend the level of discounts for empty properties to 100% for the first three months, after which it is to be set at zero for a further period of 3 months, with effect from 1 April 2013 to help mitigate the cost of the preferred scheme.

The Cabinet noted the intention to amend the level of discounts for mortgagees in possession to zero and to use the additional income to establish a hardship fund.

Reasons:

The Council will be obliged to make a council tax support scheme by 31 January 2013 or a default scheme will be imposed upon it. The council will be further obliged to consult with the public prior to adopting the new scheme.

The default scheme will be based upon the current council tax benefit (CTB) scheme and as such the Council would be obliged to find the predicted £4 million shortfall from either a cut in services and/or increase in council tax.

The preferred local scheme for consultation in conjunction with the recommended amendments to certain discounts and exemptions meets the projected shortfall in funding thus protecting existing services and council tax levels.

By basing the new local scheme on the current CTB scheme, the Council is ensuring that any special provisions made for specific groups (eg disabled, war widows, families with children) will continue. It will also retain extended payments which allow a run on of benefit for people entering work, thus meeting the need to incentivise work.

Executive Decision Making - New Legislative Requirements

Background:

This report advised the Cabinet of the content of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 which were laid before Parliament on 15 August and would come into effect on 10

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September 2012. These regulations clarified and extended the circumstances in which local authority executive decisions were to be open to the public.

These regulations affected and made changes to the following areas in connection with executive decision making: publicity in connection with key decisions (Forward Plan); procedures prior to Cabinet meetings where the public may be excluded; cases of special urgency; inspection of background papers; additional rights of access to documents for Members; additional rights of access to documents for Members of Overview and Scrutiny Committees and the reporting of Cabinet proceedings.

The report noted that the working arrangements would need to be changed with immediate effect and that the necessary changes to the Constitution would be reported to Full Council, for consideration and approval, on 18 October 2012.

Appendices A and B were circulated in Supplementary Agenda No.1 on 29 August 2012.

An addendum report was tabled at the meeting which provided additional information regarding the recording of executive decisions made by individuals.

Decision number: ***Decision:***

149/2012 **The Cabinet recommended the changes required to the Constitution as set out in Appendix A for referral to Council for approval on 18 October 2012.**

150/2012 **The Cabinet agreed that the working arrangements for executive decision-making and access to information as set out in the revisions to the Constitution together with the proposed approach described in paragraphs 4.1 to 4.9 of this report should take effect immediately to ensure compliance with the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 from 10 September 2012.**

The Cabinet noted that the Leader will be asked to delegate authority to the Monitoring Officer to determine, in consultation with the Leader, a response to any representations received about why a Cabinet meeting should be open to the public following publication of a notice of intention to meet in private.

151/2012 **The Cabinet instructed the Monitoring Officer to seek clarification from the Department for Communities and Local Government (DCLG) on the intended scope of the definition of executive decisions in relation to regulation 13 insofar as this relates to recording of executive decisions made by officers.**

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152/2012 **The Cabinet agreed to authorise the Monitoring Officer, in consultation with the Leader, to put in place appropriate arrangements to comply with the requirements for recording executive decisions by officers as set out in the regulations and taking into account any advice received from DCLG on this matter and to report any consequential changes to the Constitution to Full Council for approval if required.**

Reasons:

The Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 require a number of changes to arrangements for executive decision-making and access to information to be in place by 10 September 2012.

Establishing a Police and Crime Panel for Kent and Medway

Background:

This report provided details of the statutory duty to establish a Police and Crime Panel for the local Police force, namely Kent and Medway, as required under the Police Reform and Social Responsibility Act 2011.

The role of the Police and Crime Panel would be, primarily, to scrutinise and maintain a check and balance on the new Police and Crime Commissioner, although the Panel would not have direct control over the Police and Crime Commissioner's decisions. In addition, the Panel would be able to: review and veto the proposed precept; review and veto the decision to appoint a Chief Constable and; review but not veto the appointment of various other senior staff.

There had been two meetings of the Shadow Police and Crime Panel earlier in 2012, which had discussed and agreed to recommend terms of reference, panel arrangements and procedure rules to all of the local authorities in Kent and Medway, as set out in Appendices 1-3 of the report.

Decision number: ***Decision:***

153/2012 **The Cabinet agreed the arrangements and rules, set out in Appendices 1-3 to the report, to enable the Police and Crime Panel to be formally constituted by November 2012.**

The Cabinet noted that the Leader would notify the Head of Democratic Services at Kent County Council of his two nominations to the Police and Crime Panel.

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Reasons:

To enable the establishment of the Police and Crime Panel by November 2012.

Early Education for Two Year Olds

Background:

This report provided details of the provisions of the Education Act 2011 which gave parents of disadvantaged two-year-old children a new right to free early years education and care. This duty on local authorities would be introduced in two stages – the first stage in 2013 involved all of the least advantaged children followed by the entitlement extended to 40% of the population in September 2014 which would be equivalent to 1,400 to 1,600 children in Medway.

