



**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: Julia Nicholls - Democratic Services (01443 424098)

**YOU ARE SUMMONED** to a hybrid meeting of **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL** to be held on **WEDNESDAY, 28TH SEPTEMBER, 2022** at **5.00 PM.**

**AGENDA**

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No's**

<b>TIME</b>	<b>ITEM</b>	<b>PAGE(S)</b>
5 Minutes	<p><b>ITEM 1. DECLARATION OF INTEREST</b></p> <p>To receive disclosures of personal interests from Members in accordance with the Code of Conduct</p> <ol style="list-style-type: none"><li>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</li><li>2. Where Members withdraw from a meeting as a consequence of the disclosure of prejudicial interest they <b><u>must</u></b> notify the Chairman when they leave.</li></ol>	
45 Minutes	<p><b>ITEM 2. NOTICE OF MOTION</b></p> <p><b><u>MOTION OF CONDOLENCE</u></b></p> <p>Proposed by Councillor A Morgan (Leader of the Council)</p> <p>Seconded by Councillor K Morgan (Leader of the Opposition)</p> <p>Supported by Councillor M Powell (Leader of the Independent Group) and Councillor S Trask (Leader of the Conservative</p>	

	Group):  “This Council expresses its deep sadness at the death of Her Majesty the Queen and offers its sincere condolences to His Majesty the King and other members of the Royal Family. We recognise Her Majesty’s enduring commitment to public service and duty, including her support for many Welsh charities and organisations, and her lifelong association and dedication to Wales and its people.”	
5 Minutes	<b>ITEM 3. ANNOUNCEMENTS</b>	
5 Minutes	<b>ITEM 4. MINUTES</b>  To approve as an accurate record, the minutes of the Council Meeting held on 6 <sup>th</sup> July 2022.	5 - 24
	<b>OPEN GOVERNMENT:</b>	
10 Minutes	<b>ITEM 5. STATEMENTS</b>  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	<b>ITEM 6. MEMBERS' QUESTIONS</b>  To receive Members questions in accordance with Council Procedure Rule 9.2.  ( <b>N.B</b> a maximum of 20 minutes shall be allowed for questions on notice.)	25 - 32
	<b>COUNCIL WORK PROGRAMME - FOR MEMBERS INFORMATION</b> <a href="#">Council Work Programme 2022/2023</a>	
	<b>OFFICERS' REPORTS</b>	
25 Minutes	<b>ITEM 7. MEDIUM TERM FINANCIAL PLAN UPDATE</b>  To provide Members with an update on the Medium Term Financial Plan for 2022/23 – 2025/2026	33 - 40
10 Minutes	<b>ITEM 8. COUNCIL INVESTMENT PRIORITIES</b>  To receive the report of the Director of Finance & Digital Services.	41 - 44
10 Minutes	<b>ITEM 9. REVIEW OF THE COUNCIL'S TERMS &amp; CONDITIONS</b>  To Receive the Joint Report of the Chief Executive, Director of Human Resources and Director of Finance & Digital Services	45 - 48
	<b>ITEM 10. URGENT BUSINESS</b>	

	To consider any items which the Chair, by reason of special circumstances, is of the opinion should be considered as a matter of urgency.	
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**Service Director of Democratic Services & Communication**

**To: All Members of the Council**

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## **RHONDDA CYNON TAF COUNCIL**

Minutes of the hybrid meeting of the Council held on Wednesday, 6 July 2022 at 5.00pm.

### **County Borough Councillors - Council Members in attendance:-**

Councillor G Hughes - Chair

Councillor L Addiscott	Councillor M Ashford
Councillor J Barton	Councillor R Bevan
Councillor J Brencher	Councillor P Binning
Councillor J Bonetto	Councillor S Bradwick
Councillor G Caple	Councillor A Crimmings
Councillor J Cook	Councillor V Dunn
Councillor R Davis	Councillor J Edwards
Councillor E L Dunning	Councillor A Ellis
Councillor L Ellis	Councillor S Evans
Councillor S Emanuel	Councillor Sera Evans
Councillor D Evans	Councillor R Evans
Councillor D Grehan	Councillor H Gronow
Councillor B Harris	Councillor S Hickman
Councillor G Holmes	Councillor G Hopkins
Councillor W Hughes	Councillor K Johnson
Councillor G O Jones	Councillor G Jones
Councillor R Lewis	Councillor W Jones
Councillor C Leyshon	Councillor W Lewis
Councillor C Lises	Councillor M Maohoub
Councillor C Middle	Councillor A Morgan
Councillor N H Morgan	Councillor K Morgan
Councillor D Owen-Jones	Councillor S Morgans
Councillor W Owen	Councillor C Preedy
Councillor D Parkin	Councillor M Powell
Councillor S Rees	Councillor M Rees-Jones
Councillor A Rogers	Councillor A Roberts
Councillor J Smith	Councillor G Stacey
Councillor L A Tomkinson	Councillor B. Stephens
Councillor W Treeby	Councillor S Trask
Councillor J Turner	Councillor R Williams
Councillor G Warren	Councillor M Webber
Councillor D Williams	Councillor G Williams
Councillor D Wood	Councillor T Williams
Councillor R Williams	Councillor R Yeo

## **Officers in attendance**

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

## **5 Apologies for Absence**

The Chair welcomed attendees to the hybrid meeting of the Council and apologies for absence were received from County Borough Councillors S Jane-Davies, J Elliott, M Norris, S Powderhill and K Webb.

The following Councillors and officers were present in the Council Chamber:  
County Borough Councillors L Addiscott, M Ashford, J Barton, P Binning, J Bonetto, S Bradwick, J Cook, A Crimmings, R Davies, V Dunn, E Dunning, J Edwards, S Emmanuel, S Evans, D Grehan, B Harris, S Hickman, G Holmes, G Hughes, W Hughes, G Jones, Geraint Jones, W Jones, R Lewis, W Lewis, C Leyshon, M Maohoub, C Middle, A Morgan, N Morgan, S Morgans, D Parkin, C Preedy, S Rees, M Rees-Jones, J Smith, B Stephens, L Tomkinson, S Trask, J Turner and R Williams.

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

The following Councillors were present online:

County Borough Councillors R Bevan, J Brencher, G Caple, A Ellis, L Ellis, D Evans, Sera Evans, R Evans, A S Fox, H Gronow, G Hopkins, K Johnson, C Lises, K Morgan, D Owen-Jones, W Owen, M Powell, A Roberts, A Rogers, G Stacey, W Treeby, G Warren, M Webber, D Williams, G Williams, T Williams, D Wood and R Yeo.

## **6 Declaration of Interest**

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

### **Agenda item 9 - REVIEW OF THE COUNCIL'S LOWER GRADES AND TERMS & CONDITIONS MATTERS**

Councillor S Emmanuel declared the following personal and prejudicial interest –  
“My wife is a grade 5 teaching assistant employed by RCT”

Councillor W Lewis declared the following personal and prejudicial interest – “  
My daughter-in-law is on a grade 2”

Councillor R Lewis declared the following personal interest – “ A close family

member's job title is referenced in the report although she is not a beneficiary"

Councillor M Powell declared the following personal interest – "My wife works for RCT Council"

#### **Agenda Item 10 - APPOINTMENT OF CHIEF EXECUTIVE**

Mr Paul Mee declared a personal interest – " I will leave the chamber for the duration of this item and after I have presented my report"

#### **Agenda item 11 - CWM TAF MORGANNWG MARKET STABILITY REPORT**

Councillor R Bevan declared the following personal and prejudicial interest– "My daughter works in Social Care"

Councillor M Rees-Jones declared a personal and prejudicial interest– " I work for Social Services"

Councillor K Morgan declared a personal interest – "I work for Cwm Taf Morgannwg Health Board"

#### **Agenda item 16 – URGENT NOTICE OF MOTION**

Councillor S Trask declared the following personal interest – "I am a member of Unite the Union"

Councillor R Williams declared the following personal interest – " I am a member of Unite the Union"

Councillor C Preedy declared the following personal interest – "I am a member of Unite the Union"

Councillor R Bevan declared the following personal interest – "I am a member of Unite the Union"

Councillor K Morgan declared the following personal interest – " I am a member of the trade union"

Councillor R Yeo declared the following personal interest – " I have recently re-joined GMB"

Councillor M Webber declared the following personal interest – "I am a member of Unison"

Councillor Sheryl Evans declared the following personal interest - "I am a member of Unison"

Councillor G Jones declared the following personal interest – "I am a member of Unite the Union"

Councillor A Crimmings declared the following personal interest – "I am a member of Unison"

Councillor J Edwards declared the following personal interest – "I am a member of Unison"

Councillor R Davies declared the following personal interest – “I am a member of Unison”

Councillor M Ashford declared the following personal interest – “I am a member of Unison”

Councillor W Lewis declared the following personal interest – “I am a member of GMB”

Councillor W Hughes declared the following personal interest – “I am a member of Unite the Union”

