



CYNGOR BWRDEISTREF SIROL
RHONDDA CYNON TAF
COUNTY BOROUGH COUNCIL

COMMITTEE SUMMONS

C Hanagan
 Service Director of Democratic Services & Communication
 Rhondda Cynon Taf County Borough Council
 The Pavilions
 Cambrian Park
 Clydach Vale CF40 2XX

Meeting Contact: J Nicholls - Democratic Services (01443 424098)

YOU ARE SUMMONED to a virtual meeting of **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL** to be held on **WEDNESDAY, 14TH JULY, 2021** at **5.00 PM.**

AGENDA

**Page
No's**

TIME	ITEM	PAGE(S)
5 Minutes	<p>ITEM 1. DECLARATION OF INTEREST</p> <p>To receive disclosures of personal interests from Members in accordance with the Code of Conduct</p> <ol style="list-style-type: none"> 1. Members are requested to identify the item number and subject that their interest relates to and signify the nature of the personal interest; and 2. Where Members withdraw from a meeting as a consequence of the disclosure of prejudicial interest they must notify the Chairman when they leave. 	
10 Minutes	ITEM 2. ANNOUNCEMENTS	
5 Minutes	<p>ITEM 3. MINUTES</p> <p>To approve as an accurate record, the minutes of the Extraordinary Council Meeting held on the 30th June (4pm).</p>	5 - 12
	OPEN GOVERNMENT:	
10 Minutes	ITEM 4. STATEMENTS	

	In accordance with Open Government Council Meeting Procedure Rule 2, to receive any statements from the Leader of the Council and/or statements from Cabinet Portfolio Holders:	
20 Minutes	ITEM 5. MEMBERS' QUESTIONS To receive Members questions in accordance with Council Procedure Rule 9.2. (N.B a maximum of 20 minutes shall be allowed for questions on notice.)	13 - 18
	COUNCIL WORK PROGRAMME - FOR MEMBERS INFORMATION Council Work Programme 2021-22	
	OFFICERS' REPORTS	
25 Minutes	ITEM 6. ANNUAL TREASURY MANAGEMENT REVIEW 2020/21 To receive the report of the Director of Finance & Digital Services.	19 - 30
15 Minutes	ITEM 7. CHIEF OFFICER VER & REDUNDANCY PACKAGES To consider the joint report of the Chief Executive and the Director, Human Resources.	31 - 34
25 Minutes	ITEM 8. REVIEW OF THE COUNCIL'S PAY AND GRADING STRUCTURE To consider the joint report of the Chief Executive and the Director, Human Resources.	35 - 40
	ITEM 9. TO CONSIDER PASSING THE FOLLOWING RESOLUTION: "That the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act (as amended) for the following item 9 of business on the grounds that it involves the likely disclosure of the exempt information as defined in paragraph 12 and 13 of Part 4 of the Schedule 12A of the Act".	
25 Minutes	ITEM 10. THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE To receive the joint report of the Chief Executive and Director of Human Resources.	41 - 70
	ITEM 11. URGENT BUSINESS To consider any items which the Chair, by reason of special circumstances, is of the opinion should be considered as a matter of urgency.	

Service Director of Democratic Services & Communication

To: All Members of the Council



RHONDDA CYNON TAF

RHONDDA CYNON TAF COUNCIL

Minutes of the virtual meeting of the Council held on Wednesday, 30 June 2021 at 4.00 pm.

County Borough Councillors - Council Members in attendance-

Councillor S Powderhill (Chair)

Councillor S Trask	Councillor R Williams
Councillor G Hughes	Councillor M Powell
Councillor H Boggis	Councillor J Bonetto
Councillor S Bradwick	Councillor R Bevan
Councillor A Calvert	Councillor T Williams
Councillor A Crimmings	Councillor D Williams
Councillor G Davies	Councillor L De Vet
Councillor S Rees	Councillor S Evans
Councillor S Evans	Councillor A Fox
Councillor M Norris	Councillor E Webster
Councillor M Webber	Councillor M Griffiths
Councillor A Roberts	Councillor M Weaver
Councillor L Walker	Councillor G Hopkins
Councillor P Howe	Councillor K Morgan
Councillor R Yeo	Councillor J James
Councillor P Jarman	Councillor R Turner
Councillor G Thomas	Councillor A Morgan
Councillor M Adams	Councillor J Rosser
Councillor G Stacey	Councillor R Lewis
Councillor C Leyshon	Councillor J Brencher
Councillor S Powell	Councillor D Owen-Jones
Councillor S Morgans	Councillor S Belzak
Councillor W Lewis	Councillor G Jones
Councillor W Treeby	Councillor W Jones
Councillor L Jones	Councillor L Hooper
Councillor J Harries	Councillor D Grehan
Councillor E George	Councillor M Fidler Jones
Councillor J Davies	Councillor A Cox
Councillor A Chapman	Councillor E Griffiths
Councillor G Caple	Councillor J Edwards

Officers in attendance

Mr C Bradshaw, Chief Executive
Mr C Hanagan, Service Director of Democratic Services & Communication
Mr B Davies, Director of Finance & Digital Services
Mr P Mee, Group Director Community & Children's Services
Mr A Wilkins, Director of Legal Services
Mr R Evans, Director of Human Resources
Ms A Lloyd, Service Director, Children's Services

Cwm Taf Morgannwg University Health Board

Professor Marcus Longley, Chair
Paul Mears, Chief Executive
Anthony Gibson, Director Bridgend Integrated Locality
Kate Burton, CAHMS Team

22 Apologies

An apology for absence was received from County Borough Councillors J Cullwick, A Davies-Jones, J Elliott, M Forey, H Fychan, K Jones, G Holmes, W Owen, S Rees-Owen, S Pickering, E Stephens, M Tegg and J Williams.

