

**MINUTES OF THE MEETING OF THE CABINET  
HELD ON WEDNESDAY, 1 NOVEMBER 2006**

**COUNCILLORS**

**PRESENT** Michael Rye (Leader of the Council), Michael Lavender (Deputy Leader of the Council/Finance and Resources), Ertan Hurer (Community Safety & the Voluntary Sector), John Jackson (Sustainable Communities and Employment), Paul McCannah (Leisure, Culture and Olympics 2012), Terence Neville (Environment and Street Scene), Ann Zinkin (Corporate Strategy and Communications), Alan Barker (Adult Social Services) and Robert Hayward ((Chairman of the Special Projects Scrutiny Panel))

**ABSENT** Matthew Laban (Housing) and Glynis Vince (Education & Children's Services)

**OFFICERS:** Gary Barnes (Assistant Director of Environment, Street Scene and Parks (Contracts)), Ray James (Director of Health and Adult Social Care), Rob Leak (Chief Executive), Peter Lewis (Director of Education, Children's Services and Leisure), Mark McLaughlin (Director of Finance and Corporate Resources), Ann Pennell (Director of Performance, Partnership & Policy), John Pryor (Director of Environment, Street Scene and Parks), David Tullis (Assistant Director - Finance & Corporate Resources) and Sharon Gordon (Enfield Strategic Partnership Manager)

**Also Attending:**

**100  
URGENT ITEMS**

There were no urgent items to consider at the meeting.

**101  
APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Neville and Vince.

**102  
DECLARATION OF INTERESTS**

There were no declarations of interest.

**103  
DEPUTATIONS AND PETITIONS**

There were no deputations or petitions to consider at the meeting.

**104  
ISSUES ARISING FROM THE OVERVIEW AND SCRUTINY  
COMMITTEE/SCRUTINY PANELS**

Councillor Robert Hayward (Chairman of the Special Projects Scrutiny Panel) introduced the reference form the Special Projects Scrutiny Panel concerning the decision to implement revised car parking charges. The implementation of the proposals had been delegated to the Director of Environment, Street Scene and Parks after the end of the consultation period.

NOTED that the Panel requested that implementation of the scheme be delayed until the start of the new financial year. Concerns were raised at the Special Projects Scrutiny Panel meeting by members, the public, and representatives from Enfield Business and Retailers Association (EBRA) that as the Panel is exploring many of the issues associated with parking charge and penalty charge systems, the car parking budget and value for money and options for the use of surpluses, the outcomes might result in alternative recommendations to Cabinet. The planned timescale for this work is within the next few months and that implementation of the current scheme would pre-empt the scrutiny.

Councillor Hayward highlighted:

1. the EBRA proposal to introduce a 15 minute free parking period.
2. That Councillor Neville was willing to consider this proposal as part of the proposed parking review.
3. It was suggested that any income lost by delaying implementation could be recouped in the future.

Councillor Rye confirmed that parking charges had not increased for 3 years. The proposed scheme had a number of benefits, only 2 coins were now needed to buy a ticket, standardised charges had been introduced across the borough and unexpired time on tickets could be used at other locations.

He advised that a review of parking had been confirmed and this would be completed by July 2007. Scrutiny would be involved in the consultation process and Councillor Neville would consider the proposals of the Special Projects Scrutiny Panel.

DECISION:

1. to note the reference from the Special Projects Scrutiny Panel.
2. that Scrutiny be involved in the proposed parking review, scheduled to be completed in July 2007.
3. that the proposal relating to free short term parking be considered as part of the review.

**105**

**PROGRESS REPORT ON BUDGET PREPARATION FOR 2007/08 AND REVIEW OF THE MEDIUM TERM FINANCIAL PLAN**

Councillor Rye (Leader of the Council) introduced the report of the Director of Finance and Corporate Resources (No. 139) outlining the progress made to date in the preparation of the 2007/08 budget and the review of the medium term financial plan. It sets out the resources that are likely to be available to fund new spending needs from 2007/08 onwards and some of the key issues that will influence the plans.

**Alternative Options Considered:**

none.

**DECISION:**

1. To note the information available to date on the revenue and capital resources likely to be available to the Council for the medium term financial plan.
2. To delegate approval of the format and contents of the budget consultation paper to the Director of Finance & Corporate Resources, in consultation with the Leader and Deputy Leader.

**Reason:** To ensure that Members are aware of the progress made to date with the 2007/08 budget and the review of the medium term capital and revenue plans.

**106**

**ENFIELD LEISURE CENTRES LIMITED (IN LIQUIDATION): UPDATE**

NOTED that the item had been withdrawn from the agenda as officers were not in a position to provide a detailed report at the present time.