Councillor C Middle declared the following personal interest – “I am a member of Unite the Union”

Councillor M Maohoub declared the following personal interest – “I am a member of Unite the Union”

Councillor S Emmanuel declared the following personal interest – “I am a member of Unite the Union”

Councillor Sera Evans declared the following personal interest – “I am a member of Unison”

Councillor G Caple declared the following personal interest – “I am a retired member of Unison”

Councillor G Hughes declared the following personal Interest – “I am a member of GMB”

After the conclusion of the meeting, the following declarations of interest were received, which were not identified by the members concerned as part of the formal proceedings:

Agenda item 9 - Review of The Council's Lower Grades and Terms & Conditions Matters - Councillor J Barton declared the following personal interest – “My son has an interview for a finance and admin job at one of these lower grades”

Agenda item 16 – Urgent Notice of Motion- Councillor J Cook declared the following personal interest – “I am a member of GMB”

## 7 Minutes

The Council **RESOLVED** to approve the minutes of the following meetings:

- 9<sup>th</sup> March 2022
- 25<sup>th</sup> May 2022 (Council AGM)
- 25<sup>th</sup> May 2022 (Extraordinary Meeting)

## 8 Announcements



The following announcements were made:

Councillor A Morgan announced that the Cynon Valley Indoor Bowls Centre in Mountain Ash has reopened after being used as a vaccination centre and as a mass testing centre. Councillor Morgan wished to thank the centre and council staff for their work during this period. He also announced that a number of players have been selected to play at the Commonwealth Games and he congratulated 3 players from Harlequin Bowls and Community Club, representing Wales in the Commonwealth Games in July, Ross Owen from Mountain Ash and Jarred Green from Gilfach Goch who form part of a team of five, Paul Brown from Hirwaun will also be representing Wales in the Para team of four.

Councillor J Edwards wished to congratulate Ynyshir Albions for their recent success. Councillor Edwards recounted the team's progress over the past few years and the Club's huge improvements to the stands, pitch and ground by self-funding which saw the club achieve tier 3 accreditation as part of the pyramid restructure. They have achieved tier two from tier seven football in only 6 seasons. Councillor Edwards congratulated the team's phenomenal achievements.

Councillor S Evans announced that a local boy Ty Lewis has been selected for a 3year contract to play rugby for Beziers Rugby team in the South of France. She added that Ty started his rugby career in Abercwmboi rugby club before being selected to play for Beziers. Councillor Evans also announced that another local boy, Adam De Vet has been selected as the only Welsh kick boxing representative to attend the Wako World Championships in Jesolo, Italy in October 2022. Councillor Evans asked whether, with permission from the Presiding Member, she was able to circulate a sponsorship form to support Adam with his trip. On behalf of the Mayor, the Presiding Member confirmed that both would be invited to the Mayor's parlour along with their family.

Councillor G Jones announced the 150<sup>th</sup> anniversary of the Caradog Music Festival which will be held free of charge for members of the public on the 15/16<sup>th</sup> July where there will be a wide range of musicians, choirs and live music.

Councillor D Parkin handed in a petition on behalf of the Friends of Tonyrefail raising concerns regarding proposals surrounding the W.R Bishop Site on Penrhiwfer Rd.

## **9 Statements**

Statements of the Leader of the County Borough, County Borough Councillor A Morgan in respect of Flooding and the Pension Fund:

### **Statement – Pension Fund**

The Leader advised that the RCT Pension Fund has always invested its assets in a responsible way and engages with companies as part of ensuring an orderly carbon transition. This has already resulted in ongoing reductions in the

Council's fossil fuel holdings and the establishment of disinvestment principles.

The Leader announced that as part of the Council's climate change goals he has approached officers to work with the Pension Committee to review options for setting a target for disinvesting its remaining Pension Fund investments away from fossil fuel extraction.

The Leader concluded that he would like to see this by 2030, although some local authorities are setting targets ahead of that, but he recognised that there are responsibilities which the Council has to the Pension Fund and that we do co-invest with the other Funds across Wales. In conclusion, the Leader assured Members that the Council is taking its responsibilities seriously and plans to disinvest will be set out in the coming months.

### **Statement – Flooding**

Councillor Morgan advised that the Council currently has 52 project stages in the design stage, and he provided information on a number of those:

- In Upper Bronallt Terrace, Abercwmboi, there is a Flood Alleviation scheme which commenced over a week ago on site with an estimated value of £720k
- In Treorchy Phase 1 of the flood scheme is commencing next week with an estimated value of £605k
- Cae Felin Parc West (Culvert Relining scheme) in Hirwaun which is due to commence in August with an estimated value of £165k
- Glenboi Pumping Station in Mountain Ash –the tender has returned with an estimated value of £1.3m
- Bryntail Road and Masefield Way in Rhydyfelin with an estimated value of £250k
- Structural lining of culverts in Pentre with an estimated value of £175k
- Investing in flood alleviation and drainage is also a priority for the Council - £26.3m Capital Programme for Highways, Transportation and Strategic Projects in 2022/23.
- In addition, more than £6.5m is secured from Welsh Government for Storm Dennis-related works and damage this year. Demolition work at Castle Inn Bridge in Treforest has commenced. The leader confirmed that a further profile will be submitted to Welsh Government.
- Almost £500k has been secured through the Resilient Roads schemes, small scale projects which will protect roads and key bus routes. Many of the road flooding projects will also protect homes and properties. A further £3.3 million in additional funding has been secured for flood schemes and will cover many smaller schemes and upgrades to culverts, watercourses and ditches.

- A further £7m has been spent since Storm Dennis on coal tips, largely on phases 1-3 of the Tylorstown tip. Work has also been carried out with Welsh Government and The Coal Authority to secure works to stabilise the privately owned Wattstown Standard Tip.
- The Council is working with contractors on the next phase of the Tylorstown land slip with the contract to be confirmed and let over the summer evaluation, advanced works to improve the access roads in the Winter with the main engineering work commencing in 2023, weather dependent with WG covering the funding for the work
- Huge amount of work being carried out to determine what needs to be done to alleviate flooding, new emergency room and refresh the Council's emergency plan and will continue to form a significant part of the Council's budget.
- The Leader advised that should there be a further Storm Dennis event, significant flooding would still occur across the county borough. The modelling work needs to be completed with a full system analysis through the Taff, Cynon and the Rhondda by NRW to determine what work needs to be carried out in the future. Further lobbying will need to be carried out for further investment from NRW and WG to better protect our communities from river flooding.
- A further update will be provided in the Autumn.

## 10 Members' Questions

### **1. Question from County Borough Councillor R. Davis to the Cabinet Member for Environment and Leisure, County Borough Councillor A. Crimmings:**

"With another round of investment in play areas across RCT announced recently, can the Cabinet Member please confirm whether this remains a priority for the new administration going forward?"

#### **Response of County Borough Councillor Crimmings:**

Councillor Crimmings advised that the investment in play areas remains a priority for this administration and as stated in the RCT Labour Group's manifesto for this Council term, there will continue to be an ongoing commitment to invest in children's play areas with at least 75 more being upgraded over the next five years.

In addition to this investment, 10 new Multi Use Games Area's across RCT will be developed. Last month, details of the Council's investment programme for 2022/23, which will see 19 more children's play area facilities improved through a £672,000 investment was announced. Councillor Crimmings added that the Mount Pleasant play area in Councillor Davis's ward is due for improvements through a partial refurbishment under this programme.

Councillor Crimmings stated that with this year's investment, a total of £4.8m will

have been allocated to delivering improvements at around 130 facilities across RCT in the past seven years.

### **No Supplementary Question**

#### **2. Question from County Borough Councillor D. Grehan to the Cabinet Member for Health and Social Care, County Borough Councillor B. Harris:**

“The current practice of placing young people in residential areas that were originally developed for older residents is creating significant problems. Once again, is the Council willing to consider allocating some residential areas for older residents only?”

Councillor Harris commented that social housing developments that have been created specifically for older people, such as Sheltered or older persons accommodation, has an age-criteria of 60 plus, and in some cases 55 plus. Where allocations have been made to younger people in other social housing developments, this would be where the scheme has not specifically been developed for older people but perhaps at some point in time a local lettings policy may have been in place to ensure allocations only go to older residents.

Councillor Harris added that local lettings policies are temporary and therefore once they have come to an end any future allocations will be made in priority order to people in the highest housing need. If there are ongoing problems in a particular development, the Housing Association will approach the Council to discuss implementing a local lettings policy.

Councillor Harris advised that the policy would set out the criteria for allocating properties based on the evidence provided, for example there may be a need for a better mix of tenants - such as a balance between older and younger people. He added that a number of Extra Care developments have also been developed by the Council over the past number of years, providing high quality self-contained units for older people in need of care and support.

#### **Supplementary question from County Borough Councillor G Grehan:**

“In one particular block of flats in my ward, three people have recently moved in who have drug related problems which has changed the environment to the detriment of the existing residents. Will the Council consider adopting the lettings policy which is relative to this development so that the older residents can be assured that no one else with drug related problems will move in?”

