

Medway Council
Meeting of Medway Council
Thursday, 20 February 2020
7.00pm to 9.28pm

Record of the meeting

Subject to approval as an accurate record at the next Full Council meeting

Present: The Worshipful The Mayor of Medway (Councillor Tejan)
The Deputy Mayor (Councillor Aldous)
Councillors Adeoye, Ahmed, Barrett, Bhutia, Bowler, Brake, Browne, Buckwell, Carr, Mrs Diane Chambers, Rodney Chambers, OBE, Chitty, Clarke, Cooper, Curry, Doe, Etheridge, Fearn, Filmer, Sylvia Griffin, Gulvin, Hackwell, Howcroft-Scott, Hubbard, Mrs Josie Iles, Steve Iles, Jarrett, Johnson, Kemp, Khan, Lloyd, Mahil, Maple, McDonald, Murray, Opara, Osborne, Paterson, Pendergast, Potter, Price, Sands, Andy Stamp, Chrissy Stamp, Thompson, Thorne, Tranter, Mrs Elizabeth Turpin, Rupert Turpin, Wildey and Williams

In Attendance: Neil Davies, Chief Executive
Katey Durkin, Head of Finance Strategy
Wayne Hemingway, Principal Democratic Services Officer
Richard Hicks, Director of Place and Deputy Chief Executive
Perry Holmes, Chief Legal Officer/Monitoring Officer
Julie Keith, Head of Democratic Services
Ian Sutherland, Director of People - Children and Adults Services

706 Apologies for absence

Apologies for absence were received from Councillors Prenter and Purdy.

707 Declarations of Disclosable Pecuniary Interests and Other Significant Interests

Disclosable pecuniary interests

Councillor Hackwell declared a disclosable pecuniary interest in agenda items 8 (Capital and Revenue Budgets 2020/21) and 9 (Pay Policy Statement 2020/21) because his wife is employed by Medway Council. He left the meeting during consideration of these items.

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Other significant interests (OSIs)

Councillor Doe declared an OSI in any references to Medway Commercial Group Ltd (MCG) and Medway Development Company Ltd (MDC) because he is the Chairman of both companies. He relied on a dispensation granted by the Councillor Conduct Committee to enable him to take part in any discussions and votes thereon.

Councillor Gulvin declared an OSI in any reference to Medway Development Company Ltd (MDC) he is a Board Member of MDC. He relied on a dispensation granted by the Councillor Conduct Committee to enable him to take part in any discussions and votes thereon.

Councillor Turpin declared an OSI in any reference to Medway Commercial Group Ltd (MCG) and Medway Norse Ltd because he is a Board Member of MCG and is the Chairman of Medway Norse. He relied on a dispensation granted by the Councillor Conduct Committee to enable him to take part in any discussions and votes thereon.

Other interests

The Worshipful the Mayor of Medway stated that he had been advised by the Monitoring Officer that with regards to agenda item 8 (Capital and Revenue Budgets 2020/21), a personal and potentially financial interest regarding pay for some officers should be recorded in the minutes on behalf of any officers present affected by the proposals.

708 Record of meeting

The record of the meeting held on 23 January 2020 was agreed by the Council and signed by The Worshipful The Mayor of Medway as correct.

709 Mayor's announcements

The Worshipful The Mayor of Medway, on behalf of all Members, placed on record the Council's condolences to the family of Ray Maisey, who had sadly passed away earlier in the month. The Mayor stated that Mr Maisey had served on the Council between 2003-2015 representing Cuxton and Halling. In particular, he served as the Deputy Mayor on two occasions, firstly between 2011-2012 and then between 2014-2015 as well as sitting on a number of committees.

The Mayor stated that there were still tickets available for the Mayor's Curry Night on 24 February.

The Mayor proposed to suspend Council Rule 11.1.1 in respect of time limits on speeches in relation to agenda item 8 (Revenue and Capital Budgets 2020/21) to allow one Member from each Group to speak for an unlimited time. The normal time limits would then apply. This was agreed.

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The Mayor asked Members to speak clearly into the microphones to ensure that people in the public gallery could hear and he reminded those present that the meeting was being audio recorded and the recording would be made available on the Council's website. In addition, he asked Members to provide written copies of any amendments to the top table first.

710 Leader's announcements

There were none.

711 Council Plan Refresh 2020/21

Discussion:

This report provided details of the Council Plan refresh, which was the delivery plan which set out the measures that would be used to track performance against the Council's key priorities, as set out in the Council Strategy.

The report had been considered by both the Business Support Overview and Scrutiny Committee (30 January 2020) and Cabinet (4 February 2020), comments of which were set out in paragraphs 4 and 5 of the report respectively.

A Diversity Impact Assessment had been undertaken on the proposals as set out in Appendix 2 to the report.

The Portfolio Holder for Resources, Councillor Gulvin, supported by the Portfolio Holder for Education and Schools, Councillor Potter, proposed the recommendations set out in the report.