23 Declaration of Interest

In accordance with the Council's Code of Conduct, the following declarations of Personal interest were made pertaining to the agenda:

County Borough Councillor G Caple – “My son is a doctor at the Princess for Wales Hospital in Bridgend”

County Borough Councillor G Caple – “I am a member of the Community Health Council”

County Borough Councillor Sheryl Evans – “I work for the NHS”

County Borough Councillor P Jarman – “I am a former member of Cwm Taf LHB”

County Borough Councillor R Yeo – “My wife works for Cwm Taf UHB in Prince Charles Hospital”

County Borough Councillor J Davies – “I work for Cwm Taf UHB”

County Borough G Jones – “I am a member of the Community Health Council”

County Borough Councillor M Norris – “My niece works for Cwm Taf UHB”

County Borough Councillor S Morgans – “My daughter is a nurse at the Royal Glamorgan Hospital”

County Borough Councillor R Lewis – “I have a family member who works for the Health Board”

County Borough Councillor L M Adams – “My nephew is a doctor in Bridgend”

County Borough Councillor L M Adams - “My wife is in receipt of an NHS pension”

County Borough Councillor M Fidler Jones – “I am a public affair professional with responsibility for lobbying the Cwm Taf Health Board inclusive of Mental Health Services”

County Borough Councillor P Howe – “My daughter is a Doctor of Psychology and Research and works for the NHS”

County Borough Councillor G R Davies – “I worked for Cwm Taf UHB 3 years ago”

County Borough Councillor K Morgan – “I work for Cwm Taf UHB”

County Borough Councillor S Trask – “My wife is an employee of NHS Wales”

County Borough Councillor Sera Evans “I am Head of UK Recruitment at the University of South Wales”

24 CWM TAF MORGANNWG UNIVERSITY HEALTH BOARD

The Chairman of the Cwm Taf Morgannwg University Health Board, Professor Marcus Longley thanked RCT Council for inviting the Board members to address Full Council. He paid tribute to the staff at the Cwm Taf Morgannwg University Health Board and Rhondda Cynon Taf Council for their commitment and dedication over the last 15 months coping with the pressures of work.

Through the aid of Power point slides the Chief Executive of the Cwm Taf University Health Board., Mr Paul Mears, presented an overview of key matters under the following headings:

- **Covid update – Response to Covid Update**

An update on three key matters, testing, vaccinations and Covid rehabilitation

- **Elective recovery programme**

Details in respect of the Planned Care Recovery and Urgent Care Improvement Programmes

- **Primary Care focus**

Emphasis on a number of key areas such as the adoption of e-consult and the proposal for a ‘Flow Centre’ known as ‘to navigate callers to NHS 111.

- **Maternity & Neonatal services**

An update on the Maternity and Neonatal Improvement Programme and continued close working with the Independent Maternity Services Oversight Panel (IMSOP)

There followed a further Power Point presentation in respect of the Cwm Taf Morgannwg CAMHS, specifically regarding how the service has progressed over the past year and consideration of the challenges ahead, including the partnership work with the Local Authorities.

- **CAMHS in CTM**

- **New Investment 2021/22**

To include an update on both WG and ICF funding

➤ **Key Improvements – Early Intervention**

Renewed focus on joint working opportunities and building relationships with partner agencies

➤ **Key Improvements – Covid**

Maintaining the service throughout Covid and ongoing face to face Crisis services 7 days a week

➤ **Key Improvements – CAMHS**

An update on the single point of access provision, staffing and service redesign

➤ **Future Vision & Plans**

An overview of future plans to include the need for continued rapid response and flexibility over the next 12-24 months and embedding new models and pathways.

The Leader of the Council

County Borough Councillor A Morgan thanked members of Cwm Taf Morgannwg UHB for their attendance and updates on the CAMHS and wider issues. He suggested that further update sessions would be arranged to address issues around Covid recovery and Primary care services such as elective surgery. The Leader acknowledged that CAMHS has previously been under pressure and with the return to full time education he envisaged that the support would be greatly needed.

The Leader asked whether there are still vacancies and pressures on staff and how is recruitment to the service?

Councillor P Jarman – Leader of the Opposition

Councillor Jarman highlighted the need for the CAMHS service and asked how many children are on the CAMHS waiting list?

Is there a similar arrangement in RCT to that in Merthyr Tydfil where ophthalmic services have recently been supplemented by an arrangement with Specsavers and the Trust?

Councillor M Powell – Leader of the RCT Independent Group

Councillor Powell asked whether the high rates of Covid referred to in the presentation represented a move upwards on the curve?

The planned care has had an injection of £16M and queried whether that is enough?

How many members of staff have returned to the EU and left Cwm Taf Morgannwg UHB and how is the Board filling those vacancies?

Is the lack of a Minor Injuries Unit in Pontypridd/Taff Ely having an impact on the Royal Glamorgan Hospital?

Ambulance figures-can you provide an update on the data?

The following responses were provided as follows:

- Staff vacancies with CAMHS – Currently there are no issues with recruitment as professionals with a variety of backgrounds such as social workers, therapists and other core professions are being appointed as CAHMS practitioners. Good relationships with partners is also key to recruitment into the service.
- CAHMs Services within Schools- Services are tailored to individual areas and discussions with schools and social services determine the packages of support to each individual school. The level of support dovetails with that offered by the local authority.
- CAHMS waiting lists –There are 170 young people waiting for CAMHS in RCT and young people are being seen within 3 weeks. Demand has increased and this is expected to remain the case for some time.
- Ophthalmology - The Cwm Taf Morgannwg UHB is working closely with high street optometrists such as Specsavers to develop these services and treat patients outside of a hospital setting and in specialised areas such as glaucoma.
- Covid rates – The current rates in RCT is 47 per 100,000 patients which shows there is an increase. RCT is below the Wales average of 64.8
- Funding from WG – The message is that there will be more funding for elective operations in the future, but it concerns more than funding, there is a finite number of people that can work in this area.
- Recruitment – The Cwm Taf Morgannwg UHB is working closely with the University of South Wales to recruit newly qualified students and is looking at overseas recruitment, however this is challenging due to current travel restrictions
- Minor Injuries Unit in Pontypridd – Currently looking at alternative options to the A&E unit. A large number of healthcare issues that present themselves to the A&E department are more suited to a minor injury unit.
- Data on the Ambulance Service- Interlinked with how quickly ambulance handovers are undertaken and are able return to emergency calls. The Health Board is currently working closely with colleagues in the Ambulance service

Further questions were put forward:

- Councillor T Leyshon – Families requiring neurodevelopmental assessments are waiting up to 26 weeks. RCT Council has introduced many initiatives to help reduce the waiting lists through its own social services in areas such as Resilient Families. These initiatives are helping to reduce the waiting lists and masking the reality;
- Councillor M Weaver - When will surgery for Orthopaedic patients be back to some normality;
- Councillor S Belzak – Why in respect of the vaccines has the principle of giving full consent been abandoned? Why aren't people told about antibody dependent enhancements? That these substances are in clinical trial for the next few years, that there have been more than 1,000 deaths so far, more deaths than in the previous 30 years from all vaccines, why aren't patients being told;

- Councillor T Williams – I have concerns about the waiting times for CAMHS;
- Councillor J Brencher- Do we have the same staffing challenges in the Princess of Wales Hospital as there are in the Royal Glamorgan Hospital and are we tackling the recruitment in Breast services as in Central London the waiting time for Breast Cancer is less than a quarter than if you developed it in this area;
- Councillor D Owen-Jones – Are there plans to develop a unit in Bridgend specifically for females rather than families having to travel further as discussed in Scrutiny recently;
- Councillor L M Adams – CAMHS is failing our young people, the waiting lists are going up and children are ending up in hospital as a result of mental illnesses such as incidents of self-harm.