#### **Response from County Borough Councillor B Harris:**

“Councillor Harris acknowledged the nature of the issue and confirmed he would respond to Cllr Grehan in due course regarding this particular case”

#### **3. Question from County Borough Councillor A. S. Fox to the Cabinet Member for Public Health & Communities, County Borough Councillor B. Harris:**

“How is this Council taking action to improve public safety in communities?”

Councillor Harris advised that ensuring RCT is a safe place, with high levels of

community cohesion, and where residents feel safe, is a key aim of the Council's corporate priority of creating places where people are proud to live, work and play. He added that the Council's Community Safety Team responsible for working with partners to respond to reports of ASB by individuals or in communities, using an evidence based, targeted approach to address problem areas. This includes liaising with young people in communities, together with the YEPS Service, and working with schools and parents to prevent ASB.

Councillor Harris commented that enforcing the PSPO in relation to drug and alcohol related ASB in our communities and town centres is a key priority to reduce the impact of substance misuse and to promote safer and more confident communities. Although Councillor Harris acknowledged that incidents of ASB have increased over the past few years, especially during the COVID-19 pandemic.

Councillor Harris advised that Cabinet Members agreed the introduction of new Community Warden service to support South Wales Police in RCT last month. He added that Community Wardens will provide a visible, uniformed and reassuring presence in communities 7 days a week, with a focus on town centres and parks. Wardens will undergo rigorous training to proportionately use the Council's enforcement powers to uphold our PSPOs. He stated that the roles and responsibilities of the Community Wardens are Preventative and Reactive.

Councillor Harris confirmed that Wardens will not replace the Police; instead, they will complement existing services by working closely with relevant partner organisations. In conclusion, Councillor Harris advised that as agreed by Cabinet, the Council would provide funding to SW Police for a further 10 PCSOs, which will be dedicated solely to RCT but remain under the direction of SWP.

#### **No Supplementary Question**

#### **4. Question from County Borough Councillor M. Powell to the Leader of the Council, County Borough Councillor A. Morgan:**

"Would the Leader consider upwards of 5 years a long enough time for RCTCBC to devise and implement, with a policy that includes business permits, an extension to the existing residential parking permit area in the Trallwn ward?"

Councillor Morgan advised that the most recent Resident's parking scheme in Trallwn was introduced in December 2015. Due to a number of businesses in and around Trallwn there was a need to review and amend the policy as any extension to the zone had the potential to negatively impact them.

Councillor Morgan added that a demand to expand the zone was identified as part of that review but in the years since the review, the team responsible for delivering Resident Parking Zones has faced numerous demands on their available resources and due to major unforeseen events such as Storm Dennis and the pandemic, as well a demanding Capital programme of highway improvements and Road Safety Schemes.

Nevertheless, Councillor Morgan acknowledged that this process has taken much longer to conclude than is desirable or expected, however he confirmed that he has been assured by officers that the review of the policy is now

complete and will be made available to him in the coming days for his consideration. Following the sign off of the policy, Officers will be able to continue to progress the required changes to the Residents Parking Zone within Trallwn. Councillor Morgan commented that Councillor Powell is owed an apology for the time taken to implement the scheme.

**Supplementary question from County Borough Councillor M Powell:**

“Will the scheme be implemented in this financial year?”

**Response from County Borough Councillor A Morgan:**

Councillor Morgan gave a commitment that following the outcome of the review that would be the case.

**5. Question from County Borough Councillor M. Maohoub to the Leader of the Council, County Borough Councillor A. Morgan:**

“Can the Council Leader please provide an update on the various flood schemes planned and ongoing across RCT, including for the Cwmbach ward?”

The Leader advised that as he had provided a statement earlier in the meeting outlining the Council’s key work in relation to flood alleviation work, his response would be brief

Councillor Morgan stated that the current secured funding for 2022/23 is £3.3m with potential for a further £2.92m on the Welsh Government FRM Major Projects Pipeline totalling £6.7m.

Councillor Morgan outlined the various flood schemes across RCT and in the Cwmbach ward as follows:

Construction work has commenced nearby at:

- Upper Bronallt Terrace Flood Alleviation Scheme (in Abercwmboi), and;
- A4059 at Newtown in Mountain Ash

Works are also about to complete at Heath Terrace (Ynyshir) and the renewal of Culverts under Rhigos Road (Hirwaun) work in excess of £500k

- Cwmbach Ward has benefitted from investment in 5 projects with an estimated investment of £1m+ Since Feb 2020.
- Building on the successful completion of scour prevention works to the rear of Sion Terrace, the Council is currently developing a business case for a second phase to further improve the watercourse.

Councillor Morgan advised of those projects already completed in Cwmbach Ward since Feb 2020 as follows:

- Cwmbach Industrial Estate FAS (RRF) - £700k
- Cefn Pennar Road inlet (SSS) - £25k

- R/O Sion Terrace Scour – phase 1 (SSS) - £129k
- Bro Deg/Sion Terrace inlet and Rain Gardens (SSS) - £125k
- Emergency Interventions for damage to culverts/watercourses (EF) – Est £50-100k

**No supplementary question**

**6. Question from County Borough Councillor L. Addiscott to the Cabinet Member for Climate Change and Corporate Services, County Borough Councillor T. Leyshon:**

“How is this Council progressing plans for the introduction of Electric Charge Points throughout Rhondda Cynon Taf?”

Councillor Leyshon advised that in May 2022, the Council announced it had secured funding to install public-use Electric Vehicle Charging Points at 31 car parks across the County Borough, having worked closely with the Cardiff Capital Region on a regional programme of charge points.

Councillor Leyshon confirmed that as the first Local Authority in the region to commence works to install these funded charging points, the programme of installations is now well underway with the aim of having all of the EVCPs in place by the end of the summer. She added that as part of this programme, the northern Cynon Valley will see 20 chargers spread across eight sites, including 2 situated in Penderyn.

Councillor Leyshon commented that the Council is also bidding for further funding to install even more charging points at additional locations across RCT by the end of 2022/23. Increasing the availability of Electric Vehicle Charge Points across the County for residents who are unable to charge vehicles at home forms a key part of the Council’s wider Climate Change commitment.

In her response, Councillor Leyshon stated that the Council considers it important to promote electric vehicle usage as they produce fewer emissions than those produced by petrol and diesel vehicles, and more widespread use will have a beneficial impact on air quality and the local environment. In conclusion, Councillor Leyshon advised that it is essential for the Council to “practice what it preaches” and also continue to play its part in leading the green agenda locally. Part of this commitment will be to transition to electric vehicle fleet where possible and a report will be brought before Cabinet in the near future on this matter.

**No Supplementary Question**

**7. Question from County Borough Councillor S. Emanuel to the Leader of the Council, County Borough Councillor A. Morgan:**

“How is the Council supporting low-income households to meet the pressures of increasing household fuel costs?”

Councillor Morgan commented that following a decade of Tory austerity and the

COVID-19 pandemic, we are currently experiencing the worst cost of living crisis for decades and added that research has indicated that poorer households will feel the effects of this more deeply due to a higher proportion of income being spent on food and energy.

Councillor Morgan stated that amazingly for the 21<sup>st</sup> Century, research is also showing that work alone is not a route out of poverty. Councillor Morgan commented that the Welsh Government is, as usual, going further to provide support than the Conservative Government in Westminster. For example, 95% of eligible RCT households have received either the £150 or £100 cost of living payments and the poorest people in Wales are receiving support.

Councillor Morgan acknowledged the work and commitment of the Council's financial teams under the lead of the Director of Finance & Digital Services and Chief Executive as the Council was praised as it has already paid over £1.8m from the Discretionary Cost of Living Support Scheme to over 26,000 qualifying households. All eligible households have been contacted by letter with instructions on how to apply.

Councillor Morgan advised that the Council has provided support to the Foodbanks and food schemes through a one-off payment of £50,000 to enable them to continue their vital work in supporting the local communities. In addition, the Council has supported the community food schemes and has also used WG funding for this purpose to support local residents. In conclusion, Councillor Morgan confirmed that as part of RCT Labour's manifesto commitments for this Council term, we are also working to bring further another package of support for residents in the winter.

## **11 Cwm Taf Morgannwg Market Stability Report**

The Presiding Member advised that the Cwm Taf Morgannwg Market Stability Report would be considered at this point and out of sequence with the agenda as the Group Director Community & Children's Services would leave the meeting as he is referenced in the report of the Director of Human Resources regarding the appointment of the Chief Executive.

The Group Director Community & Children's Services presented the report which Provided an overview of the Market Stability report (MSR) as required under Section 144B of the Social Services and Well-being (Wales) Act 2014. The Local Authorities are under a statutory obligation to produce this assessment every five years and to do so at a regional level in partnership with the Health Board.

