

**Medway Council**  
**Meeting of Medway Council**  
**Wednesday, 25 February 2026**  
**7.00pm to 11.23pm**

**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 Clarke)  
The Deputy Mayor (Councillor Spring) Councillors Anang,  
Animashaun, Bowen, Brake, Browne, Campbell, Cook, Coombs,  
Curry, Etheridge, Fearn, Field, Filmer, Finch, Gilbourne, Gulvin,  
Gurung, Hackwell BEM, Hamandishe, Hamilton, Howcroft-Scott,  
Hubbard, Hyne, Jackson, Jones, Joy, Kemp, Lawrence, Mahil,  
Mandaracas, Maple, McDonald, Murray, Myton, Nestorov,  
Nestorova, Paterson, Peake, Pearce, Perfect, Louwella Prenter,  
Mark Prenter, Price, Sands, Shokar, Stamp, Tejan, Mrs Turpin,  
Van Dyke, Vye, Wildey and Williams

**In Attendance:** Richard Hicks, Chief Executive  
Bhupinder Gill, Assistant Director, Legal and Governance  
Wayne Hemingway, Head of Democratic Services  
Jon Pitt, Democratic Services Officer  
Phil Watts, Chief Operating Officer

**730 Apologies for absence**

Apologies for absence were received from Councillors Barrett, Crozer, Doe, Lammas and Spalding.

**731 Declarations of Disclosable Pecuniary Interests and Other Significant Interests**

The Monitoring Officer had provided Members with detailed advice regarding the issue of Members' interests and had agreed a number of dispensations to all Members of the Council to participate, debate and vote on the budget reports, where a Disclosable Pecuniary Interest (DPI) or an Other Significant Interest (OSI) arose from the circumstances set out in paragraph 4 of his written advice.

The following Members declared interests in agenda item No.9 (Capital and Revenue Budget 2026/27) as they owned more than one property in Medway. These Members had been granted a dispensation by the Monitoring Officer: Councillors Gulvin, Hackwell, Hamandishe and Mrs Turpin.

## **Council, 25 February 2026**

The following Members declared interests in agenda item No.9 (Capital and Revenue Budget 2026/27) as governors / having positions of management control within schools / academy trusts in Medway. These Members had been granted a dispensation by the Monitoring Officer: Councillors Gurung, Hamandishe, Lawrence, Nestorov, Peake, Perfect and Tejan.

The following Members declared interests in agenda item No.9 (Capital and Revenue Budget 2026/27) due to their positions as trustees of charities in Medway. These Members had been granted a dispensation by the Monitoring Officer: Councillors Bowen, Brake, Curry, Gurung, Hackwell, Hamandishe, Howcroft-Scott, Mandaracas, Maple, Nestorov, Peake, Price, Stamp and Tejan.

Councillor Mandaracas declared an interest in relation to agenda item No.9 (Capital and Revenue Budget 2026/27) as she is a Council tenant. A dispensation had been granted by the Monitoring Officer.

### **Other interests**

There were none.

### **732 Record of meeting**

The record of the Full Council meeting held on 22 January 2026 was approved and signed by Worshipful the Mayor as correct.

### **733 Mayor's announcements**

The Worshipful The Mayor of Medway wished Medway resident, Hilda Luck, a very happy 112th birthday. He said that he and co-Mayoress, Sylvia Griffin, had recently visited Hilda to wish her well on behalf of the Borough. He thanked Hilda and her family for welcoming them and said that a Mayor of Medway's Facebook post about the visit had attracted 133,000 views.

The Mayor announced that the final Mayoral event taking place to help fundraise for his nominated charities, Caring Hands in the Community and Slide Away, would be a Celebration of Thanks evening at the Corn Exchange on Friday 1 May. Tickets were available from the Mayor's office.

The Mayor proposed to suspend Council Rule 11.1.1 in respect of time limits on speeches in relation to agenda item 9 (Capital and Revenue Budget 2026/27) to allow one Member from each Group to speak for an unlimited time. The normal time limits would then apply. This was agreed.

### **734 Leader's announcements**

The Leader also offered his congratulations to Medway resident Hilda Luck, who had recently celebrated her 112<sup>th</sup> birthday.