Responses were provided by the Chief Executive, Mr Paul Mears and Kate Burton from the CAMHS team as follows:

- Historically there were long waiting times for CAMHS services but now the average waiting time is 3 weeks, the longest any young person has to wait is 6 weeks;
- Neurodevelopmental services are managed by the Children and Young People section of the Health Board not CAMHS but CAMHS are working closely with them to improve the service to reduce the waiting lists;
- Inpatient care for those young girls who need the highest level of support is provided at Ty Llidiard;
- There are significant numbers of patients and it will take a year or more to get the waiting lists back on track;
- There is no compulsion on people to have the vaccine, but the Health Board can answer any queries regarding the vaccine, and has been doing so throughout the process
- There are comparable staffing issues across all the sites currently;
- We are seeing a large volume of referrals into our Breast services, but the Health Board is looking to improve by creating a central service to provide a much better and quicker access into the service.

The Chief Executive advised that should Members have any further queries or questions; they should forward them to the Cwm Taf Morgannwg UHB for clarification and response.

The Presiding Officer thanked members of the Cwm Taf Morgannwg University Health Board for attending and providing the overview of CAHMS services and wider issues.

This meeting closed at 4.59 pm

**Cllr S Powderhill
Chairman.**

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

COUNCIL

14th JULY 2021

MEMBERS QUESTIONS ON NOTICE

REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES & COMMUNICATION.

1. PURPOSE OF THE REPORT

- 1.1 To present the order of questions in respect of the Members Questions on Notice, following the amendment to the process agreed at the [Council AGM 2019](#).

2. RECOMMENDATIONS

It is recommended that Members:

- 2.1 Receive the Questions and any supplementary questions proposed, as in accordance with the running order advised upon in 4.3 of the report, which should not exceed a 20-minute time period.

3. REASONS FOR RECOMMENDATIONS

- 3.1 As agreed at the Council AGM on the 15th May, 2019, Members agreed to amend Council Procedure Rule 9.2 in respect of Members Questions on Notice. A further amendment was made to Council Procedure Rule 9.2 at the Council AGM on the 26th May 2021 in respect of supplementary questions following expiry of the 20 minute time duration. [Council AGM 2021](#)

4. MEMBERS QUESTION ON NOTICE

- 4.1 The closing date for receipt of Members Questions on Notice to the Council Business Unit for the Council meeting on the 14th July 2021 was 5pm on the 1st July 2021.
- 4.2 Seventeen questions were received and put forward to the Council Ballot held on the 5th July 2021, to determine the running order of the questions at the Council Meeting. However, due to an administrative error the 17th question is withdrawn.
- 4.3 The results of the ballot are outlined below:-

Number	Corresponding Question
1	<p>Question from County Borough Councillor A. S. Fox to the Deputy Leader of the Council, County Borough Councillor M. Webber:</p> <p>“How does this Council support its local Armed Forces community?”</p>
2	<p>Question from County Borough Councillor E Webster to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“What happens when a major river defence wall in the borough is in danger of collapse, but there is no identifiable owner with riparian rights?”</p>
3	<p>Question from County Borough Councillor K Morgan to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“Will the member make a statement on the Highways Infrastructure in the village of Hirwaun please”.</p>
4	<p>Question from County Borough Councillor M. Griffiths to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“Has the Leader, through this Council or the WLGA, received any update on the implementation of the U.K. Government’s Shared Prosperity Fund, which is supposed to be replacing EU Structural Funds?”</p>
5	<p>Question from County Borough Councillor S. Morgans to the Cabinet Member for Environment, Leisure and Heritage Services, County Borough Councillor A. Crimmings:</p> <p>“Will the Cabinet Member please make a statement on recycling in Rhondda Cynon Taf?”</p>
6	<p>Question from County Borough Councillor R. Yeo to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“Can the Council Leader make a statement on the plans to develop the North West Transport Corridor?”</p>

7	<p>Question from County Borough Councillor R. Williams to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“Will the Leader outline this Council’s plans to develop an Integrated Transport Network across the County Borough?”</p>
8	<p>Question from County Borough Councillor J. Elliott to the Leader of the Council, County Borough Councillor A Morgan:</p> <p>“Can the Council Leader please provide an update on the various flood schemes planned and ongoing across RCT, including for the Cwmbach ward?”</p>
9	<p>Question from County Borough Councillor S. Bradwick to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“Can the Leader of the Council provide an update on the progress of flood alleviation scheme bids for the forthcoming year please?”</p>
10	<p>Question from County Borough Councillor D. Owen-Jones to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“What implications does the recent Welsh Government announcement to review major roadbuilding schemes in Wales have for Rhondda Cynon Taf?”</p>
11	<p>Question from County Borough Councillor J Davies to the Leader of the Council, County Borough Councillor A Morgan:</p> <p>“Can you update me on the package of support you agreed for paddling pools for the summer of 2021 please?”</p>
12	<p>Question from County Borough Councillor G R Davies to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>“A wnewch chi ddatganiad ar isadeiledd trafnidiaeth yn pen uchaf y Rhondda Fawr?” “Will you make a statement on the transport infrastructure in the Upper Rhondda Fawr area?”</p>

13	<p>Question from County Borough Councillor M. Forey to the Cabinet Member for Enterprise, Development and Housing, County Borough Councillor D. R. Bevan:</p> <p>“How is the Council supporting our town centres to recover from the COVID-19 pandemic, both in the immediate future and over the longer term?”</p>
14	<p>Question from County Borough Councillor M Powell to the Leader of the Council, County Borough Councillor A. Morgan:</p> <p>"Would the Cabinet Member say what RCTCBC is and has done to remove "rat runs" through residential areas to reduce the environmental damage and increase road safety to residents?"</p>
15	<p>Question from County Borough Councillor P Jarman to the Cabinet Member for Adult Community Services and the Welsh Language, County Borough Councillor G. Hopkins:</p> <p>“Does the Council have Intergenerational Policies?”</p>
16	<p>Question from County Borough Councillor L. M. Adams to the Cabinet Member for Corporate Services, County Borough Councillor M. A. Norris:</p> <p>“Will the Cabinet Member provide an update on the Council’s Free Town Centre Wi-Fi rollout?”</p>

4.4 At the Council meeting a maximum of 20 minutes shall be allowed for Questions on Notice. Any questions that are not dealt with in this time limit shall fall. Any questions on notice not answered will need to be resubmitted to the Proper Officer for the next full Council meeting in accordance with these rules.