The Group Director advised that the report provides an assessment of two things, the sufficiency of care and support in meeting demand in our population and the stability of the market for regulated services providing care. He added that the information, as set out in full in the attached appendices, provides a detailed assessment of the sufficiency and stability across the full range of caring provision covering adults, children, learning disability, mental health, unpaid carers and others.

The Group Director suggested that the key findings and recommendations



Summarised at section 4 of the report, will need to be considered by the Council and its partners to inform the Commissioning Strategies and Service development over the next five years as well as to inform the regional plan by the Regional Partnership Board. Four key areas were highlighted as areas of focus for Rhondda Cynon Taf Council which are supported by the evidence within the market stability report as set out at 3.3 of the report.

In conclusion, the Group Director Community & Children's Services referred Members to the recommendations, particularly that Members endorse the market stability report for submission to Welsh Government in accordance with the Council's statutory duties.

The Service Director Democratic Services & Communication confirmed that at its recent meeting, members of the Overview & Scrutiny determined to undertake pre scrutiny of the matters identified in the Cabinet work programme which relate to residential care.

It was **RESOLVED** to:

1. Note the key messages and recommendations, and
  - **Endorse** the Regional Market Stability report;
  - **Endorse** the following short to medium term strategic priorities for Rhondda Cynon Taff arising from the MSR:
    - i. A strategic review of accommodation with care for vulnerable people to ensure future provision is meeting the needs of people with complex needs identified in the MSR and our facilities are fully utilised;
    - ii. Strengthen the Council's response to meeting its placement sufficiency duty for children looked after by increasing local not-for-profit provision (both residential and fostering) to meet the needs of children closer to home;
    - iii. Work with providers to develop sustainable integrated models of service for community-based services, including domiciliary care, to address workforce pressures; and
    - iv. Increase the availability of respite services for both adults and children.

**(Note:** Councillors D R Bevan and M Rees-Jones who had previously declared a personal and prejudicial interest left the meeting for the duration of the item, Minute No.6 refers).

**(Note:** The Group Director having previously declared a personal interest in item 10. Appointment of Chief Executive, left for the remainder of the meeting (Minute No.6 refers)

## **12 Calendar of Meetings 2022/2023**

The Service Director Democratic Services presented his report and advised

that since the Council AGM, additional information from the Elected Members survey in respect of the timing of meetings has informed the final calendar of meetings, attached at Appendix 1.

The Service Director highlighted the key results from the Members survey with regards to the timings of meetings, the level of support available to Members from the Council Business Unit and convening meetings outside of school holidays. He advised that although there is a statutory requirement for the Head of Democratic Services to survey all members in respect of the timing of meetings, the information within the report is not binding and should be used as a guide for committee chairs in respect of the timings of their respective meetings.

In conclusion, the Service Director confirmed that a more detailed report will be presented to a future meeting of the Democratic Services Committee to consider the outcome of the responses received as well as a Public Participation Strategy to be published in the autumn.

It was advised that there would be a pre council meeting in September with representatives from Trivallis and other similar sessions to be announced in due course.

Following consideration of the report it was **RESOLVED**:

1. To note the contents of the report; and in doing so note the responses to the Elected Members' Survey in respect of the Timing of Meetings, as outlined in paragraph 4.
2. To note the proposed Calendar of Meetings for the Municipal Year 2022 - 2023, as attached at Appendix 1 to the report; and
3. To note that the draft calendar is subject to change, based upon the demands of business over the coming municipal year. Any changes or additions will be undertaken in consultation with the appropriate committee chairs.

### **13 Council Work Programme 2022/23**

The Service Director Democratic Services & Communications presented the Council Work Programme for the 2022/23 Municipal Year advising that any amendments and updates would be reported orally at Council on a monthly basis, including any changes to the agreed work programme.

Following consideration of the work programme attached at Appendix 1 and confirmation that, in addition to the Cwm Taf Morgannwg Health Board, other outside bodies such as representatives from the Police & Crime Commissioner's office would be invited to attend a pre council session for Elected Members.

It was **RESOLVED** to:

1. Note the draft Work Programme attached as Appendix 1 to the report; and
2. Approve the Work Programme for the 2022-2023 Municipal Year (with appropriate amendments where necessary) and thereafter receive further

updates from the Service Director Democratic Services & Communication as appropriate.

#### **14 Urgent Executive Decisions Report**

In accordance with the Overview and Scrutiny Procedure Rules 17.2(a), the Service Director of Democratic Services and Communication presented an overview of the Urgent Decisions taken forward by the Cabinet Committee and Urgent Key Officer Delegated Decisions taken forward outside of the Cabinet Committee during the period during the period January – June 2022.

In respect of the Urgent Decision of the Leader taken forward during the period January– June 2022, the Welsh Government cost of living support scheme, the Director of Finance and Digital Services provided an update on the scheme and added that 5,000 reminder letters have been issued to residents to encourage them to apply for the £50 family payment. He confirmed that all the FSM payments had been paid.

Following consideration of the report it was **RESOLVED** to note the information contained within the report.

#### **15 Review of the Council's Lower Grades and Terms & Conditions Matters**

Through his joint report with the Chief Executive and the Director of Finance & Digital Services, the Director of Human Resources advised of the proposals for change following a recent review of the lower grades of the Council's Grading Structure and associated terms and conditions.

The Director set out the key areas for Members' attention such as the background and context to the reason for the review and the suggested changes to the grades 1-5. The Director pointed out that the report also recognises that these values if agreed, could change again in light of any national pay award or the uplift to the Real Living Wage. The Director referenced changes to the terms and conditions such as reinstating the payment of Double Time plus a Day in Lieu for any member of staff that is required to work a bank holiday as well as the increase the mileage rate for all staff to the current HMRC rate of 45p per mile (previously set at 35p per mile).

The Director concluded by confirming that every post that sits within each grade as set out at the table in 4.1 of the report is included at Appendix 1.

It was **RESOLVED**:

1. To agree to the increase in salary values for Grades 1 to 5 as shown at para 4.3;
2. To agree to reintroduce double time plus a day in lieu for any statutory holidays worked; and
3. That both of these changes are introduced from the 1<sup>st</sup> August 2022.

(**Note:** Councillors W Lewis and S Emmanuel having declared a personal and prejudicial interest left the meeting for the duration of the item (minute No.6 refers).

## 16 Appointment of Chief Executive

Pursuant to Minute No. 4 of the Council Meeting held on the 25<sup>th</sup> May 2022, the Director of Human Resources confirmed that following the assessment and interview process, the Appointments Committee determined on the 5<sup>th</sup> July 2022 to recommend to the Council that Mr. Paul Mee be appointed to the post of Chief Executive was able to confirm the recommendation of the Appointments Committee, held on day two of the process, which was to unanimously recommend Mr Paul Mee to the post of Chief Executive.

The Chair of the Appointments Committee, Councillor Ros Davies confirmed that the decision to appoint Mr Paul Mee to the post of Chief Executive had been unanimous.

**RESOLVED** – to ratify the recommendation of the Appointments Committee, that Mr. Paul Mee be appointed to the post of permanent Chief Executive from the 1<sup>st</sup> December 2022.

## 17 Section 3A - Leader's Scheme of Delegation of Executive Functions

The Service Director Democratic Services & Communication presented the Leader's Scheme of Delegation of Executive Functions for the 2022/2023 Municipal Year and advised Full Council, for information purposes, of the revised terms of reference for the Welsh Language and Climate Change Cabinet Sub-Committees attached at Appendix 1.

The Service Director advised that the two afore-mentioned previous Steering Groups have been revised to become Cabinet Sub-Committees and have delegated authority from the Council Leader to make executive decisions in line with their terms of reference. He added that these revised decision-making arrangements, do not prevent any circumstances where the sub committees, may determine to refer a matter, which of strategic significance, for determination by full Cabinet Committee.

The Service Director referred to the advised membership within the scheme and he confirmed that Councillor C Lises has been nominated by the Group Leader of the RCT Independent Group to the SACRE Committee.

It was advised that further details regarding the champions will be provided and circulated in due course.

**RESOLVED** to note the Section 3A- Leader's Scheme of Delegation of Executive Functions, attached at Appendix 1.

## 18 Standards Committee Membership

The Director of Legal Services presented his joint report in respect of the process to be undertaken to fill vacancies that have arisen on the Council's Standards Committee, specifically an Independent (lay) Member and Community Council representative member (plus reserve).

The Director advised that both the term of office of one of the independent members, Mr. Mel Jehu, and of the Community Council Member, Councillor Ray Butler were both coming to an end and therefore it is necessary to consider the appointment of a new independent member and Community Council member.

The Director outlined the proposed appointments procedure in line with that of the Standards Committees (Wales) Regulations 2001 in respect of the Independent Member from advertising the vacancy through to the requirements of the appointments panel. He also informed Council of the procedure to appoint a new Community Council with a recommendation to Full Council in due course.