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The Leader thanked the team that had supported the Council in its recent retention of its Ministry of Defence (MOD) Employer Recognition Scheme (ERS) Gold Award.

The community led bid to support Chatham to be recognised as a town of culture was welcome and the Leader was pleased to offer his support. He thanked Chatham Historic Dockyard for taking the lead in submission of the bid.

The Leader concluded his announcements by wishing the Chief Executive of the Council, Richard Hicks, a Happy Birthday.

### **735 Nomination of Mayor and Deputy Mayor for 2026/2027**

It was noted that the Labour and Co-Operative Group had accepted the right to nominate a candidate for the Mayoralty in 2026/2027. Councillor Hamandishe was nominated as the candidate to be the Mayor for 2026/2027 and Councillor Jackson as the candidate to be the Deputy Mayor.

### **736 Council Tax Reduction Scheme 2026/2027**

#### **Background:**

This report set out the proposed changes to the Council Tax Reduction Scheme (CTRS), which reflected income bands being uprated for Consumer Price Inflation, as set out at Appendix 1 to the report. The Council was asked to approve the changes for the 2026/27 financial year.

The report was previously considered by the Cabinet on 10 February 2026, the decisions of which were set out at section 6 of the report.

Alongside the Council Tax Reduction scheme, Cabinet agreed to implement a permanent discretionary policy for care leavers which sat outside the Council Tax Reduction scheme. The policy formed a significant part of the Council's Local Offer to care leavers and provided vital support.

A Diversity Impact Assessment (DIA) had been completed for the proposed Council Tax Reduction Scheme for 2026/27 and was attached at Appendix 2 to the report.

The Leader of the Council, Councillor Maple, supported by the Portfolio Holder for Children's Services, Councillor Price, proposed the recommendations set out in the report.

#### **Decisions:**

- a) The Council noted the decisions of the Cabinet, as set out at section 6 of the report.

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- b) The Council agreed that the Council Tax Reduction Scheme 2026/27 be adopted, reflecting income bands updated for the Consumer Price Index, as set out in Appendix 1 to the report.
- c) The Council noted the revised Exceptional Hardship Payment policy, which was a prescribed requirement within the Council Tax Reduction Scheme, as set out at Appendix 2 to the report and noted the impact of the Care Leavers Discretionary Council Tax Policy agreed in February 2023.

### **737 Treasury Management Strategy 2026/2027**

#### **Background:**

This report presented the Council's Treasury Management Strategy for the 2026/27 financial year. The Treasury Management Strategy incorporated within it the Treasury Management Policy Statement, Annual Investment Strategy and Minimum Revenue Provision Policy.

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, provided details of the Council's current portfolio position and set out the prudential and treasury indicators that would be used to monitor and measure treasury performance.

The report had previously been considered by the Audit Committee on 27 January 2026, the comments of which were set out at section 5 of the report and by the Cabinet on 10 February 2026, the decisions of which were set out at section 6 of the report.

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

The Leader of the Council, Councillor Maple, supported by Councillor Browne, proposed the recommendations set out in the report.

#### **Decisions:**

- a) The Council noted the comments of the Audit Committee, as set out at section 5 of the report and the decisions of the Cabinet, as set out at section 6 of the report.
- b) The Council approved the Treasury Management Strategy 2026/27, as set out in Appendix A to the report.

**738 Capital and Revenue Budget 2026/27**

**Background:**

The Mayor advised that Members of the Council who had two or more months of council tax arrears would not be permitted to vote on the Council budget.

This report set out the Cabinet’s proposals for the Capital and Revenue budget for 2026/27. In accordance with the Constitution, Council was required to approve the Capital and Revenue Budget, rent increases and the Council Tax for 2026/27.

The Cabinet had considered initial budget proposals on 18 November 2025. On 17 December 2025 the Government had published the Provisional Local Government Finance Settlement. Details of the funding announcements and their impact on Medway Council’s budget had been set out in a report considered by the Cabinet on 13 January 2026.