5. CONSULTATION / INVOLVEMENT

5.1 The amendments to the Council Procedure Rule in respect of Members Questions was considered and agreed at the Council’s AGM 2019 and AGM 2021, following consultation with the Constitution Committee.

6. EQUALITY AND DIVERSITY IMPLICATIONS

- 6.1 The amendment to the Council procedure rule taken forward at the Council AGM, allows the opportunity for more Members to ask a question at Council

7. FINANCIAL IMPLICATIONS

- 7.1 There are no financial implications aligned to this report.

8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 8.1 The report has been prepared in accordance with Council Procedure Rule 9.2.

9. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES.

- 9.1 The opportunity for Members to propose questions at Council meetings allows Members to receive information which potentially detail the Council priorities. It also embraces the Future Generations Act as all work and decisions taken by Council seek to improve the social, economic, environmental and cultural well-being of the County Borough.

10. CONCLUSION

- 10.1 Detailing the procedure for Members Questions on Notice assists in transparency for both Members and for public engagement.

Other Information:-

Relevant Scrutiny Committee – Overview & Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

COUNCIL

14 JULY 2021

**REPORT OF THE SERVICE DIRECTOR, DEMOCRATIC SERVICES &
COMMUNICATION.**

Item: MEMBERS QUESTIONS ON NOTICE

Background Papers

[Council AGM 2019.](#)

[Council AGM 2021](#)

Officer to contact: Emma Wilkins, Council Business Unit



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2021 / 2022

COUNCIL

14th July 2021

2020/21 ANNUAL TREASURY MANAGEMENT REVIEW

REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES

AUTHOR: Barrie Davies (01443) 424026

1.0 PURPOSE OF REPORT

1.1 This report constitutes the statutory requirement to provide Members with information on :-

- the Council's Treasury Management activity during 2020/21; and
- the actual Prudential and Treasury Indicators for 2020/21.

2.0 RECOMMENDATION

2.1 It is recommended that Members note the content of the report.

3.0 REASON FOR RECOMMENDATION

3.1 To report to Council the Annual Treasury Management Review in line with the requirements of the CIPFA Code of Practice on Treasury Management.

4.0 INTRODUCTION

4.1 Treasury Management is defined as:

“The management of a local authority’s cash flows, its borrowings and its investments, the management of the associated risks, and the pursuit of the optimum performance or return consistent with those risks”.

- 4.2 This report meets the requirements of both the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities. The Council is required to comply with both Codes through Regulations issued under the Local Government Act 2003.
- 4.3 The primary requirements of the Codes are as follows:
- Creation and maintenance of a Treasury Management Policy.
 - Creation and maintenance of Treasury Management Practices, which set out the manner in which the Council will seek to achieve stated policies and objectives.
 - Approval by Council (by 31st March) of:
 - A Treasury Management Strategy Report including Treasury Indicators and an Investment Strategy for the year ahead; and
 - A Capital Strategy Report (including Prudential Indicators) to support the Council’s strategic and financial planning arrangements.
 - Council approval of a Mid-Year Treasury Management Stewardship Report and an Annual Treasury Management Review Report for the previous year.
 - Effective scrutiny of the Treasury Management function.
- 4.4 Rhondda Cynon Taf County Borough Council complies with these requirements and supplements this by including information on treasury activities and prudential indicators in the quarterly Council performance reports to Members.
- 4.5 During 2020/21, the Finance and Performance Scrutiny Committee undertook scrutiny of the Treasury Management function including the Treasury Management activity reported within the quarterly performance reports.
- 4.6 This annual report will cover the following areas of treasury activity during 2020/21:
- Treasury Management advisors;
 - Economic background;
 - Borrowing strategy;
 - Borrowing activity and results;
 - Estimated and actual treasury position and prudential and treasury indicators;
 - Investment strategy; and
 - Investment activity and results.
- 4.7 It should be noted that the accounting practice to be followed by the Council requires financial instruments in the statutory accounts (debt, investments, etc.) to be measured in a method compliant with International Financial

Reporting Standards. The figures in this report are based on the principal amounts borrowed and invested and so may differ from those in the Council's Statement of Accounts.

5.0 TREASURY MANAGEMENT ADVISORS

- 5.1 The Council appointed Arlingclose as its Treasury Management Advisors from 1st April 2019 for the 3 year period up to 31st March 2022, with the option to extend for up to 2 years.
- 5.2 During the last year the service has adapted to take into account the pandemic with strategy meetings taking place virtually and technical updates being carried out via webinars. The Council will continue to monitor the advisor's performance. If any adverse performance or contractual issues arise, Members will be advised accordingly.
- 5.3 The Council recognises that although information and advice is provided via the contract, responsibility for Treasury Management decisions remains with the Council.

6.0 ECONOMIC BACKGROUND

6.1 General Economic Background

- 6.1.1 The coronavirus pandemic dominated 2020/21, with most countries imposing lockdowns or social restrictions during the year. The start of the financial year saw many central banks cutting interest rates as lockdowns caused economic activity to grind to a halt. The Bank of England cut the Bank Rate to 0.1% and the UK government provided a range of fiscal stimulus measures, the quantum of which has not been seen in peacetime.
- 6.1.2 In December 2020 two Covid-19 vaccines were given approval by the UK Medicines and Healthcare products Regulatory Agency (MHRA). The vaccine rollout process is continuing.
- 6.1.3 Government initiatives supported the economy and the Chancellor announced in the 2021 Budget a further extension to the furlough Coronavirus Job Retention Scheme (furlough) until September 2021. Significant support packages for businesses were provided by Welsh Government during the year.
- 6.1.4 A Brexit trade deal was agreed with the European Union on Christmas Eve 2020.
- 6.1.5 Inflation has remained low over the 12 month period. The annual headline rate of UK Consumer Price Inflation (CPI) fell to 0.4% for the year to February 2021 (0.8% in April 2020), well below the Bank of England's 2% target. As at May 2021, the CPI rate was 2.1%.