Following consideration of the report it was **RESOLVED** that Council:

1. Agrees to advertise the role of Independent (lay) Member on the Council's Standards Committee, based on the established criteria set out in the report;
2. Agrees to consult with Community Councils in respect of inviting applications from Community Councillors for the vacancy of Community Council Member (plus a reserve) on the Council's Standards Committee;
3. Subject to 2.1 and 2.2 above, establishes an Appointments Panel to consider applications for the appointment of an Independent Member of the Standards Committee for a term of six years and a Community Council Member (plus reserve) for a term until the next ordinary elections (in 2027);
4. Nominates three County Borough Councillors (2 from the ruling group and 1 from the largest opposition group) and the incumbent Chair of the Standards Committee to be members of the Appointments Panel;
5. Delegates authority to the Director of Legal Services to appoint a Community Councillor to the Appointments Panel; and
6. Subject to the above, agrees to receive a further report and consider any recommendations emanating from the Appointments Panel convened to interview any applicants who apply for the vacant roles.

## **19 Annual Treasury Management Review 2021/22**

In accordance with the requirements of both the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities, the Director of Finance and Digital Services provided Members with information on:

- The Council's Treasury Management activity during 2021/22; and
- The actual Prudential and Treasury Indicators for 2021/22.

In advance of setting out the key areas of the report, the Director advised that the Council's Treasury Management activities are highly regulated and governed by a number of codes of practice and have been reviewed during the last financial year by the former Finance & Performance Scrutiny Committee. He

confirmed that the annual report satisfies the requirements of the respective codes to which the council has complied during the year.

In conclusion, the Director confirmed that Treasury Management training for Elected Members, will be organised alongside the Governance & Audit Committee in September.

Following a discussion, it was **RESOLVED** to

- a) Note the content of the report; and
- b) Agree the funding proposals for the Sustainable Communities for Learning programme as set out at section 13.

## **20 Urgent Business**

The Presiding Member advised that he considered it appropriate to allow the Urgent Notice of Motion in line with Council Procedure Rule 10.5 on the basis that its content could not be reasonably submitted in advance of the deadline and given the Employee Regional Consultation briefing was held on the 27<sup>th</sup> June and would be lost by the September Council meeting.

## **21 Urgent Notice of Motion**

To consider the under-mentioned Notice of Motion standing in the names of: A. Morgan, M. Webber, L. Addiscott, M. D. Ashford, J. Barton, D. R. Bevan, J. Bonetto, S. Bradwick, J. Brencher, G. Caple, J. Cook, A. Crimmings, S. J. Davies, R. Davis, V. Dunn, E. L. Dunning, J. Edwards, J. A. Elliott, L. Ellis, S. Emanuel, R. Evans, A. S. Fox, R. Harris, S. Hickman, G. Holmes, G. Hopkins, W. Hughes, G. Jones, G. O. Jones, R. R. Lewis, W. Lewis, C. Leyshon, M. Maohoub, C. Middle, N. H. Morgan, S. Morgans, M. A. Norris, D. Owen-Jones, D. Parkin, S. Powderhill, C. Preedy, S. Rees, M. Rees-Jones, A. Roberts, J. Smith, G. Stacey, L. A. Tomkinson, W. Treeby, J. Turner, G. L. Warren, K. Webb, D. Williams, G. E. Williams, R. Williams, T. Williams, R. Yeo.

Following the Employee Regional Consultation Briefing, which took place on 27th June, this Council notes:

That Local Government has endured central government funding cuts of more than 50% since 2010. This has consequently led to a reduction in funding for Local Government in Wales to the tune of £1bn between 2010 and 2020, with RCT suffering a £95m reduction in revenue funding over this period.

Despite these severe cuts imposed by the Westminster Government, Welsh Local Authorities have been afforded some protection by the Welsh Government. This protection has, however, only extended as far as averting crises in the vital frontline services that all residents rely upon.

Over the last two years, Councils have led the way in efforts against the Covid-19 pandemic, continuing to provide a huge range of services and essential support for our communities. During this period Local Government has shown

more than ever how indispensable it is. But Covid has led to a massive increase in expenditure and loss of income, and as we emerge from the pandemic, Local Authorities and schools need far more support from Westminster Council and school workers kept our communities safe through the pandemic, often putting themselves at considerable risk as they worked to protect public health, provide quality housing, ensure our children continue to be educated, and look after older and vulnerable people.

Since 2010, the local government workforce has endured years of pay restraint with the majority of pay points losing 27.5 per cent of their value since 2009/10. Staff are now facing the worst cost of living crisis in a generation, with RPI forecast by the Office for Budgetary Responsibility (OBR) to average at 9.8% across 2022 and currently running at 11.1%.

As a result of the cost-of-living crisis, many staff are having to make impossible choices between food, heating and paying for other essentials. This is a terrible situation for anyone to find themselves in.

At the same time, workers have experienced ever-increasing workloads and persistent job insecurity. Across the UK, 900,000 jobs have been lost in local government since June 2010 – a reduction of more than 30 per cent. Local government has arguably been hit by more severe job losses than any other part of the public sector. There has been a disproportionate impact on women, with women making up more than three-quarters of the local government workforce. Recent research shows that if the Government were to fully fund the Unions' 2022 pay claim, around half of the money would be recouped thanks to increased tax revenue, reduced expenditure on benefits and tax credits, and increased consumer spending in the local economy.

This Council therefore believes:

Our workers are public service super-heroes. They keep our communities clean and safe, look after those in need and keep our towns and cities running.

Without the professionalism and dedication of our staff, the Council services our residents rely on would not be deliverable.

Local government workers deserve a proper, real terms pay increase. The Westminster Government needs to take responsibility and fully fund this increase; it should not put the burden on Local Authorities - whose funding has been cut to the bone and who were not offered adequate support by the Westminster Government through the Covid-19 pandemic.

In advance of the nearing Autumn Budget and determining funding to be allocated under the Barnett consequential, this Council resolves to:

- Support the pay claim submitted by UNISON, GMB and Unite on behalf of Council and school workers, for an increase of £2,000 or RPI (whichever is greater)
- Call on the Welsh Local Government Association to make urgent representations to

the Westminster Government to fund the NJC pay claim

- Write to the Chancellor and Secretary of State to call for a pay increase for local government workers to be funded with new money from central government
- Meet with local NJC Union representatives to convey support for the pay claim and consider practical ways in which the Council can support the campaign
- Encourage all local government workers to join a union.

The following suggested alteration to the Notice of Motion by the Plaid Cymru Group “This Council resolves to write to Welsh Government to ask that they commit to underwrite any pay award that is granted” was not accepted by the mover of the Notice of Motion.

Following a discussion, it was **RESOLVED** to adopt the substantive Notice of Motion.

**(Note:** All members of the Plaid Cymru Group, present at the meeting, wished to have their names recorded as voting in favour of the suggested alteration to the Notice of Motion: Councillors K Morgan, S Evans, D Grehan, A Ellis, A Rogers, D Wood and H Gronow).

**This meeting closed at 7.05 pm**

**Cllr G Hughes  
Chairman.**



## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

### COUNCIL

28<sup>th</sup> SEPTEMBER 2022

#### 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 15<sup>th</sup> 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 26<sup>th</sup> 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 28<sup>th</sup> September 2022 was 5pm on the 15<sup>th</sup> September 2022.
- 4.2 Twenty-three questions were received and put forward to the Council Ballot held on the 20th September 2022, to determine the running order of the questions at the Council Meeting.
- 4.3 The results of the ballot are outlined below:-

Number	Corresponding Question
1	<p><b>Question from County Borough Councillor J. Bonetto to the Cabinet Member for Education, Youth Participation and Welsh Language, County Borough Councillor R. Lewis:</b></p> <p>“Can the Cabinet Member please outline the latest position on the Taff’s Well Thermal Spring project, in light of the good progress made to deliver the improvements to Ffynnon Taf Primary School?”</p>
2	<p><b>Question from County Borough Councillor R. Williams to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“How is the Council delivering upon the manifesto commitments made at the local elections over the course of this Council term?”</p>
3	<p><b>Question from County Borough Councillor M. D. Ashford to the Cabinet Member for Education, Youth Participation and Welsh Language, County Borough Councillor R. Lewis:</b></p> <p>“Could the Cabinet Member please provide an update on the plans to deliver a new primary school in Pontyclun?”</p>
4	<p><b>Question from County Borough Councillor J. Barton to the Deputy Leader of the Council and Cabinet Member for Council Business, County Borough Councillor M. Webber:</b></p> <p>“Can the Deputy Leader make a statement on the Council’s programme of events for 2022/23 as we move toward post-pandemic life?”</p>
5	<p><b>Question from County Borough Councillor M Rees-Jones to the Cabinet Member for Health and Social Care, County Borough Councillor G Cagle:</b></p> <p>“What are the Council’s contingency plans moving forward to resolve the shortfall in the recruitment and retention of staff in the Health and Social Care sector and has it considered tendering as zone areas as we could then recruit non drivers, specific to area?”</p>
6	<p><b>Question from County Borough Councillor R. Davis to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Can the Leader update on budget discussions with the Welsh Government in his role as WLGA Leader?”</p>