The report set out the details as to how this provision would be provided together with the funding which would be provided through the Dedicated Schools Grant (DSG).

A Diversity Impact Assessment initial screening had identified that the differential impact of this programme, which explicitly focused on lower income households and vulnerable children, could be justified on the grounds of promoting equality of opportunity for these children and families who currently had poorer outcomes and life chances. The screening form was attached at Appendix A to the report.

Decision number:

Decision:

- | | |
|-----------------|---|
| 154/2012 | The Cabinet instructed officers to develop a robust and detailed project plan to ensure that by September 2013 the authority is able to meet its statutory duty to provide free early education places for children aged two years from low income households. |
| 155/2012 | The Cabinet instructed officers to encourage providers of good quality early education and childcare to engage with the programme for two-year-olds, and to maximise opportunities to expand and develop new provision to meet the needs of local families. |
| 156/2012 | The Cabinet instructed officers to enable school governing bodies in Medway to develop provision for younger children should they seek to do so, by supporting the development of places for two and three-year-olds, unless there are specific reasons to object. Cabinet will only determine the outcome of a statutory public notice should there be formal objections to the proposal. |
| 157/2012 | The Cabinet instructed officers to continue to promote the work of Medway's Sure Start Children's Centres as |

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coordinators of early help and support for families with very young children, with a particular focus on the most vulnerable children and families, to ensure a fair and strong start for children's learning.

- 158/2012** **The Cabinet instructed officers to work with the Medway Schools Forum to prepare for changing responsibilities to be met from within the Dedicated Schools Grant.**
- 159/2012** **The Cabinet instructed officers to make representations to the Local Government Association regarding the additional financial burden imposed by this new statutory duty.**

Reasons:

The local authority is obliged to meet the new duty within the Education Act 2011 to secure places for children aged two years from eligible families.

The development of a robust project plan, and a programme of working with existing good quality providers in the private, voluntary, independent and maintained sectors, across the next 12 to 24 months will provide a secure basis for expansion of places whilst maintaining a focus on high quality provision for both the child and the family as a whole.

Medway NHS Foundation Trust - Blue Badge Holder Parking Charges

Background:

This report set out a reference from the Health and Adult Social Care Overview and Scrutiny Committee held on 21 August 2012 in relation to the introduction of blue badge parking charges at Medway Maritime Hospital.

The report provided details of the motion considered at Full Council on 26 July 2012, together with a response from the Director of Operations at Medway Maritime Hospital, as well as details of the discussion held at the Overview and Scrutiny Committee, at which the Chief Executive of the Medway NHS Foundation Trust attended to discuss and answer questions on the issue.

Decision number: ***Decision:***

- 160/2012** **The Cabinet agreed to recommend that Medway Maritime Hospital Trustees reconsider the Management decision and continue to provide free parking for Blue Badge Holders.**

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Reasons:

The Cabinet stated that it was regrettable that Medway Maritime Hospital had taken the stance of charging Blue Badge Holders to park whilst visiting and using hospital facilities.

Medway Council had led the way together with its partners in business, commerce and retail whereby blue badge holders were allowed free parking.

The Cabinet was disappointed that Medway Maritime Hospital Management as a key partner had not followed this lead and chosen, without consultation, to introduce a charge.

Child Development Centre

Background:

This report provided details of a proposal from NHS Kent and Medway to purchase the freehold interest of part of the Temple School Block 3 and ancillary buildings, following Cabinet's previous decision on 9 November 2010 to grant a lease to NHS Kent and Medway for this site, for conversion to a Child Development Centre.

The report noted that consultation had taken place with the service directorates and there were no objections to this new proposal.

Decision number: **Decision:**

161/2012 The Cabinet agreed to authorise the Assistant Director, Legal and Corporate Services, in consultation with the Portfolio Holder for Finance, to finalise the detailed terms, agree the precise boundaries of the site, seek any further necessary statutory consents and dispose of the site for the best consideration reasonably obtainable.

Reasons:

In order to reduce revenue costs, realise capital receipts and gain investment and improved services in the Medway area.

Recruitment Freeze

Background:

This report presented information on vacancies that officers had requested approval to commence recruitment for, following the process agreed by Cabinet on 7 January 2003 (decision number 9/2003).

Appendix 1 to the report provided details of the posts.

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**Decision
number:**

Decision:

162/2012

The Cabinet agreed to unfreeze the following posts, as detailed in Appendix 1 to the report, to enable officers to commence the recruitment process:

Business Support

- a) Senior Database Administrator**
- b) Principal Accountant – Social Care**

Children and Adults

- c) Children’s Trust Support Officer**

Regeneration, Community and Culture

- d) Community Recycling Officer (INSPIRER)**
- e) Graduate Project Assistant (Internship)**

Reasons:

The posts presented to Cabinet will support the efficient running of the Council.

.....
Leader of the Council

.....
Date

Wayne Hemingway/Anthony Law, Democratic Services Officers

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