Decision:

- a) The Council noted the comments of the Business Support Overview and Scrutiny Committee and the Cabinet as set out in sections 4 and 5 of the report.
- b) The Council approved the proposed changes to programmes and measures of success summarised in paragraph 3.2 to the report and as detailed in Appendix 1 to the report.
- c) The Council agreed to delegate authority to the Chief Executive, in consultation with the Portfolio Holder for Resources, to approve the final measures of success for the proposed new qualitative measure on the calibre of social work and NI154 (net homes provided), as set out in paragraph 3.4 to the report and as detailed in Appendix 1 to the report, once further information is received.

712 Treasury Management Strategy 2020/21

Discussion:

This report provided details of the Council's Treasury Management Strategy for the 2020/21 financial year. The Strategy had been prepared in line with CIPFA's Local Authority Treasury Management Code, and set out the Council's borrowing requirement and strategy, its strategy in respect of investments and details of the Council's current portfolio position. It also provided details of the prudential and treasury indicators that would be used to monitor and measure treasury performance.

The report had been considered by the Audit Committee (7 January 2020) and Cabinet (4 February 2020), comments of which were set out in paragraphs 4 and 5 of the report.

A Diversity Impact Assessment had been undertaken on the Strategy as set out in Appendix B to the report.

The Leader of the Council, Councillor Jarrett, supported by the Chairman of the Audit Committee, Councillor Tranter, proposed the recommendations set out in the report.

Decision:

- a) The Council noted the comments of the Audit Committee and the Cabinet, as set out in sections 4 and 5 of the report respectively.
- b) The Council approved the Treasury Management Strategy 2020/21, as set out in Appendix A to the report.

713 Capital and Revenue Budgets 2020/21

Discussion:

This report provided details of the revenue and capital budget proposals for 2020/21.

The Cabinet had considered initial budget proposals on 19 November 2019, which had been developed in accordance with the principles set out in the Medium Term Financial Strategy. In accordance with the budget and policy framework rules within the Constitution, the Overview and Scrutiny Committees had then considered the Cabinet's proposals prior to Cabinet's consideration of the draft budget on 4 February 2020.

It was noted that an overarching Diversity Impact Assessment, as set out in Appendix 8 to the report, summarised the results of the Diversity Impact Assessments which had been completed for each of the services affected by the proposed budget changes.

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The Leader of the Council, Councillor Jarrett, supported by the Deputy Leader and Portfolio Holder for Housing and Community Services, Councillor Doe, proposed the recommendations set out in section 22 of the report, together with the following detailed changes listed below in relation to recommendation 22.4:

Fund existing deficit balance contained in the report	£326,200
A further 1% increment in pay incorporating MedPay, taking this year's increase to 2%	£601,200
Dickens 150	£150,000
Climate Change	£100,000
Child Friendly City	£100,000
Leader's Initiatives	£27,600
Total	£1,305,000

The £150,000 funding for Dickens 150 will be non-recurring.

This additional spending of £1,305,000 is to be funded by an NDR surplus of £708,500, a more beneficial Housing Benefit Subsidy of £500,000 and an improved Medway Norse rebate of £96,500.

In accordance with Rule 12.5 of the Council Rules, a recorded vote on the proposal was taken.

For – Councillors Ahmed, Aldous, Barrett, Bhutia, Brake, Buckwell, Carr, Mrs Diane Chambers, Rodney Chambers OBE, Chitty, Clarke, Doe, Etheridge, Fearn, Filmer, Griffin, Gulvin, Mrs Josie Iles, Steve Iles, Jarrett, Kemp, Opara, Potter, Tejan, Thompson, Thorne, Tranter, Mrs Elizabeth Turpin, Rupert Turpin, Wildey and Williams (31)

Against – Councillors Adeoye, Bowler, Browne, Cooper, Curry, Howcroft-Scott, Hubbard, Johnson, Khan, Lloyd, Mahil, Maple, McDonald, Murray, Osborne, Paterson, Pendergast, Price, Sands, Andy Stamp and Chrissy Stamp (21)

There were no abstentions.

Note: Councillor Hackwell was not present for the recorded vote.

On being put to the vote, the proposal was agreed.

Decision:

- a) The Council agreed the recommendations of Employment Matters Committee on 29 January 2020:
 - i) that a 1% increase in pay to be distributed as follows:
 - 0.60% paid as a general cost of living increase
 - 0.40% paid in accordance with the performance arrangements as detailed under MedPay, as set out in

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paragraph 8.3 of the report, with the addition of a further 1% increment in pay incorporating Medpay, taking this year's increase to 2% as set out in decision c) below;