7	<p><b>Question from County Borough Councillor J. Turner to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Will the Cabinet Member with responsibility for Highways please outline the timescales for the installation of the new railway footbridge in Llanharan?”</p>
8	<p><b>Question from County Borough Councillor Sera Evans to the Cabinet Member for Environment &amp; Leisure, County Borough Councillor A. Crimmings:</b></p> <p>“Will the Cabinet Member for Environment &amp; Leisure please inform Members how the Council is tackling the continued and increasing litter issues we are facing in the County Borough?”</p>
9	<p><b>Question from County Borough Councillor S. Bradwick to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“With the U.K. Government <i>finally</i> introducing the Shared Prosperity Fund, will the Leader outline whether this Council intends to submit any bids for projects under the scheme?”</p>
10	<p><b>Question from County Borough Councillor A Rogers to the Cabinet Member for Development &amp; Prosperity, County Borough Councillor M Norris:</b></p> <p>“Businesses in Hirwaun, Penderyn and Rhigos, as well as others across this county have been massively impacted by the COVID pandemic and now the cost-of-living crisis, how is the Council supporting our businesses at this time?”</p>
11	<p><b>Question from County Borough Councillor G. Hopkins to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Will the Leader please give an update on the latest position with regards to the Llanharan Footbridge?”</p>
12	<p><b>Question from County Borough Councillor J. Cook to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Community-run buildings and organisations provide invaluable services to our residents, but they are due to suffer immensely from the effects of the Cost-of-Living crisis with eye-watering rises in their energy bills. What action can be taken to ease the strain on these community assets?”</p>

13	<p><b>Question from County Borough Councillor K Morgan to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Will the Cabinet Member outline what the council intends to do to address the issues relating to unadopted roads and back lanes and whether further funding will be available”.</p>
14	<p><b>Question from County Borough Councillor G. O. Jones to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“We have heard in recent weeks that the combined impacts of both Brexit and the war in Ukraine are having a profound effect on our construction industry. What does this mean for the Council and how can we mitigate these impacts?”</p>
15	<p><b>Question from County Borough Councillor W. Hughes to the Cabinet Member for Environment and Leisure, County Borough Councillor A. Crimmings:</b></p> <p>“Will the Cabinet Member make a statement on the Council’s investment in outdoor leisure facilities?”</p>
16	<p><b>Question from County Borough Councillor L. A. Tomkinson to the Cabinet Member for Public Health &amp; Communities, County Borough Councillor B. Harris:</b></p> <p>“Will the Cabinet Member please make a statement on the Council’s work with Voluntary and Third Sector organisations in Rhondda Cynon Taf?”</p>
17	<p><b>Question from County Borough Councillor V. Dunn to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“The U.K. Government are continuing to provide minimal support as millions are starting to feel the true effects of the Cost-of-Living crisis. With further energy rises forecast for the autumn, can the Leader outline what discussions or measures this Council is taking to help protect residents?”</p>
18	<p><b>Question from County Borough Councillor D. Parkin to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Can the Council Leader provide an update on the implementation of the Real Living Wage to the social care sector in RCT?”</p>

19	<p><b>Question from County Borough Councillor W. Lewis to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“How is the Council working with and supporting local food banks through the effects of the Cos-of-Living crisis?”</p>
20	<p><b>Question from County Borough Councillor E. L. Dunning to the Cabinet Member for Education, Youth Participation and Welsh Language, County Borough Councillor R. Lewis:</b></p> <p>“Will the Cabinet Member please make a statement on Youth Service provision in Rhondda Cynon Taf?”</p>
21	<p><b>Question from County Borough Councillor D. Owen-Jones to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Can the Leader please provide an update on the progress of schemes awarded funding under the Levelling Up fund?”</p>
22	<p><b>Question from County Borough Councillor R. Evans to the Leader of the Council, County Borough Councillor A. Morgan:</b></p> <p>“Can the Council Leader provide an update on what flood alleviation schemes are expected to be carried out this year?”</p>
23	<p><b>Question from County Borough Councillor N. H. Morgan to the Cabinet Member for Climate Change and Corporate Services, County Borough Councillor T. Leyshon:</b></p> <p>“Will the relevant Cabinet Member please make a statement on the Council’s biodiversity policy?”</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**

**28 SEPTEMBER 2022**

**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

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## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

### COUNCIL

28<sup>TH</sup> SEPTEMBER 2022

### MEDIUM TERM FINANCIAL PLAN 2022/23 TO 2025/26

#### REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES

AUTHOR: Barrie Davies (01443 424026)

#### **1. PURPOSE OF THE REPORT**

- 1.1 This report provides Members with an update on the Medium Term Financial Plan (MTFP) for 2022/23 to 2025/26, based on current modelling assumptions in advance of formulating the detailed budget strategy proposals for 2023/24 during the autumn.

#### **2. RECOMMENDATIONS**

- 2.1 It is recommended that Members note the current position modelled in respect of the 'Medium Term Financial Plan 2022/23 to 2025/26' and receive further updates in the autumn as part of the annual budget setting process.

#### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 The need to keep Members informed of the budget modelling work being undertaken as part of the Council's Medium Term Financial Planning arrangements. This work is in advance of the Provisional Local Government Settlement, due from Welsh Government later this year.

#### **4. BACKGROUND**

- 4.1 Each year as part of the Council's robust financial management arrangements, an update on the Medium Term Financial Planning assumptions is provided to Members in advance of the detailed budget strategy work in the autumn. In this regard, the Medium Term Financial Plan 2022/23 to 2025/26 was presented to Cabinet on the [26th September 2022](#).
- 4.2 The Public Sector has faced a sustained period of real term reductions in funding levels for a number of years and unprecedented challenges lie ahead

for services across local government, not least as a result of the on-going national and international economic impact of the coronavirus pandemic, Brexit, increases in cost of living and the conflict in Ukraine. This position is also resulting in increased demand and costs associated with many services, in particular Social Care Services, and the need for us to support our residents, businesses and communities as they recover from the pandemic and deal with the impact of increasing energy and other costs.

- 4.3 Locally, this Council has demonstrated its ability and willingness to invest in services over a long term period, linked to our priorities as set out in the Council's Corporate Plan "Making a Difference - 2020 – 2024", in order to meet the changing needs of our people and communities. The significant 'additional' investment already agreed by Members during recent years is providing real improvements across many areas including Schools, Town Centres, Roads and Parks and Play Areas.
- 4.4 Whilst investment through the use of one-off funds has been very positive, the Council recognises that it must still address projected base budget shortfalls and make difficult decisions to balance its ongoing revenue budget into the medium term. This report provides an updated view on the range and scale of the significant challenge faced and the arrangements being put in place to address the budget gap across the planning period.
- 4.5 Welsh Government, as part of its 2022/23 settlement, provided indicative all Wales settlement levels for the next 2 financial years, at 3.5% for 2023/24 and 2.4% for 2024/25. Members will note the UK Government Budget is scheduled to be announced in autumn 2022 and will be a key driver and determinant of any additional funding being made available to devolved nations for 2023/24 and also the prospects for settlement levels over the medium term. The policy direction taken by the new Prime Minister will clearly be a key influencer.
- 4.6 The majority of additional costs and income losses we have incurred as a direct consequence of the pandemic were funded by Welsh Government up to 31<sup>st</sup> March 2022, with the requirement for councils to manage the on-going implications from April 2022 through additional resources provided in the 2022/23 settlement. In this context, our medium term approach to financial and service planning will be even more critical.

## **5. CURRENT MODELLING ASSUMPTIONS**

- 5.1 The detailed modelling assumptions are included as part of the updated 'Medium Term Financial Plan 2022/23 to 2025/26' and is attached at **Appendix 1**. The updated plan sets out the detailed basis of the medium term strategy with references to revenue spending, capital plans, income levels and reserves.
- 5.2 Key assumptions used in the construction of the revenue budget modelling to 2025/26 are shown below:
- 5.3 Income

- Local Government settlement levels have been modelled on a range of planning scenarios:

Year	Potential Settlement	Potential Settlement	Potential Settlement
2023/24, 2024/25 and 2025/26	3.5%, 2.4% and 2.4% annum	4.0% per annum	5.0% per annum

- Council Tax increases are currently being modelled at 2.00% per annum.
- Specific grant funding from Welsh Government assumed to continue in respect of the Social Care Workforce Grant (£3.668M for 2022/23).
- Fees and charges uplifted by medium term inflation only (other than where exceptions have already been agreed by Cabinet).