In accordance with the Council’s Constitution, Overview and Scrutiny Committees were invited to comment on the Draft Budget proposals within the remit of each respective Committee. The comments from the Overview and Scrutiny Committees were considered by the Cabinet, alongside the budget proposals, at the Cabinet meeting on 10 February 2026.

An overarching Diversity Impact Assessment was attached as Appendix 11 to the report. This summarised the results of the Diversity Impact Assessments which had been completed for each of the services affected by the proposed budget changes.

The Leader of the Council, Councillor Maple, supported by the Deputy Leader, Councillor Murray, proposed the recommendations set out in the report.

Councillor Hackwell, supported by Councillor Tejan, proposed the following amendment:

**Amendment to recommendation 1.2**

*“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of ~~£523.752million~~, 384million, thereby reducing the requirement for Exceptional Financial Support (EFS) from £9.856million to £9.488million. This would be achieved by the changes set out in the table below resulting in a net saving of £368,000 (rounded up);*

<b><u>Savings</u></b>	<b><u>£</u></b>
<i>Care Home (Care for Medway) financing costs*</i>	<i>300,000</i>
<i>Removing High Street Support Package and town centres reimagined</i>	<i>500,000</i>
<i>Delete Town Centres and Economic Development Comms Officer post</i>	<i>50,000</i>
<i>Remove Visitor Economy Investment</i>	<i>70,000</i>

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<u>Remove Comms Staffing Growth</u>	<u>155,000</u>
<b><u>Total savings</u></b>	<b><u>1,075,000</u></b>
<i>*this will remove £2.7million per annum financing costs for future years</i>	

<b><u>New spend</u></b>	<b><u>£</u></b>
<u>Free parking for 30 minutes in the following car parks:</u> <u>Cricketers (Rainham)</u> <u>Longley Road (Rainham)</u> <u>Littlewoods (Gillingham)</u> <u>Jeffery Street (Gillingham)</u> <u>Commercial Road (Strood)</u>	<u>351,641</u>
<u>Free parking at all country parks</u>	<u>355,600</u>
<b><u>Total new spend</u></b>	<b><u>707,241”</u></b>

### **New recommendation 1.20**

“Remove Care Home (Care for Medway) from the Capital Programme, saving £44million.”

**Amended recommendation reads:**

### **Amendment to recommendation 1.2**

“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of £523.384million, thereby reducing the requirement for Exceptional Financial Support (EFS) from £9.856million to £9.488million. This would be achieved by the changes set out in the table below resulting in a net saving of £368,000 (rounded up):

<b>Savings</b>	<b>£</b>
Care Home (Care for Medway) financing costs*	300,000
Removing High Street Support Package and town centres reimagined	500,000
Delete Town Centres and Economic Development Comms Officer post	50,000
Remove Visitor Economy Investment	70,000
Remove Comms Staffing Growth	155,000
<b>Total savings</b>	<b>1,075,000</b>
<i>*this will remove £2.7million per annum financing costs for future years</i>	

<b><u>New spend</u></b>	<b><u>£</u></b>
<u>Free parking for 30 minutes in the following car parks:</u> <u>Cricketers (Rainham)</u> <u>Longley Road (Rainham)</u> <u>Littlewoods (Gillingham)</u> <u>Jeffery Street (Gillingham)</u> <u>Commercial Road (Strood)</u>	<u>351,641</u>
<u>Free parking at all country parks</u>	<u>355,600</u>
<b><u>Total new spend</u></b>	<b><u>707,241”</u></b>

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### New recommendation 1.20

“Remove Care Home (Care for Medway) from the Capital Programme, saving £44million.”

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

For – Councillors Anang, Brake, Clarke, Etheridge, Fearn, Filmer, Gilbourne, Gulvin, Hackwell, Hyne, Joy, Kemp, Lawrence, Perfect, Spring, Tejan and Wildey. (17)

Against – Councillors Animashaun, Bowen, Browne, Campbell, Cook, Coombs, Curry, Field, Finch, Gurung, Hamandishe, Hamilton, Howcroft-Scott, Hubbard, Jackson, Jones, Mahil, Mandaracas, Maple, McDonald, Murray, Myton, Nestorov, Nestorova, Peake, Pearce, Louwella Prenter, Mark Prenter, Price, Sands, Shokar, Stamp, Mrs Turpin, Van Dyke, Vye and Williams. (36)

Abstain – None

The amendment was lost.