6.1.6 The Bank of England (BoE) held the Bank Rate at 0.1% throughout the year but extended its Quantitative Easing programme (Bank of England purchasing government bonds to stimulate the economy) by £150 billion (to £895 billion) at its November 2020 meeting. Alongside the March 2021 interest rate announcement, the BoE noted that while GDP would remain low in the near-term due to Covid-19 restrictions, the easing of these measures means growth is expected to recover strongly later in the year. Whilst the economic outlook has improved there are downside risks to the forecast, including from unemployment which is still predicted to rise when the furlough scheme is withdrawn.

6.1.7 The Council continued to maintain a low risk strategy throughout the year to ensure exposure to any capital loss was minimised.

6.2 Short term investment rates

6.2.1 The Council's investment income is subject to changes in short term interest rates. The level of the Bank Rate is one of the main determinants of the rate of interest the Council receives on its short term investments. The forward looking estimate of the Bank Rate, provided by our Treasury Management advisors in May 2021, is for the rate to remain at 0.1% until at least 2023/24, with the risk of movement in the Bank Rate in the short term being low.

6.3 Longer term interest rates

6.3.1 The majority of the Council's borrowing is from the PWLB (Public Works Loan Board). Long-term borrowing rates are influenced by gilt yields which are driven by inflation and demand/supply considerations.

6.3.2 During August 2012, HM Treasury introduced "the certainty rate", whereby local authorities are able to access borrowing at 0.2% cheaper than published PWLB rates. In order to access the discounted rate, authorities were required to provide Welsh Government (and onward, the Debt Management Office) with an indication of their potential borrowing requirements for the next 3 years.

6.3.3 PWLB loans are no longer available to Councils planning to acquire investment assets primarily for yield or solely for exploiting commercial opportunities.

6.3.4 PWLB rates during 2020/21 were as follows (these are the "certainty rates"):

	5 years	10 years	20 years	50 years
Average	1.53%	1.84%	2.29%	2.14%
Highest	1.98%	2.31%	2.81%	2.71%
Lowest	0.74%	1.04%	1.48%	1.32%

7.0 BORROWING STRATEGY

- 7.1 The borrowing strategy for 2020/21, as included in the 2020/21 Treasury Management Strategy and approved by Council on 18th March 2020, stated that the borrowing requirement to fund the 2020/21 Capital Programme was £29.0m. In line with the capital programme, the borrowing requirement decreased to £24.9m during the year largely due to the re-profiling of the 21st Century Schools schemes. It was also reported that the Council's policy will continue to maximise "internal borrowing", run down cash balances and forego interest earned at historically low rates. This also minimises counterparty risk (risk that an investment may become irrecoverable).
- 7.2 The Strategy also reported that the Section 151 Officer, under delegated powers, would take the most appropriate form of borrowing depending upon the prevailing interest rates at the time, taking into account advice provided by our advisors and an assessment of risk.
- 7.3 Affordability and the cost of carry remain important influences on the Council's borrowing strategy. Whilst short term borrowing was taken during the year, no long term borrowing was taken during 2020/21.
- 7.4 The 2020/21 Treasury Management Strategy also reported that the Council has previously taken advantage of debt rescheduling opportunities, for example, to generate savings at minimum risk, and that the Section 151 Officer would monitor prevailing rates for any opportunities during the year based upon information provided by the Council's Treasury advisors. PWLB loan redemption rates have reduced the attractiveness of early repayments associated with rescheduling and as a result no debt rescheduling took place during 2020/21.

8.0 BORROWING ACTIVITY AND RESULTS

- 8.1 A summary of the Council's borrowing activity (excluding Finance Leases) is set out in the table below:

	Opening Balance 1 st April 2020	Movement	Closing Balance 31 st March 2021	Average Debt	Total Interest	Weighted Average Interest
	£M	£M	£M	£M	£M	%
PWLB*	240.145	(10.419)	229.726	235.258	7.102	3.02
Banks LOBO**	31.000	0	31.000	31.000	1.395	4.50
Banks Fixed Term	54.500	0	54.500	54.500	2.725	5.00
Local Authority Bodies	47.000	(29.000)	18.000	12.668	0.130	1.03
Total	372.645	(39.419)	333.226	333.426	11.352	3.40

* The movements in PWLB debt include the repayment of instalments of existing Equal Instalment of Principal (EIP) loans.

** A "LOBO" loan is one where the lender has options to vary the interest rate. If the lender chooses to exercise that option, the borrower has an option to repay.

The average interest rate of debt as at 31st March 2021 was 3.35%.

- 8.2 On 26th November 2020, after the response to its consultation on future lending terms, HM Treasury reduced PWLB interest rates by 1%, thereby reversing the previous increase on 9th October 2019.
- 8.3 Short term loans were taken to meet day-to-day cash-flow requirements at an average rate of 1.03% during 2020/21.
- 8.4 At the end of the year there was an underspend of £250k reported in the Council's Net Capital Financing Budget of £19.7m. This has been due to lower than forecasted borrowing costs, due to lower interest rates and effective cashflow management.
- 8.5 There were no opportunities to further reduce the cost of our borrowing via rescheduling during the year.