#### 5.4 Expenditure

- Service area pressures reflected which arise from statutory requirements, demand led pressures (including the on-going impacts of Covid-19), demographics etc.
- Uplifts included for pay and non-pay inflation, including estimated additional costs for the 2022/23 pay award offers for teaching and non-teaching staff (noting the status of these being offers at this stage) and estimated energy cost increases.
- Authority wide requirements reflected including Capital Financing, Levies and the Council Tax Reduction Scheme.
- Schools budget is modelled to cover, in full, pay and non-pay inflation plus specific budget pressures (and in the context of the projected range of local government settlement levels).

## 6. CURRENT MODELLING OUTCOMES

- 6.1 The modelling uses a number of assumptions which are all subject to change and will be reviewed as part of the detailed budget strategy work underway. Due to current uncertainty at a UK Central Government level around public sector funding levels, paragraph 5.3 sets out a range of modelling assumptions for Welsh Government funding levels for financial years 2023/24, 2024/25 and 2025/26. The variability of the potential level of the Settlement from Welsh Government has a significant impact on the budget gap, at £4.4M per 1%, and Figure 1 illustrates the outcome of the range of modelling assumptions currently applied.

Figure 1 : Modelled Budget Gap 2023/24 to 2025/26

Budget Requirement	2023/24	2024/25	2025/26
	£'000	£'000	£'000
<b>Additional Budget Requirement</b>	<b>53,870</b>	<b>35,724</b>	<b>33,818</b>
<b>Additional Resources</b>			
Council Tax	2,907	2,977	3,049
Transition Funding	-963	0	0
WG Resource in line with WG indicative settlement for 2023/24 and 2024/25 (i.e. +3.5% for 2023/24 and +2.4% for 2024/25), with a Council assumption of a +2.4% settlement level for 2025/26	15,450	10,965	11,229
WG Resource at +4%	17,658	18,364	19,099
WG Resource at +5%	22,072	23,176	24,334

Remaining Budget Gap at Welsh Government Settlement Levels				3 Year Budget Gap
	2023/24	2024/25	2025/26	
<b>+3.5% increase for 2023/24, +2.4% increase for 2024/25 and +2.4% increase for 2025/26</b>	<b>36,475</b>	<b>21,781</b>	<b>19,540</b>	<b>77,797</b>
<b>4% increase per year</b>	<b>34,268</b>	<b>14,383</b>	<b>11,670</b>	<b>60,321</b>
<b>5% increase per year</b>	<b>29,853</b>	<b>9,571</b>	<b>6,435</b>	<b>45,859</b>

Note: a 2.00% Council Tax increase per year is assumed as part of the modelled gap

6.2 As shown above, all of our planning assumptions result in a significant budget gap being faced by the Council. The extent of the impact on our services is clearly going to be largely and directly determined by the level of settlement we receive from Welsh Government and the outcome of 2022/23 and 2023/24 pay negotiations and funding arrangements, noting the constraints they have themselves.

6.3 It is clear that the indicative resource levels as announced in the 2021 Comprehensive Spending Review and thereafter provided by Welsh Government, are now significantly out of line with inflationary and service pressures being faced across local government.

## 7. **BALANCING THE BUDGET**

7.1 The Council continues to focus on the budget gap position over the medium term and has successfully implemented a strategy of early identification and delivery of base budget reducing measures in-year. This has enabled the Council to deliver financial savings early and to replenish the Medium Term

Financial Planning and Service Transformation Reserve which has been used proactively as part of the budget strategy for a number of years.

- 7.2 Our priority and focus has continued to be ensuring our residents, communities and businesses are protected and supported.
- 7.3 However, as the above clearly demonstrates, in the absence of additional funding from UK Government and thereafter Welsh Government, the Council faces a significant budget gap for next year and across the medium term. It is clear that indicative funding allocations in no way reflect the reality of today and that UK Government urgently needs to provide assurance to Welsh Government / Local Government that additional funding will be forthcoming. In the absence of such assurance, and to enable this Council to discharge its statutory duty to set a balanced budget for the financial year 2023/24 by the 11<sup>th</sup> March 2023, then all options to reduce council spend and generate income will need to be considered. This is at a time when residents are already facing a cost of living crisis with significant pressures on household budgets.
- 7.4 In this regard, we must now, in the absence of any indications of additional funding being provided to local government, embark on a review across all our services to urgently identify options which can be considered to close the budget gap being faced. Whilst our valued services and jobs will be safeguarded wherever possible, it is inevitable that there will be a need to make cuts in service levels and jobs in order to close the budget gap we face, unless or until we receive assurances as to likely more positive funding levels next year and into the medium term.
- 7.5 As part of our service and financial planning arrangements, opportunity must be taken to ensure we continue a programme of transformation and service delivery changes which we have made across many, if not all of our service areas, in recent years. The Council continues to make step changes in our working arrangements and become more efficient in terms of maximising the use of digital solutions where appropriate, recognising that such delivery does not meet the needs of all of our residents. Work is progressing, in line with the Council's Digital Strategy 2022 – 2026, to ensure we maximise the opportunities afforded by technology and digital solutions.
- 7.6 In line with the above, the areas we will explore include the continued: maximisation of efficiency saving opportunities including on-going review of workforce requirements and resources; delivery of our Social Services Transformation Programme (including our significant commitment and investment in the provision of Extra Care facilities); review of our base budget requirements at both a service level and an authority wide level including our built assets; maximisation of opportunities to invest for the long term and collaboration with others and progress the delivery of our climate change ambitions; and a focus on the principles of Digitalisation, Commercialism, Early Intervention and Prevention, Independence and being an Efficient and Effective Organisation.

- 7.7 We have for many years sought to fully fund schools as part of our budget strategy, with additional resources provided for inflationary pressures (pay and non-pay), pupil number movements and other cost pressures being felt across our schools. In light of the aforementioned position however, schools also need to be prepared to contribute to closing the funding gap we face.
- 7.8 As work develops through the areas described in 7.6, this will be reported to Members as appropriate.
- 7.9 Greater certainty will be available on the level of savings required post the Provisional Local Government Settlement later in the year. The position will be reported to Members as soon as possible after the settlement publication and as referenced above, the continued focus across a medium term planning period is paramount.

## **8. EQUALITY & DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY**

- 8.1 There are no immediate equality and diversity or socio-economic duty implications to consider as an Equality Impact Assessment will be an integral part of the budget strategy itself that will be reported on later in the year.

## **9. CONSULTATION**

- 9.1 There are no specific consultation requirements at this time.

## **10. FINANCIAL IMPLICATIONS**

- 10.1 The financial modelling assumptions and implications are set out in the detail of the report. At this stage, the Council is not being asked to make any new financial decisions in respect of the Medium Term Financial Plan.

## **11. LEGAL IMPLICATIONS**

- 11.1 There are no legal implications aligned to this report.

## **12. LINKS TO CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT**

- 12.1 The report supports our Corporate Plan cross-cutting priority of 'Living within our Means'.
- 12.2 The Medium Term Financial Plan is a key enabler for the delivery of the Council's Corporate Plan and its obligations to support wider partnership objectives.

### **13. CONCLUSIONS**

- 13.1 This report and the accompanying 'Medium Term Financial Plan 2022/23 to 2025/26' sets out the current position on the financial challenges facing the Council in the medium term. The report notes, that subject to the level of funding from Welsh Government, a significant budget gap is likely to be faced in 2023/24 and for the following two years.
- 13.2 The report also sets out that the current indicative funding allocations for 2023/24 and 2024/25 in no way reflect the demands and pressures facing local government. Consequently, in the absence of any assurances from UK Government and thereafter Welsh Government of additional funding, Rhondda Cynon Taf CBC must embark on a review across all its services to urgently identify options which can be considered to close the budget gap being faced and enable the Council to discharge its statutory duty to set a balanced budget for the financial year 2023/24 by the 11<sup>th</sup> March 2023.
- 13.3 To support this work, the Council will continue the proactive strategy it has adopted in recent years to identify a range of budget saving options for consideration and reporting to Members as part of the 2023/24 budget setting process.

**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**28<sup>th</sup> SEPTEMBER 2022**

**MEDIUM TERM FINANCIAL PLAN 2022/23 TO 2025/26**

**REPORT OF THE DIRECTOR OF FINANCE AND DIGITAL SERVICES**

Item:

## **Background Papers**

- Medium Term Financial Plan 2021/22 to 2024/25  
<https://rctcbc.moderngov.co.uk/documents/s29996/Apendix.pdf?LLL=0>
- Council Performance Report (Quarter 4 (Year-end) 2021/22)  
<https://rctcbc.moderngov.co.uk/documents/s36110/Councils%20Performance%20and%20Resources%20Report.pdf?LLL=0>
- Budget Strategy 2022/23, Capital Programme 2022/23 to 2024/25 and Council Tax Resolution 2022/23  
<https://rctcbc.moderngov.co.uk/ieListDocuments.aspx?CId=163&MId=50003777&Ver=4&LLL=0>

Officer to contact: Barrie Davies

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## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022 – 2023

COUNCIL

28<sup>TH</sup> SEPTEMBER 2022

### COUNCIL CORPORATE PLAN – INVESTMENT PRIORITIES

#### REPORT OF THE CABINET

**AUTHOR:** Barrie Davies, Director of Finance and Digital Services (01443 424026)

#### 1. PURPOSE OF THE REPORT

- 1.1 This report sets out the position regarding the opportunity for the Council to further invest in its priority areas, aligned to the Corporate Plan, “Making a Difference” 2020 – 2024.

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that Council:

2.1.1 Review and if acceptable agree the additional investment and funding arrangements as set out in paragraph 4 which, if agreed, will be incorporated into the Council’s Capital Programme.

#### 3. BACKGROUND

- 3.1 The importance of investment in areas supporting key Corporate Plan priorities has already been recognised by the Council with £144M of additional resources, over and above normal Capital Programme allocations, invested since October 2015.
- 3.2 A further opportunity for investment is now available for consideration.

#### 4. ADDITIONAL INVESTMENT

- 4.1 In line with the Council’s Corporate Plan priorities, additional investment is now proposed across the following areas.

<b>Investment Priority</b>	<b>£M</b>
Highways & Roads	1.000
Unadopted Roads	0.100
Flood Alleviation Works	1.000
Environmental Improvements (bins and benches)	0.050
Parks	0.200
Multi Use Games Areas (MUGAs)	0.200
Darran Park Sports Pitch	0.175
<b>Total Investment</b>	<b>2.725</b>

4.2 The Council's unaudited draft Statement of Accounts for the year ending 31<sup>st</sup> March 2022 show the Council has revenue stream earmarked reserves at the 31<sup>st</sup> March 2022 of £112.422M which are set aside for a variety of purposes. In addition, there are specific reserves relating to Capital Funding, Insurance and Treasury Management.

4.3 The Investment/Infrastructure reserve is a specific reserve to fund the cost of maintaining and enhancing infrastructure across the County Borough. The balance of this reserve at 31<sup>st</sup> March 2022 was £19.800M, therefore the proposed investment priorities shown at paragraph 4.1 can be fully funded from this reserve.

4.4 Further detail on the proposed additional investment is shown below.

a) Highways & Roads (£1.000M)

Funding will continue to support the enhanced investment in the Council's largest asset, building on sustained increases in annual funding for highways capital maintenance over recent years.

b) Unadopted Roads (£0.100M)

Building on the funding previously allocated, a further £0.100M is allocated to unadopted roads to enable more streets to be made up to adoptable standards and formally adopted as a Council maintained asset.

c) Flood Alleviation Works (£1.000M)

Funding will continue to support works on land drainage and flood alleviation schemes and will enable the Council to progress with project business cases targeted at attracting external Welsh Government funding with this additional £1.000M being available for match funding.

d) Environmental Improvements (£0.050M)

Funding will support improvements to include new bins and benches within parks and other open spaces.

e) Parks (£0.200M)

This additional funding will allow the ongoing investment programme into the refurbishment of sports pavilions, upgrading of sports pitches and the repairs

to parks infrastructure to be enhanced even further.

f) Multi Use Games Areas (MUGAs) (£0.200M)

Funding will support the development of new Multi Use Games Areas to include provision for football and basketball and general community use.

g) Darran Park Sports Pitch (£0.175M)

Additional Council resources will be made available alongside a funding application to upgrade the pitch at Darran Park (total cost £0.375M), which is nearing the end of its useful life, from a sand-filled astroturf pitch to 3G.

The above investments support the Corporate Plan priority of **Places**: where people are proud to live, work and play.

## **5. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY**

- 5.1 There are no equality and diversity implications as a result of the recommendations set out in the report.

## **6. WELSH LANGUAGE IMPLICATIONS**

- 6.1 There are no Welsh language implications as a result of the recommendations set out in the report.

## **7. CONSULTATION**

- 7.1 There are no consultation requirements as a result of the recommendations set out in the report. Subject to the decision of Council, consultation will be undertaken on specific areas, as appropriate, as part of developing/implementing projects.

## **8. FINANCIAL IMPLICATIONS**

- 8.1 The financial implications of the recommendations are set out in the report. The proposed investment priorities are fully funded from Council resources already set aside for this purpose.

## **9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

- 9.1 The recommendations have been compiled ensuring continued compliance with the Council's legal requirement to make arrangements for the proper administration of its financial affairs as set out in Section 151 of the Local Government Act 1972. In addition, the proposed investment areas support the delivery of the Council's Corporate Plan priorities, in line with the requirements of the Well-being of Future Generations (Wales) Act 2015.

**10. LINKS TO CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT**

- 10.1 The proposed investment areas are in line with the priorities included within the Council's Corporate Plan and support the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015, in particular, planning for the 'long term', helping to 'prevent' problems occurring or getting worse in the future and delivering services in 'collaboration' with others.

**11. CONCLUSION**

- 11.1 This report has identified the opportunity to invest a further £2.725M of additional resources in our local area including our own assets in order to improve our infrastructure and the services which are available to our residents.

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## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022-2023

COUNCIL

28<sup>th</sup> SEPTEMBER 2022

### REVIEW OF THE COUNCIL'S TERMS & CONDITIONS

#### JOINT REPORT OF THE CHIEF EXECUTIVE, DIRECTOR OF HUMAN RESOURCES AND DIRECTOR OF FINANCE & DIGITAL SERVICES

Authors: Richard Evans, Director of Human Resources  
Barrie Davies, Director of Finance & Digital Services

#### 1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to advise Council of a further proposal for change in respect of terms and conditions.

#### 2. RECOMMENDATIONS

It is recommended that:

- 2.1 Council agree to introduce an enhancement for weekend working based on a Third of Time payment;
- 2.2 That this change is introduced from the 1<sup>st</sup> October 2022.

#### 3. BACKGROUND

- 3.1 Members will recall that at the Council meeting of 6<sup>th</sup> July 2022, it was agreed to make changes to Grades 1 to 5 of the Council's pay and grading system and to reintroduce double time plus a day in lieu for any statutory holidays worked.
- 3.2 Members will also recall that within the said report, a commitment was given to keep further terms and conditions matters, raised by the recognised trade unions, under review in light of operational and service need.
- 3.3 The changes agreed by Council on the 6<sup>th</sup> July 2022 were positively received by both the trade unions and staff. The trade unions also welcomed the Council's commitment to keep under review additional terms and conditions matters raised by them.

#### **4. TERMS AND CONDITIONS**

- 4.1 As referenced in paragraph 3.3 above, the recognised trade unions reacted very positively to the changes agreed and indeed, discussions have continued with them since the Council meeting of the 6<sup>th</sup> July 2022, in respect of any further changes to the terms and conditions matters they raised.
- 4.2 The issue of enhanced rates for weekend working was one of the further changes which has been under consideration. The area of social care in particular is one where this matter is becoming an increasingly operational barrier to weekend capacity. It is also apparent that independent care providers are increasingly making such enhanced payments.
- 4.3 In light of this, the Council has now reviewed its arrangements and determined that it would be reasonable to introduce an enhanced payment for those staff that work on weekends.
- 4.4 The enhancement being proposed is that for any hours worked on a Saturday or Sunday, staff will be paid a supplement of a third of time, starting from the 1<sup>st</sup> October 2022.
- 4.5 In scope roles for the payment of the weekend supplement would include home care staff, social care staff, leisure staff, cleansing staff etc.

#### **5. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO ECONOMIC DUTY**

- 5.1 Due regard has been given to the Council's public sector equality duties under the Equality Act 2010, namely the Public Sector Equality Duty and Socio Economic Duty.
- 5.2 An Equality Impact Assessment has been completed and concluded that the recommendations set out in the report are in line with the above legislation.

#### **6. WELSH LANGUAGE IMPLICATIONS**

- 6.1 There are no Welsh Language implications as a consequence of the recommendations contained within this report.

#### **7. CONSULTATION**

- 7.1 Discussions have taken place with the recognised trade unions over these proposals.

## **8. FINANCIAL IMPLICATION(S)**

- 8.1 The financial implications of implementing the changes set out at section 4 amount to £1.0M (full year cost). The ongoing implications will be factored into the Council's Medium Term Financial Plan as part of the current update. The part year implication for this financial year (6 months, £0.500M) can be funded from available one-off resources.

## **9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

- 9.1 In accordance with Section 54 of the Local Government and Elections (Wales) Act 2021 the Chief Executive must keep under review (i) the number and grades of staff required by the Council for the exercise of its functions; (ii) the organisation of the Council's staff; (iii) the appointment of the Council's staff and (iv) the arrangements for the management of the Council's staff (including arrangements for training and development).
- 9.2 Where the Chief Executive considers it appropriate to do so, they must make a report to Council setting out the Chief Executive's proposals in respect of any of the matters set out in paragraph 9.1.
- 9.3 It is Full Council's responsibility to then consider such reports.

## **10. CONCLUSION**

- 10.1 This report sets out a proposal to introduce an enhanced payment for weekend working which will have operational benefits in terms of ensuring workforce capacity.

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