**Note:** In addition to the Councillors named under the Apologies for Absence agenda item, Councillor Paterson was not present for the recorded vote.

Councillor Pearce, supported by Councillor Sands, proposed the following amendment:

### Amendment to recommendation 1.2

“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of £523.752million, subject to the following amendments:”

<b><u>Savings</u></b>	<b><u>£</u></b>
<u>No senior salary increases (Service Manager or above) across all directorates</u>	<u>266,460.00</u>
<u>Remove “Chatham and Gillingham Safe &amp; Clean High Streets Initiative”</u>	<u>271,000.00</u>
<u>Remove “Gillingham Regeneration Enablement Fund”</u>	<u>75,000.00</u>
<u>Remove “Rainham Reimagined Enablement Fund”</u>	<u>75,000.00</u>
<u>Remove “Develop a Business Improvement District (BID) business plan for Chatham”</u>	<u>57,000.00</u>
<b><u>Total Savings</u></b>	<b><u>744,460.00</u></b>

<b><u>New spend</u></b>	<b><u>£</u></b>
<u>Hoo Peninsula (Strood Rural Ward, Hoo &amp; High Halstow Ward and All Saints Ward) Additional Pothole Repair &amp; Resurfacing Fund</u>	<u>744,460.00</u>

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<b><i>Total new spend</i></b>	<b>744,460.00”</b>
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**Amended recommendation reads:**

### **Amendment to recommendation 1.2**

“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of £523.752million, subject to the following amendments:

<b>Savings</b>	<b>£</b>
No senior salary increases (Service Manager or above) across all directorates	266,460.00
Remove “Chatham and Gillingham Safe & Clean High Streets Initiative”	271,000.00
Remove “Gillingham Regeneration Enablement Fund”	75,000.00
Remove “Rainham Reimagined Enablement Fund”	75,000.00
Remove “Develop a Business Improvement District (BID) business plan for Chatham”	57,000.00
<b>Total Savings</b>	<b>744,460.00</b>

<b>New spend</b>	<b>£</b>
Hoo Peninsula (Strood Rural Ward, Hoo & High Halstow Ward and All Saints Ward) Additional Pothole Repair & Resurfacing Fund	744,460.00
<b>Total new spend</b>	<b>744,460.00”</b>

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

For – Councillors Pearce, Sands, Mrs Turpin and Williams. (4)

Against – Councillors Anang, Animashaun, Bowen, Brake, Browne, Campbell, Clarke, Cook, Coombs, Curry, Etheridge, Fearn, Field, Filmer, Finch, Gilbourne, Gulvin, Gurung, Hackwell, Hamandishe, Hamilton, Howcroft-Scott, Hubbard, Hyne, Jackson, Jones, Joy, Kemp, Lawrence, Mahil, Mandaracas, Maple, McDonald, Murray, Myton, Nestorov, Nestorova, Peake, Perfect, Louwella Prenter, Mark Prenter, Price, Shokar, Spring, Stamp, Tejan, Van Dyke, Vye and Wildey. (49)

Abstain – None

The amendment was lost.

**Note:** In addition to the Councillors named under the Apologies for Absence agenda item, Councillor Paterson was not present for the recorded vote.

Councillor Finch, supported by Councillor Vye, proposed the following amendment:

### Amendment to recommendation 1.2

“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of £523.752million, subject to reallocating total savings of £6,414,738 for new spend on a £1,000 flat rate staff pay award, an increase of the Highways Maintenance Revenue Budget of £2,814,738 (representing a 563% increase in allocation), and the introduction of the ‘499 Scheme’ - a staff performance-related pay award scheme, as set out in the tables below:

<b><u>COST Savings</u></b>	<b><u>£</u></b>
<u>New Care Home (Care for Medway financing costs*)</u>	<u>300,000</u>
<u>Climate Change Officers (removal of posts)</u>	<u>186,738</u>
<u>3.5% Staff Pay Award (removal)</u>	<u>4,728,000</u>
<u>Staff vacancy freeze</u>	<u>1,200,000</u>
<b><u>Total savings</u></b>	<b><u>6,414,738</u></b>

\*this will remove £2.7million per annum for financing costs for future years.