**107**

**BROOMFIELD HOUSE**

Councillor Rye reported that the item had been withdrawn from the agenda to allow officers further time to work on the report and to apply for an adjournment of the current Lands Tribunal hearing. This would allow the opportunity for further discussions with the objectors over their concerns. The referral onto Full Council was therefore withdrawn.

**108**

**INTEGRATED COMMISSIONING STRATEGY FOR CHILDREN'S SERVICES.**

Councillor Rye (Leader of the Council) introduced the report of the Director of Education, Children's Services and Leisure (No. 143) presenting an Integrated Commissioning Strategy for Children's Services for the Cabinet's consideration and approval.

**Alternative Options Considered:**

None stated in the report.

**DECISION:**

Recommended to Council that the Integrated Commissioning Strategy for Children's Services be approved.

**Reason:** The Children and Young People's Strategic Partnership Board's (CYPSPB) Change for Children Programme Plan includes an objective 'to ensure that effective commissioning arrangements are developed, including supporting infrastructure' and a linked action to develop a strategic commissioning plan for children's services. The Joint Area Review recommended the development of an overarching commissioning strategy for children's social care services.

**(Key decision – reference number 2022)**

**109**

**COMMUNITY STRATEGY – 'ENFIELD'S FUTURE' 2006 – 2016**

Councillor McCannah (Cabinet Member for Leisure, Culture and Olympics 2012) introduced the report of the Director of Performance, Partnership and Policy (No. 144) presenting the draft overall vision and objectives of the Enfield Strategic Partnership's (ESP's) Community Strategy – 'Enfield's Future' the Community Strategy 2003/2006 was currently being reviewed and the overall vision and objectives for the new strategy have been drawn up following extensive community consultation.

**Alternative Options considered**

There is a duty on the Council to produce a Community Strategy, further the current Strategy's 15 3-year aims are now up for review and renewal.

**DECISION:**

To approve the Community Strategy's overall vision and objectives and the way forward for finalising the Community Strategy.

**Reasons:** To gain agreement to overall vision and objectives that will form part of Enfield's new Community Strategy.

**(Key decision – reference number 2033)**

**110**

**REVISION OF REDUNDANCY/EARLY RETIREMENT COMPENSATION PROVISIONS**

Councillor Zinkin (Cabinet Member for Corporate Strategy and Communications) introduced the report of the Chief Executive (No. 145) detailing recent age discrimination legislation, which came into effect on 1 October, the Government has given notice of its intention to amend the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations. To ensure the Council's policy on the making of discretionary payments is consistent with the new Age Discrimination legislation, this report proposes an amendment to the method of determining compensation paid to staff who are redundant.

NOTED that the unions had been consulted 3 weeks prior to the meeting on the proposals and no comments had been received.

**Alternative Options Considered:**

These were outlined detail in section 3 of the report.

**DECISION:**

1. That Option 3 is adopted as the basis for calculating the level of compensation to be paid to staff whose employment is terminated on the grounds of redundancy.
2. That staff retiring in the interests of the efficiency of the service should be granted immediate access to their pension on an unreduced basis as outlined in section 3.11.

**Reasons:** The primary purpose of the Discretionary Compensation Regulations is to enable Councils to take reasonable measures to compensate staff who for reasons outside their control have their employment terminated. The granting of compensation is a measure that helps maintain relatively harmonious employee relations and continuity of service during periods of change to the workforce.

The recommended option is the one which, while not increasing the level of the discretionary payments to the maximum allowable, strikes the most appropriate balance between employee relations, above service provision and financial considerations.

**(Key decision – reference number 2052)**

**111**

**THE EMPLOYMENT EQUALITY (AGE) REGULATIONS**

Councillor Zinkin (Cabinet Member for Corporate Strategy and Communications) introduced the report of the Chief Executive (No. 146) detailing recent Employment Equality (Age) Regulations (“the Age Regulations”), which are the Government’s response to a European Union directive. The Regulations, which came into force on 1 October 2006,

affect every aspect of the employment relationship and tackle ageism in relation to all, young or old. The Regulations give employers the right to set an organisational retirement age. The report recommended that the retirement age for Council staff should be set at 68.

**Alternative Options Considered:** Consideration has been given to adopting a range of other retirement ages. However, in adopting 68 at this point in time, the Council is anticipating the probability that the national retirement age will be changed to 68 in 2008.

DECISION:

To approve the adoption of 68 years as the normal retirement age for Council staff.

**Reasons:**

1. To meet the Age Regulations and to establish best practice. An age diverse workforce provides the wide variety of skills needed to deliver high quality services.
2. To promote the Council as an Employer of Choice, one that retains valued employees, their expertise and know how.

**(Non-key)**

**112**

#### **ITEMS TO BE REFERRED TO THE COUNCIL**

DECISION:

That Item No. 8 - Integrated Commissioning Strategy for Children's Services and Item No. 9 – Community Strategy - 'Enfield's Future' 2006-2016 be referred on to Council for consideration.

**113**

#### **CABINET AGENDA PLANNING - FUTURE ITEMS**

NOTED the provisional list of items scheduled for future Cabinet meetings.

**114**

#### **KEY DECISIONS FOR INCLUSION ON THE COUNCIL'S FORWARD PLAN**

NOTED that the next Forward Plan was due to be published on 14 November 2006, this will cover the period from 1 December 2006 to 31 March 2007.

**115**

#### **MINUTES**

AGREED that the minutes of the previous meeting of the Cabinet held on 11 October 2006 be confirmed and signed by the Chairman as a correct record.

**116**

## **MATTERS ARISING**

There were no matters arising from the minutes of the last meeting.

**117**

### **ENFIELD STRATEGIC PARTNERSHIP FEEDBACK**

Councillor Rye (Leader of the Council) reported that representatives from Islington would be visiting the borough, as they were keen to see how the Partnership works in Enfield, as it had been identified as a beacon of excellence.

**118**

### **NOTICE OF WORK IN PROGRESS**

#### **118.1 Summer Reading Challenge**

Councillor McCannah (Cabinet Member for Leisure, Culture and Olympics) noted that the Summer Reading Challenge had been a great success with nearly 1400 people completing the programme.

#### **118.2 Oakwood Library**

Councillor McCannah (Cabinet Member for Leisure, Culture and Olympics) reported that usage of the library had increased by 120% over the previous year.

#### **118.3 Community Safety Update**

Councillor Hurer advised that the new CCTV system funded by Christian Action Housing Association had recently become operational. A recent alcohol and domestic violence event was very successful with 50 delegates attending. A crack house had recently been closed reducing associated antisocial behaviour in the area.

#### **118.4 Older Peoples Strategy**

Councillor Hurer updated on a recent Older People Strategy event that was attended by 200 people

#### **118.5 Alcohol Reduction Strategy**

Councillor Hurer that the Alcohol Reduction Strategy had been commented and would represent England at an International conference in Finland.

#### **118.6 Adult Abuse Training Video**

Councillor Barker reported on the forthcoming launch of the adult abuse training video. Last year a play called 'Broken Silence' aimed at helping

others to recognise the different types of abuse was presented in the borough. This had now been turned into a video and would be launched next Friday.

**118.9 Broomfield House**

Councillor Lavender reported that the proposed option of operating Broomfield House via a Trust had been reconsidered and it was not felt that this was the right way forward. The Council would be seeking an adjournment of the Lands Tribunal to discuss the objectors concerns.

**118.10 Online Consultation**

Councillor Lavender highlighted a recent online Council consultation exercise that required participants to print off and post responses back to the Council. He felt that not providing residents with an email option or the opportunity to provide their name was a poor way for the Council to present itself.

**118.11 Police Patrols**

Councillor Rye advised that on Friday 10 November, Councillor Neville would be joining local police officers on patrol in the borough.

**119**

**DATE OF NEXT MEETING**

The next meeting of the Cabinet is scheduled to take place on Wednesday 22 November 2006 at 8.00pm at the Civic Centre.

**120**

**EXCLUSION OF THE PRESS AND PUBLIC**

AGREED to passing a resolution under Section 100A(4) of the Local Government Act 1972 to excluded the press and public from the meeting for the item of business listed on part 2 of the agenda on the grounds that it involves the likely disclosure of exempt information as defined in those paragraphs of Part 1 of Schedule 12A to the Act (as amended by the Local Government (Access to Information) (Variation) Order 2006).

**121**

**LOCAL GOVERNMENT OMBUDSMAN'S REPORT**

Councillor Rye (Leader of the Council) introduced the report of the Director of Education, Childrens Services and Leisure (No. 147) setting out the findings of the Local Government Ombudsman's investigation relating to a Childrens Services case.

**Alternative options considered**

In view of the findings the Authority is obliged to consider the LGO's report, and notify him of the action, which they have taken or propose to take (s.31



**CABINET - 1.11.2006**

(2) Local Government Act 1974). No other options are available to the Council.

**DECISION:**

1. To receive the Local Government Ombudsman's (LGO) report (circulated under separate cover to Cabinet Members and Group Offices), and note the findings and remedy.
2. To note the comments of the Director of Education, Childrens Services and Leisure, and the action plan, and response to the LGO.

**Reason:** To comply with the statutory requirements, and to address the shortcomings identified in the report.

(The report contained exempt information as defined in Paragraphs 4 & 6 of Part 1 of Schedule 12A to the Act (as amended by the Local Government (Access to Information) (Variation) Order 2006).

**(Non - key)**