- ii) that authority be delegated to the Head of Paid Service to agree the competency based awards for staff assessed under MedPay at Levels 1A, 1B and 2 as set out in paragraph 8.4 of the report;
 - iii) that the level 3 Apprentice salary be increased to £165 per week with effect from 1 April 2020 as set out in paragraph 8.5 of the report;
 - iv) that funding for a review of the MedPay Scheme be approved.
- b) The Council approved the creation of a new post of Assistant Director Regeneration in the Regeneration, Culture and Environment Directorate, with effect from 1 April 2020, as detailed in paragraph 6.3 of the report and shown in the structure charts for the RCE Directorate at Appendix 9, and noted that the Monitoring Officer will update the diagram showing the Council's Management Structure accordingly (as set out in Chapter 7 of the Constitution) under his delegated authority.
- c) The Council approved the general fund gross, income and net revenue estimates as summarised in Appendix 1 to the report in the sum of £322.982million, which includes provision to fund recommendations a) iii) and iv) above together with following additions:

Fund existing deficit balance contained in the report	£326,200
A further 1% increment in pay incorporating MedPay, taking this year's increase to 2%	£601,200
Dickens 150	£150,000
Climate Change	£100,000
Child Friendly City	£100,000
Leader's Initiatives	£27,600
Total	£1,305,000

The £150,000 funding for Dickens 150 will be non-recurring.

This additional spending of £1,305,000 is to be funded by an NDR surplus of £708,500, a more beneficial Housing Benefit Subsidy of £500,000 and an improved Medway Norse rebate of £96,500.

- d) The Council approved the additions to the capital programme as set out in Table 5 of the report, the £2.5 million virement as set out in paragraph 12.7 of the report, and the £4.965million virement and additions of £672,000 and £24,000 as set out in paragraph 12.2 of the report.

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- e) The Council approved the amended Council Tax premium for properties that remain empty and unfurnished for a period of two to five years to increase from 50% to 100%, for properties that remain empty and unfurnished for a period exceeding five years to 200%, and reduce the second home discount from 10% to Nil as set out in paragraph 3.3.3 of the report.
- f) The Council noted the Kent Police and Crime Commissioner's precept requirement, as set out in paragraph 14.2 of the report.
- g) The Council noted the Kent Fire and Rescue Service precept requirement, as set out in paragraph 14.3 of the report.
- h) The Council noted the parish council precept requirements of £508,866 as detailed in paragraph 14.4 of the report and at Appendix 4 to the report.
- i) The Council agreed the schedule of precept instalment dates as set out in section 15 of the report.
- j) The Council approved the basic rate of Council Tax at band D for 2020/21, before adding the police, fire and parish precepts, at £1,471.96, an increase of 3.994% as set out in paragraph 16.1 of the report.
- k) The Council, as part of the budget proposals, approved fees and charges, as recommended by Cabinet and set out in the booklet 'Medway Council - Fees and Charges April 2020' as set out in Appendix 6 to the report.
- l) The Council approved the Flexible Use of Capital Receipts Strategy set out in Appendix 7 to the report.
- m) The Council agreed the recommendations set out in paragraphs 13.3 to 13.11 of the report with regard to the Housing Revenue Account and detailed in the following appendices:
 - The proposed increase in rents as set out in Appendix 3a to the report;
 - The proposed service charges as set out in Appendix 3b to the report;
 - The budget proposed as summarised in Appendix 3c to the report;
 - The 30 year business plan projections in Appendix 3d to the report.
- n) The Council adopted the formal resolution for the Council Tax requirement and schedule of Council Tax charges for 2020/21 as set out in Appendix 5 to the report and incorporated the amendments made above such that:
 - Paragraph 2, Appendix 5 becomes £127,761,565;
 - Paragraph 3(a), Appendix 5 becomes £539,488,981;
 - Paragraph 3(b), Appendix 5 becomes £411,218,550;
 - Paragraph 3(c), Appendix 5 becomes £128,270,431;

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- All other parts of the resolution remain as set out in Appendix 5 to the report.
- o) The Council noted the findings of the Diversity Impact Assessment as set out in Appendix 8 to the report, and the proposal to continue, where necessary, to report through quarterly monitoring any further unidentified or unintentional impact.

714 Pay Policy Statement 2020/21

Discussion:

This report provided details of the Pay Policy Statement (PPS) for the financial year 2020/21 in accordance with the Localism Act 2011. It was noted that the PPS must be approved by a resolution of Full Council before it came into force and had to be prepared and approved before 31 March 2020 for the following financial year.

The report had been considered by the Employment Matters Committee on 29 January 2020, details of which were set out in section 5 of the report.

A Diversity Impact Assessment had been carried out on the PPS, as set out in Appendix 2 to the report.

The Chairman of the Employment Matters Committee, Councillor Fearn supported by the Portfolio Holder for Business Management, Councillor Rupert Turpin, proposed the following:

The Council is asked to approve the Pay Policy Statement 2020/2021, as set out in Appendix 1 to the report subject to deleting any references to the Assistant Director Transformation and replacing them with the Head of HR.

Decision:

The Council approved the Pay Policy Statement 2020/2021, as set out in Appendix 1 to the report subject to deleting any references to the Assistant Director Transformation and replacing them with the Head of HR.

Mayor

Date:

Julie Keith, Head of Democratic Services

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