<b><u>NEW Spend</u></b>	<b><u>£</u></b>
<u>£1,000 flat rate staff pay award</u>	<u>3,600,000</u>
<u>Highways Maintenance Revenue Budget*</u>	<u>2,814,738</u>
<b><u>Total new spend</u></b>	<b><u>6,414,738</u></b>

\*this new spend will be to supplement road repairs and resurfacing works only, prioritising works on neglected residential streets, representing a 563% annual increase compared to budgeted internal funding allocation of £500,000.

<b><u>NEW Staff Performance Award: The ‘499 Scheme’</u></b>	<b><u>£</u></b>
<u>(£499 per staff for 4.99% departmental saving)</u>	
<u>Total savings if all departments made 4.99% saving</u>	<u>26,135,225</u>
<u>Total spend if all staff awarded £499 performance bonus</u>	<u>1,816,360</u>
<b><u>Total maximum potential net saving*</u></b>	<b><u>24,318,865</u></b>

\*in all circumstances the cost of the incentive versus the savings that could be generated would be positive, generating a net saving.”

### Amendment to recommendation 1.5

“Approve Note the recommendations of the Cabinet on 10 February 2026 of a 3.5% increase for all staff on MedPay terms and conditions, which includes those on MedPay Performance, Progression Pay Scheme as well as those who are on the legacy scheme, recognising that CPI increased to 3.4% in December, and instead approve a £1,000 flat rate staff pay award and the introduction of the ‘499 Scheme’.”

### New recommendation 1.20

“Remove Care Home (Care for Medway) from the Capital Programme, saving £44million.”

**Amended and new recommendations read:**

**Amendment to recommendation 1.2**

“Approve the general fund gross, income and net revenue estimates as summarised in Table 1 of this report in the sum of £523.752million, subject to reallocating total savings of £6,414,738 for new spend on a £1,000 flat rate staff pay award, an increase of the Highways Maintenance Revenue Budget of £2,814,738 (representing a 563% increase in allocation), and the introduction of the ‘499 Scheme’ - a staff performance-related pay award scheme, as set out in the tables below:

<b>COST Savings</b>	<b>£</b>
New Care Home (Care for Medway financing costs*)	300,000
Climate Change Officers (removal of posts)	186,738
3.5% Staff Pay Award (removal)	4,728,000
Staff vacancy freeze	1,200,000
<b>Total savings</b>	<b>6,414,738</b>

\*this will remove £2.7million per annum for financing costs for future years.

<b>NEW Spend</b>	<b>£</b>
£1,000 flat rate staff pay award	3,600,000
Highways Maintenance Revenue Budget*	2,814,738
<b>Total new spend</b>	<b>6,414,738</b>

\*this new spend will be to supplement road repairs and resurfacing works only, prioritising works on neglected residential streets, representing a 563% annual increase compared to budgeted internal funding allocation of £500,000.

<b>NEW Staff Performance Award: The ‘499 Scheme’</b> (£499 per staff for 4.99% departmental saving)	<b>£</b>
Total savings if all departments made 4.99% saving	26,135,225
Total spend if all staff awarded £499 performance bonus	1,816,360
<b>Total maximum potential net saving*</b>	<b>24,318,865</b>

\*in all circumstances the cost of the incentive versus the savings that could be generated would be positive, generating a net saving.”

**Amendment to recommendation 1.5**

“Note the recommendations of the Cabinet on 10 February 2026 of a 3.5% increase for all staff on MedPay terms and conditions, which includes those on MedPay Performance, Progression Pay Scheme as well as those who are on the legacy scheme, recognising that CPI increased to 3.4% in December, and instead approve a £1,000 flat rate staff pay award and the introduction of the ‘499 Scheme’.”

**New recommendation 1.20**

“Remove Care Home (Care for Medway) from the Capital Programme, saving £44million.”