9.0 ESTIMATED AND ACTUAL TREASURY POSITION AND PRUDENTIAL AND TREASURY INDICATORS

- 9.1 During the financial year 2020/21, the Council operated within its limits set out in the 'Capital Strategy Report Incorporating Prudential Indicators' and 'Treasury Management Strategy', both of which were approved by Council on 18th March 2020 (note a revised Authorised Limit and Operational Boundary were approved by Council on 25th November 2020). Details of limits and actual performance are as follows:

	£	2020/21 Actual £
Capital Expenditure 2020/21		102.320M
Capital Financing Requirement (CFR) as at 31 st March 2021		504.848M

Limit / Indicator	2020/21 Limit / Indicator	2020/21 Actual
Authorised Limit (£) (Limit beyond which borrowing is prohibited)	532.000M	373.099M (at highest point in year)
Operational Boundary (£) (Indicator to ensure Authorised Limit not breached)	426.000M	333.680M (at year end)
External Debt (£)	417.226M	333.226M
Other Long Term Liabilities	<u>0.071M</u>	<u>0.071M</u>
Sub total	417.297M	333.297M
Other: Finance Lease	<u>2.389M</u>	<u>0.383M</u>
Borrowing + Other Long Term Liabilities	419.686M	333.680M
Ratio of Financing Costs to Net Revenue Stream	5.11%	4.86%
Funds invested for greater than 1 year (£)	25M	6.30M
LOBO Limit	£50M / 20% of debt portfolio	£31M / 9% of debt portfolio
Maturity Structure of Fixed Rate Debt	Under 12 mths 0-70% 12 mths – 2 yrs 0-70% 2-5 years 0-60% 5-10 years 0-70% 10-20 years 0-90% 20-30 years 0-90% 30-40 years 0-90% 40-50 years 0-90%	Under 12 mths 13% 12 mths – 2 yrs 4% 2-5 years 10% 5-10 years 16% 10-20 years 6% 20-30 years 0% 30-40 years 51% 40-50 years 0%

10.0 INVESTMENT STRATEGY

- 10.1 The Council manages its investments in-house, investing during 2020/21 in line with the lender criteria as set out in the Treasury Management Strategy approved by Council on the 18th March 2020. Investment policy is governed by Welsh Government guidance.
- 10.2 The Council's temporary cash flows are currently being invested in the Debt Management Account Deposit Facility and other Government backed public sector bodies. The Council supplements this strategy with lending to organisations subject to Section 151 officer determination, following appropriate due diligence and subject to appropriate and acceptable security arrangements being put in place. This low risk strategy was determined balancing risk and return. It is acknowledged that low risk investment strategies result in lower investment returns.
- 10.3 During the year, the Council has complied with the approved 2020/21 Treasury Management Strategy and there have been no liquidity difficulties.

11.0 INVESTMENT ACTIVITY AND RESULTS

- 11.1 The following table shows the overall result of the investment activities undertaken by the Council:

	Interest Received	Average Cash Balance	Return on Investments	Benchmark Return*
	£M	£M	%	%
Cash Balances	0.022	56.749	0.04	-0.07

** The benchmark return for Local Authority internally managed funds is the average 7-day LIBID rate.*

- 11.2 The Economic Background section of this report set out the continuing challenging economic conditions during this period. As a result of these conditions and our low risk strategy, interest rates on investments remain low.
- 11.3 However the average return on investments has out-performed the benchmark return over the year.
- 11.4 The £6.30m for "funds invested for greater than 1 year" represents a 10-year loan to Trivallis of £4.00m (£4.25m outstanding, £0.25m of which to be repaid within 12 months), and the Cynon Taf Community Housing Group loan of £2.3m (£2.4m outstanding, £0.1m of which to be repaid within 12 months).
- 11.5 For measuring the Council's exposure to interest rate risk, the following table shows the revenue impact of a 1% rise or fall in interest rates:

Interest Rate Risk	Impact £M
One year revenue impact of a 1% rise/fall in interest rates	0.086

11.6 The Council also holds non-specified investments in Cynon Valley Waste Disposal Company Ltd, trading as Amgen Cymru Ltd and Amgen Rhondda Ltd. These are shown in the Council's balance sheet as £3.035m, under "Investments in Subsidiaries".

11.7 The Council also holds non-financial investments.

- Non-financial commercial investment in Ty Dysgu, Cefn Coed Business Park, Nantgarw. The building and site has a fair value of £3.6m, with an annual rental of £320k. This asset was reclassified as an investment property on the balance sheet following a change in use of the building.
- The Council has investments it categorises as non-financial and other investments relevant to Council functions. These buildings have a fair value of £17.9m, with an annual rental of £1.1m. They relate to 50-53 Taff St, Pontypridd; Unit 1 Cambrian Industrial Estate, Clydach Vale; Rhos Surgery, Mountain Ash; Llys Cadwyn, Pontypridd, and 96-102 Taff Street, Pontypridd.

12.0 EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY

12.1 The report provides an overview of the Council's Treasury Management activities during 2020/21 in line with the Strategy reports approved by Council in March 2020. As a result, no Equality Impact Assessment is required for the purposes of this report.

13.0 CONSULTATION

13.1 Following consideration by Council, this report will be subject to review via the Council's scrutiny arrangements.

14.0 FINANCIAL IMPLICATION(S)

14.1 The financial results / implications of the Council's Treasury Management arrangements in 2020/21 have been incorporated into quarterly Performance Reports during the year and also reported to Council on 25th November 2020 as part of the 2020/21 Mid-Year Treasury Management Stewardship Report.

15.0 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 15.1 The report ensures the Council complies with its legal duty under the Local Government Act 2003 and in doing so is in line with the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities.

16.0 LINKS TO CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

- 16.1 This report evidences the progress made in delivering the Council's Corporate Plan – 'Making a Difference' in particular through supporting the 'Living Within Our Means' theme by pursuing optimum treasury management performance or return at the same time as managing associated risk.
- 16.2 The report also supports the Well-being of Future Generations Act in particular 'a globally responsible Wales' through responsible management and investment of the Council's resources.

17.0 CONCLUSION

- 17.1 The 2020/21 financial year has continued to be challenging in relation to Treasury Management and this report highlights for Members that all related activities have operated effectively and within budgetary and prudential limits.

Other information:

Relevant Scrutiny Committee – Finance and Performance Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

COUNCIL 14th JULY 2021

REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES

Item: 2020/21 ANNUAL TREASURY MANAGEMENT REVIEW

Background Papers

- 18th March 2020 Council meeting – Report: Treasury Management Strategy Incorporating Investment Strategy, Treasury Management Indicators and MRP Statement for 2020/21.
- 18th March 2020 Council meeting – Report: 2020/21 Capital Strategy Report Incorporating Prudential Indicators.
- 25th November 2020 Council meeting – Report: 2020/21 Mid-Year Treasury Management Stewardship Report.

Officer to contact: Barrie Davies (Director of Finance and Digital Services)

This page is intentionally left blank



RHONDDA CYNON TAF COUNCIL

MUNICIPAL YEAR 2021/2022

COUNCIL 14TH JULY 2021

CHIEF OFFICER VER & REDUNDANCY PACKAGES

JOINT REPORT OF THE CHIEF EXECUTIVE AND DIRECTOR OF HUMAN RESOURCES

Author: Richard Evans, Director of Human Resources

1. PURPOSE OF THE REPORT

Following a recommendation from the Council's Voluntary Early Retirement (VER) Panel to obtain Council approval for a Chief Officer severance package (as detailed in the report) in accordance with the Council's approved 2021/22 Pay Policy statement.

2. RECOMMENDATION

It is recommended that Council:-

- 2.1 Following a recommendation from the Council's VER Panel, to approve a Chief Officer severance package (as detailed at Appendix 1 of the report) in accordance with the Council's approved 2021/22 Pay Policy statement.

3. BACKGROUND

- 3.1 Statutory guidance issued by the Welsh Government under Section 40 of the Localism Act 2011 recommends that full Council approve severance packages over £100,000. The Guidance aims to promote openness and transparency in relation to severance packages above £100,000.
- 3.2 This guidance was clarified by Welsh Government via the Welsh Local Government Association (WLGA) who have advised that the guidance on severance packages above £100,000 related to chief officers. This guidance was previously incorporated into the Council's Pay Policy statement.

- 3.3. Within the Guidance the definition of the elements which make up the £100,000 and above severance package includes:
- i. Salary paid in lieu of notice;
 - ii. Lump sum redundancy payment; and
 - iii. Cost to the authority of any pension enhancement or strain on the pension fund.

4. CURRENT POSITION

- 4.1 Salary paid in lieu of notice is a legal obligation of the Council when it gives the employee less than the contractual period of notice to terminate their employment. Under the Council's VER process an early termination date is usually mutually agreed rather than giving the employee the contractual length of notice that they are entitled to receive and therefore no salary in lieu of notice is paid.
- 4.2 The lump sum redundancy payment is calculated based on the Council's discretionary scheme which full Council agrees through the annual Pay Policy each year. The lump sum redundancy payment is calculated using the Council agreed formula in accordance with its Voluntary Early Retirement and Voluntary Redundancy Scheme. It should be noted that an element of this lump sum is the statutory redundancy payment which the Council is legally obliged to pay under the Employment Rights Act and the statutory redundancy scheme. It has also been advised that for as long as a particular pay policy is in force, the Council would have little scope not to honour any discretionary element for an employee facing a redundancy situation.
- 4.3 Therefore, even when a severance package amounts to £100,000 or more, the amount of the actual redundancy payment received by the employee, could be a relatively smaller part of the whole package. The Council has no agreement in place with regard to pension enhancements or 'added years' and therefore there are no elements of the overall payment which would fall into this category.
- 4.4 The 'strain' or capitalised cost on the pension fund is a payment which is included in the definition of the severance package for employees aged 55 or over at their leaving date. It is not paid to the employee but from the Council into the overall pension fund itself. It should be noted that the Council has absolutely no discretion over this cost as it is a payment that the Council is required to make pursuant to the Local Government Pension Scheme (LGPS) Regulations 2013 (30(7) and 68(2)) into the pension fund itself. Indeed the amount paid under this element is entirely dependent on, and determined by, the application of the Local Government Pension Scheme Regulations 2013, Regulation 30(7), which prescribes that any employee aged 55 and over who leaves employment by reason of redundancy, shall be entitled to immediate access to the LGPS without actuarial reduction for early payment.

5. CONTRACTUAL EMPLOYMENT MATTERS

- 5.1 The failure by the Council to make payments in accordance with the statutory and/or contractual obligations set out above would give rise to potential liability to claims for bad faith / breach of contract and / or constructive unfair dismissal.
- 5.2 As part of the recent review of the Council's Senior Management positions on the 23rd June 2021 agreed by Cabinet, it was identified that the overall reduction in management costs to be realised from the revised structure supports the release of this post.
- 5.3 As a result of the restructure and through the Council's VER process there is one Chief Officer to whom this application of the process for severance packages now needs to be applied.
- 5.4 The details of the individual's application is outlined at Appendix 1 to this report.

6. VOLUNTARY EARLY RETIREMENT (VER) PANEL

- 6.1 In line with the Council's Constitution, requests for Voluntary Early Retirement with Redundancy (VER) and Voluntary Redundancy (VR) are approved by the VER Panel which consists of five elected Members.
- 6.2 The VER Panel considered the application at Appendix 1, along with a number of other requests at its meeting on the 7th July 2021.
- 6.3 Whilst the VER Panel was able to formally agree all other requests at meeting, as the costs associated with one of these applications and severance packages were over £100,000, it could not be formally approved by the Panel in view of the Welsh Government Guidance noted above. The Panel therefore resolved to recommend to full Council that the application at Appendix 1 be approved by full Council.

7. PEOPLE IMPLICATIONS

Details of the Council's statutory and contractual obligations are detailed within the body of the report.

DETAILS OF SEVERANCE PACKAGE OVER £100,000

Employee	Estimated Annual Salary Savings (including on-costs)	Salary in lieu of notice (see note 1)	Estimated Statutory Redundancy payment (see note 2)	Estimated Discretionary Redundancy (see note 3)	Estimated Statutory Pension Strain (see note 4)	Estimated Total severance cost (Sum of notes 1, 2, 3 & 4)	Estimated Total redundancy received by individual
A	£166,673	£0	£15,232	£25,377	£239,446	£280,055	£40,609

Notes

1. Salary in lieu of notice is a legal obligation of the Council when it gives the employee less than the contractual period of notice to terminate their employment.
2. This element is the statutory redundancy payment which the Council is legally obliged to pay under the Employment Rights Act and the statutory redundancy scheme.
3. This element is the discretionary part of the lump sum redundancy payment. It is advised that for as long as a particular pay policy is in force, the Council would have little scope not to honour this discretionary payment for an employee facing a redundancy situation.
4. The Pension Strain on the fund, is a payment which is included in the definition of Severance Package for employees aged 55 or over at their leaving date. It is not paid to the employee but from the Council into the overall pension fund itself.