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

For – Councillors Finch and Vye (2)

Against – Councillors Anang, Animashaun, Bowen, Brake, Browne, Campbell, Clarke, Cook, Coombs, Curry, Etheridge, Fearn, Field, Filmer, Gilbourne, Gulvin, Gurung, Hackwell, Hamandishe, Hamilton, Howcroft-Scott, Hubbard, Hyne, Jackson, Jones, Joy, Kemp, Lawrence, Mahil, Mandaracas, Maple, McDonald, Murray, Myton, Nestorov, Nestorova, Peake, Pearce, Perfect, Louwella Prenter, Mark Prenter, Price, Sands, Shokar, Spring, Stamp, Tejan, Mrs Turpin, Van Dyke, Wildey and Williams. (51)

Abstain – None

The amendment was lost.

**Note:** In addition to the Councillors named under the Apologies for Absence agenda item, Councillor Paterson was not present for the recorded vote.

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

For – Councillors Animashaun, Bowen, Browne, Campbell, Cook, Coombs, Curry, Field, Gurung, Hamandishe, Hamilton, Howcroft-Scott, Hubbard, Jackson, Jones, Mahil, Mandaracas, Maple, McDonald, Murray, Myton, Nestorov, Nestorova, Peake, Louwella Prenter, Mark Prenter, Price, Shokar, Stamp and Van Dyke (30)

Against – Councillors Anang, Brake, Clarke, Etheridge, Fearn, Filmer, Finch, Gilbourne, Hackwell, Hyne, Joy, Kemp, Lawrence, Pearce, Perfect, Sands, Spring, Tejan, Mrs Turpin, Vye, Wildey and Williams. (22)

Abstain – None

On being put to the vote the proposal was agreed.

**Note:** In addition to the Councillors named under the Apologies for Absence agenda item, Councillors Gulvin and Paterson were not present for the recorded vote.

### **Decision:**

- a) The Council approved the general fund gross, income and net revenue estimates, as summarised in Table 1 of the report in the sum of £523.752million.
- b) The Council noted the following recommendation of the Employment Matters Committee on 28 January 2026, as set out in paragraph 5.1 of the report:

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'an increase for all staff on MedPay terms and conditions, in line with inflation, which includes those on MedPay Performance, Progression Pay Scheme as well as those who were on the legacy scheme.'

- c) The Council agreed the following recommendation of the Employment Matters Committee on 28 January 2026, as set out in paragraph 5.1 of this report:  
  
'To not return to the National Joint Council (NJC) pay scales currently but keep negotiations open on this matter and do a joint piece of work on impact and cost assumptions.'
- d) The Council approved the recommendations of the Cabinet on 10 February 2026 of a 3.5% increase for all staff on MedPay terms and conditions, which included those on MedPay Performance, Progression Pay Scheme as well as those who were on the legacy scheme, recognising that CPI increased to 3.4% in December.
- e) The Council approved the recommendations set out at section 12 of the report with regard to the Housing Revenue Account and detailed in the following appendices:
  - i) The proposed increase in rents as set out at Appendices 5A and 5B;
  - ii) The proposed service charges as set out at Appendix 5C;
  - iii) The budget proposed as summarised at Appendix 5D;
  - iv) The 30 year business plan projections at Appendix 5E.
- f) The Council approved the additions to the Capital Programme set out in Table 14 of the report.
- g) The Council agreed to delegate authority to the Chief Operating Officer, in consultation with the Leader, to add further borrowing of up to £1.0 million to the capital programme, as a one third contribution towards any schemes approved by the Football Foundation, as referenced at paragraph 11.10 of the report.
- h) The Council noted the Kent Police and Crime Commissioner's precept requirement, as set out in Section 13.2 of the report.
- i) The Council noted the Kent Fire and Rescue Service precept requirement, as set out in Section 13.3 of the report.
- j) The Council noted the Parish Council precept requirements of £856,228 detailed in Section 13.4 of the report.
- k) The Council approved the basic rate of Council Tax at Band D for 2026/27, before adding the Police, Fire and Parish precepts, at £1,934.33, an increase of 4.994%, as set out in Section 14.1 of the report.

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- l) The Council agreed to adopt the formal resolution for the Council Tax requirement and schedule of Council Tax charges for 2026/27, as set out in Appendix 6A to the report.
- m) The Council approved fees and charges, as recommended by Cabinet as part of the budget proposals, in the booklet 'Medway Council - Fees and Charges 2026/27, as set out in Appendix 7 to the report.
- n) The Council agreed to the declassification of the following amounts currently held in earmarked reserves and to transfer them to general reserves:
  - i) £1,597,513 held in the Collection Fund Reserve,
  - ii) £450,000 held in the severance Reserve,
  - iii) £750,000 held in the SELEP Reserve, and
  - iv) £27,000 held in the Unpresented Cheques Reserve.
- o) The Council approved the Flexible Use of Capital Receipts Strategy set out at Appendix 8 to the report.
- p) The Council approved the use of £2.783million of capital receipts under flexibilities to fund transformational activity in Adult Social Care and Business Support in 2025/26 and £3.292million in 2026/27.
- q) The Council approved the amendments to the Discretionary Non-Domestic Rate Relief Policy at Appendix 10 to the report, including a further amendment in respect of the policy for pubs following the announcement by HM Treasury of further support on 27 January 2026, as set out in section 6.5 of the report.
- r) The Council noted the findings of the Diversity Impact Assessment as set out in Appendix 11 to the report, and the proposal to continue, where necessary, to report through quarterly monitoring any further unidentified or unintentional impact.

### **739 One Medway Council Plan 2024-2028, 2026/27 Key Performance Indicator Refresh**

#### **Background:**

The report provided the Cabinet with the 2026-27 key performance indicator refresh for the One Medway Council Plan (OMCP) 2024-28.

The OMCP had been agreed at Full Council on 15 May 2024. It set out the Council's priorities over the next four years and included the indicators used to track performance. These indicators were refreshed annually.

A Diversity Impact Assessment had been undertaken and was attached at Appendix 2 to the report.

## **Council, 25 February 2026**

The report had previously been considered by the Business Support and Digital Overview and Scrutiny Committee on 29 January 2026 and by the Cabinet on 10 February 2026 and the comments of the Committee and decisions of the Cabinet were set out at sections 5 and 6 of the report respectively.

The Leader of the Council, Councillor Maple, supported by the Deputy Leader of the Council, Councillor Murray, proposed the recommendations set out in the report.

### **Decisions:**

- a) The Council noted the outcome and comments of the Business Support and Digital Overview and Scrutiny Committee, as set out in section 5 of the report and the decisions of the Cabinet, as set out in section 6 of the report.
- b) The Council agreed the proposed changes to the key performance indicators that would be used to track performance of the One Medway Council Plan in 2026/27, as set out in appendix 1 and section 3.7 of the report.
- c) The Council agreed to delegate authority to the Chief Executive, in consultation with the Leader of the Council, to agree new key performance indicators and interim targets where applicable, as set out in paragraph 3.8 of the report.

## **740 Pay Policy Statement 2026/27**

### **Background:**

This report provided details of the Pay Policy Statement (PPS) for the financial year 2026/27, 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 2026 for the following financial year.

The report had been considered by the Employment Matters Committee on 28 January 2026, details of which were set out in section 5 of the report.

The Chairperson of the Employment Matters Committee, Councillor Mark Prenter, supported by the Portfolio Holder for Business Management, Councillor Van Dyke, proposed the recommendations, as set out in the report.

### **Decisions:**

- a) The Council noted the comments of the Employment Matters Committee, as set out at section 5 of the report.

## **Council, 25 February 2026**

- b) The Council agreed the updated Pay Policy Statement 2026/2027, as set out in Appendix 1 to the report.

### **741 Report for Information: The Disposal of the Freehold of Rainham Shopping Centre**

This report advised the Council of the sale of the freehold of Rainham Shopping Centre. This sale followed inclusion of the property on a list of non-operational properties which were declared surplus by the Cabinet on 29 October 2024.

This report was submitted to Full Council for information in line with constitutional requirements, namely paragraph 5.1 of the Council's financial limits, which stated that any disposals above £1,000,000 would be reported to full Council for information.

The Mayor advised that the report was included in the agenda for information only and not for debate. Therefore, the Council received the report.

**Mayor**

**Date:**

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