RHONDDA CYNON TAF COUNCIL

MUNICIPAL YEAR 2021/2022

COUNCIL 14TH JULY 2021

REVIEW OF THE COUNCIL'S PAY AND GRADING STRUCTURE

JOINT REPORT OF THE CHIEF EXECUTIVE AND DIRECTOR OF HUMAN RESOURCES

Author: Richard Evans, Director of Human Resources

1. **PURPOSE OF THE REPORT**

To seek Council's approval in respect of a review of the Council's Pay and Grading Structure.

2. **RECOMMENDATION**

It is recommended that Council:-

- 2.1 agrees an extension to the current pay and grading system of Grades 1 to 15, so as to now incorporate an expanded pay and grading system of Grades 16, 17 and 18 (as is detailed in the report), in relation to all staff employed under NJC for Local Government terms and conditions.

3. **BACKGROUND**

- 3.1 The Council's current pay and grading system was introduced in 2011 and consists of 15 spot salary grades that align to spinal column points within the NJC terms and conditions of service.
- 3.2 Each grade is determined by a points range that has been evaluated against the Greater London Provincial Council (GLPC) Job Evaluation Scheme as shown below.
- 3.3 The value of each grade and the corresponding Job Evaluation Points score is shown at Appendix 1 for Members information.

4. **CURRENT POSITION**

- 4.1 Whilst the Council's grading system has served the Council well, there has been no formal review of this grading system since its introduction in 2011.
- 4.2 Within those 10 years, various posts will have changed and whilst there is always the option to request a further review of a role through the agreed Job Evaluation process, as an employee moves towards the top tier of the current grading system there is less room for both a review and movement. This currently impacts on Grade 14 and Grade 15 roles, with the latter grade currently experiencing the greater impact.
- 4.3 The current limit of Grade 15 has also had an impact in terms of remunerating technical roles such as specialist engineers, ICT engineers. Whilst the Council has utilised the payment of market forces (in line with the Council's Pay Policy Statement), the use of market forces payment is time limited and has to be reviewed at the end of a two year period, so it does not always aid retention in these areas.
- 4.4 The Council is also aware from a recent review that several neighbouring local authorities have in place expanded pay grades at a higher level than this Council. This again can cause the Council issues in terms of both recruitment and retention. An analysis of these differentials is shown at Appendix 2. Please note that the description used for grade levels will be different in each of the local authorities listed.

5. REVIEW OF THE COUNCIL'S GRADING SYSTEM

- 5.1 When the Council's existing pay and grading system was introduced with a limit of Grade 15, for future proofing of the pay system, there was some capacity built into the scoring system to take account of any review that may have been needed in future years.
- 5.2 Having reviewed the existing Job Evaluation scheme with our trained Job Analysts, there is the ability to introduce further grades within the evaluation scoring system. Having undertaken that review set out below is a suggested option for introducing new grades:

Suggested Grade	Value	Points Score
New Grade 16	£48,847	731 - 760
New Grade 17	£50,888	761 - 790
New Grade 18	£53,050	791 - 820

- 5.3 The suggested monetary values have been set to ensure that we both maintain the differentials between the more senior grades on the pay structure and reflect on the values currently paid in other authorities.

- 5.4 The introduction of additional grades will have no corresponding impact on the existing Grades 1 to 15 i.e. there is no automatic grade drift associated with the review. Indeed in respect of movement to these new grades, that will only be achievable through the agreed job evaluation process with requests for a re-evaluation of a post(s).
- 5.5 On the basis that there is no grade drift, it is not anticipated that the introduction of additional grades will have a significant financial impact. Indeed, any increase in grade from a re-evaluation will have to be met from service areas existing budgets.

6. EQUALITY AND DIVERSITY IMPLICATIONS/ SOCIO-ECONOMIC DUTY

- 6.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. This exercise has shown that a full EqIA is not required. The screening form can be accessed by contacting the author of the report.

7. WELSH LANGUAGE IMPLICATIONS

- 7.1 There is no requirement for a Welsh Language Impact Assessment with this report as it deals with amendments to the Council's senior management structure.

8. CONSULTATION / INVOLVEMENT

- 8.1 Initial discussions have been held with our recognised trade union colleagues who would be in full support of this suggested change being made. Should Council determine to proceed with this proposal then further discussions would take place with the recognised trade unions on the implementation of these revised arrangements.

9. FINANCIAL IMPLICATIONS

- 9.1 As indicated in paragraph 5.5 above, it is not anticipated that there will be any significant financial impact of the introduction of these additional grades. here there are any costs they will be met from within existing resources.

10. LEGAL IMPLICATIONS OR LEGISLATION REQUIRED

- 10.1 As this suggested change is within the existing agreed Job Evaluation process, there are no additional legal implications or legislative impacts.

COUNCIL'S CURRENT GRADING SYSTEM AND ASSOCIATED POINTS SCORE

Grade	Value	Points Score
1	£17,842	0 - 270
2	£18,198	271 - 288
3	£18,562	289 - 305
4	£18,933	306 - 341
5	£19,698	342 - 377
6	£21,748	378 - 413
7	£24,491	414 - 449
8	£27,041	450 - 484
9	£29,577	485 - 520
10	£32,234	521 - 556
11	£35,745	557 - 592
12	£38,890	593 - 628
13	£41,881	629 - 664
14	£44,863	665 - 699
15	£46,845	700 - 730

HIGHER END SALARY ANALYSIS OF NEIGHBOURING LOCAL AUTHORITIES

Local Authority	Grade Description	Min Value (£)	Max Value (£)
<i>Rhondda Cynon Taf</i>	GR14	44,863	44,863
	GR15	46,845	46,845
Blaenau Gwent	GR10	42,821	45,859
	GR11	46,845	49,875
Bridgend	GR14	44,863	45,859
	GR15	48,809	49,794
	GR16	51,758	52,742
Cardiff	GR10	40,876	43,857
	OM2	47,832	57,779
Caerphilly	GR12	43,857	46,845
	Band E	42,781	45,696
	Band D	48,011	52,812
Merthyr Tydfil	GR10	44,863	46,845
	GR11	47,854	49,865
	GR12	52,904	52,904
Newport	GR11	42,821	44,863
	GR12	45,859	48,014
	GR13	49,220	51,709
	GR14	53,002	55,685
	GR15	57,079	59,961
Swansea	GR11	42,683	46,582
	GR12	47,560	51,644
Torfaen	GR10	42,821	48,850
	GR11	48,850	53,770
	GR12	53,770	56,735
Vale of Glamorgan	GR11	43,857	46,845
	OM2	50,500	55,550

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank