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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.
Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

CYNGOR

Cynhelir Cyfarfod Cyngor Siambr y Cyngor, Swyddfeydd Dinesig, Stryd Yr Angel, Penybont Ar Ogwr CF31 4WB ar **Dydd Mercher, 15 Mawrth 2023 am 16:00.**

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 5 - 42
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 18/01/2023 a 08/02/2023
4. I dderbyn cyhoeddiadau oddi wrth:
(i) Maer (neu'r person sy'n llywyddu)
(ii) Aelodau'r Cabinet
(iii) Prif Weithredwr
5. Derbyn cyhoeddiadau gan yr Arweinydd
6. Datganiad Polisi Tâl - 2023/2024 43 - 100
7. Trafodion Partïon Cysylltiedig 2022-23 a Datganiad Cyfrifon 101 - 108
8. Polisiâu Pensiwn 109 - 138
9. Adroddiad Blynyddol Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol 2023/24 139 - 174

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Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

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Cynghorydd Richard Collins i'r Aelod Cabinet Llesiant a Chenedlaethau'r Dyfodol

Croesewais y cyfle i weld y gwaith cyffrous sydd ar y gweill i adnewyddu a gwella Canolfan Chwaraeon Maesteg. A all yr Aelod Cabinet roi'r wybodaeth ddiweddaraf i ni ar gynnydd i gwblhau'r cynllun."

Cynghorydd Steven Easterbrook i'r Arweinydd

Mae cwmnïau rheoli sy'n gweithredu ym Mhen-y-bont ar Ogwr ar gyfer trigolion ystadau tai newydd wedi bod yn cymryd ffi reoli ers nifer o flynyddoedd, ond eto wedi methu â gwneud y gwaith cynnal a chadw. Mae'r materion sydd wedi codi ac y mae angen eu datrys yn amrywio o oleuadau stryd, atgyweirio ffyrdd, ysgubo sbwriel dail o gyliâu a chynnal a chadw ffiniau cloddiau. Nid yn unig codir Treth y Cyngor ar breswylwyr ar yr un gyfradd â phob deiliad tŷ arall ond maent hefyd yn destun y ffi ychwanegol hon i gwmni cynnal a chadw trydydd parti, yn aml mae problemau i breswylwyr sy'n cysylltu â'r cwmnïau hyn â chysylltiadau o fewn y cwmni nad ydynt yn ymateb i e-byst, ac eto mae disgwyl o hyd i drigolion dalu'r ffi bob blwyddyn sy'n amrywio o dŷ i dŷ. A yw'r Arweinydd yn teimlo bod hyn yn dderbyniol bod trigolion yn y Fwrdeistref hon yn cael eu codi ddwywaith am yr un gwasanaeth a gynigir gan ddau endid ar wahân, pan ymddengys nad yw'r naill na'r llall yn darparu gwasanaeth y mae trigolion yn talu amdano.

Cynghorydd Martin Williams i'r Arweinydd

Mae cyffordd 36 yr M4 yn dagfa ddrwg-enwog sy'n achosi tagfeydd, yn cyfyngu ar gyfleoedd datblygu a buddsoddi i ogledd ein sir ac yn achosi trallod i drigolion mewn cymunedau cyfagos, sy'n cael eu defnyddio fel rhedfeydd llygod mawr cynyddol beryglus. A allai'r Arweinydd amlinellu pa ymdrechion y mae'r awdurdod hwn wedi'u gwneud i wella cyffordd 36 a'r rhwydwaith priffyrdd cyfagos (gan gynnwys ailystyried ffordd osgoi Bryncethin a oedd unwaith yn cael ei chynnig) i liniaru'r problemau traffig unwaith ac am byth.

Cynghorydd Freya Bletsoe i'r Aelod Cabinet dros Adfywio

Yn sgil y cyhoeddiad diweddar y bydd Pafiliwn y Grand Porthcawl yn gweld buddsoddiad sylweddol gan y Llywodraeth Ganolog yn "lefelu cyllid" a'r gwelliannau parhaus i Neuadd y Dref Maesteg, pa ymrwymiad fydd yr aelod cabinet dros adfywio yn ei roi i holl drigolion pob cornel o'n Bwrdeistref y byddwn yn gweld ein sir gyfan yn "gwastatáu" a fydd yn sicrhau buddsoddiad llawn a theg ym mhob rhan o dreftadaeth ddiwylliannol ein Bwrdeistrefi?

CYNNIG AR GYFLOGAU AR GYFER LLYWODRAETH LEOL I'R CYNGOR: CODIAD CYFLOG PRIODOL WEDI'I ARIANNU'N LLAWN I WEITHWYR Y CYNGOR A GWEITHWYR YSGOL**Mae'r cyngor hwn yn nodi:**

- Mae Llywodraeth leol wedi dioddef gostyngiad ariannol gan y llywodraeth ganolog o fwy nag 50% ers 2010. Rhwng 2010 a 2020, fe wnaeth cynghorau weld gostyngiad o 60 ceiniog ymhob £1 y maen nhw'n derbyn gan y llywodraeth ganolog yn San Steffan.
- Mae ymchwil newydd diweddar gan UNSAIN yn dangos fod cynghorau ar draws Lloegr, Cymru a'r Alban yn wynebu diffyg cyllid cyfunol o £3bn erbyn blwyddyn

ariannol 2023/24 a bwlch cyllid cronol o £5bn erbyn 2024/25.

- Ar lefel leol, mae Cyngor Sir Pen-y-bont ar Ogwr wedi gwneud arbedion gwerth bron i £73m ers 2010/2011. Mae hyn yn cynrychioli bron i 23% o gyllideb refeniw net presennol y Cyngor.
- Fe wnaeth cynghorau arwain y ffordd yn ystod cyfnod y pandemig Covid-19, gan ddarparu ystod o wasanaethau a chefnogaeth i'n cymunedau. Mae llywodraeth leol wedi dangos fwy nag erioed pa mor angenrheidiol yw ein gwasanaethau. Ond mae cyfnod Covid wedi arwain at gynnydd anferthol mewn gwariant a cholli incwm, ac wrth i ni ddod allan o'r pandemig, mae awdurdodau ac ysgolion lleol angen llawer mwy o gefnogaeth gan San Steffan. Nid yw cyhoeddiadau diweddar gan Lywodraeth San Steffan ar drefniadau cyllido yn ymwneud ag ysgolion wedi bod o unrhyw gymorth.
- Fe gadwodd gweithwyr y cyngor a gweithwyr ysgol ein cymunedau yn ddiogel dros gyfnod y pandemig, gan roi eu hunain dan amodau o risg sylweddol ambell waith wrth iddyn nhw weithio i ddiogelu iechyd y cyhoedd, cynnal a chadw tai, sicrhau bod ein plant yn parhau i gael eu dysgu, ac edrych ar ôl bobl hŷn a bregus. Ers 2010, mae gweithlu llywodraeth leol wedi dioddef blynyddoedd o ataliaeth cyflog gyda'r mwyafrif o'r cyfraddau cyflog yn colli o leiaf 25 y cant o werth ers 2009/10. Mae gweithwyr yn wynebu'r argyfwng costau byw gwaethaf ers cenhedlaeth, gyda chwyddiant yn cyrraedd 10% fel bod angen i lawer wneud dewisiadau amhosib rhwng prynu bwyd, gwresogi neu hanfodion eraill. Mae hyn yn sefyllfa ofnadwy i unrhyw un gael eu hunain ynddi.
- Yn ystod yr un cyfnod, mae gweithwyr wedi profi llwyth gwaith cynyddol ac ansicrwydd swydd yn barhaus. Ers Mehefin 2010, mae 900,000 o swyddi wedi eu colli ym myd llywodraeth leol ar draws y DU - gostyngiad o fwy na 30 y cant. Gellir dadlau fod llywodraeth leol wedi colli mwy o swyddi'n nag unrhyw ran arall o'r sector cyhoeddus.
- Bu effaith anghyfartal ar ferched, gyda merched yn ffurfio mwy na thri chwarter o weithlu llywodraeth leol.
- Mae ymchwil diweddar yn dangos pe bai Llywodraeth San Steffan yn ariannu'n llawn cais yr undebau am godiad cyflog ar gyfer 2023 byddai tua hanner yr arian yn cael ei adennill drwy dderbyn refeniw o'r trethi yn ogystal â llai o wariant ar fudd-daliadau a chredydau treth, a chynnydd mewn gwariant defnyddwyr yn yr economi leol.

Mae'r cyngor o'r farn:

1. Bod ein gweithwyr yn weithwyr sy'n serennu o ran eu gwasanaeth i'r cyhoedd. Maen nhw'n cadw ein cymunedau'n lan ac yn ddiogel, yn edrych ar ôl y rhai mewn angen ac yn cynnal ein trefi a phentrefi.
2. Heb broffesiynoldeb ac ymroddiad ein gweithwyr, fydden ni ddim yn gallu cynnig y gwasanaethau y mae ein trigolion yn dibynnu arnyn nhw i'w cyflawni gan y cyngor.
3. Mae gweithwyr llywodraeth leol yn haeddu codiad cyflog sy'n adlewyrchu'r gwir sefyllfa a'r gwir gostau. Mae angen i Lywodraeth San Steffan gymryd cyfrifoldeb ac ariannu'r cynnydd hwn yn llawn. Ni ddylid gosod y baich ar awdurdodau lleol lle mae eu cyllid yn parhau i gael ei ddefnyddio i ddelio â'r effeithiau ar ein gwasanaethau yn sgil pandemig Covid-19.

Mae'r cyngor hwn wedi penderfynu:

- A. Cefnogi'r cais am godiad cyflog a gyflwynwyd gan UNSAIN, GMB ac Unite ar ran gweithwyr y cyngor a gweithwyr ysgol, ac i weld cynnydd yn y cyflog sef yr RPI + 2%.
- B. Galw ar Gymdeithas Llywodraeth Leol i bwysu ar y llywodraeth ganolog i ariannu cais codiad cyflog yr NJC.
- C. Ysgrifennu at y Canghellor a'r Ysgrifennydd Gwladol i alw am godiad cyflog i weithwyr llywodraeth leol gydag arian newydd gan y llywodraeth ganolog.
- D. Cyfarfod â chynrychiolwyr undeb y NJC yn lleol i roi ar ddeall y gefnogaeth am yr hawliad cyflog ac ystyried ffyrdd ymarferol gall y cyngor gefnogi'r ymgyrch.

E. Annog pob gweithiwr llywodraeth leol i ymuno ag undeb.

13. Materion Brys

I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Nodyn: Bydd hwn yn gyfarfod Hybrid a bydd Aelodau a Swyddogion mynychu trwy Siambr y Cyngor, Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont ar Ogwr / o bell Trwy Timau Microsoft. Bydd y cyfarfod cael ei recordio i'w drosglwyddo drwy wefan y Cyngor. Os oes gennych unrhyw gwestiwn am hyn, cysylltwch â cabinet_committee@bridgend.gov.uk neu ffoniwch 01656 643147 / 643148.

Yn ddiffuant

K Watson

Prif Swyddog, Gwasanaethau Cyfreithiol a Rheoleiddio, AD a Pholisi Corfforaethol

Dosbarthiad:

Cynghorwyr

S Aspey
H T Bennett
A R Berrow
F D Bletsoe
S J Bletsoe
JPD Blundell
E L P Caparros
N Clarke
RJ Collins
HJ David
C Davies
C L C Davies
P Davies
S Easterbrook
M J Evans
N Farr
P Ford

Cynghorwyr

J Gebbie
W R Goode
RM Granville
H Griffiths
S J Griffiths
D T Harrison
M L Hughes
D M Hughes
RM James
P W Jenkins
M R John
M Jones
MJ Kearn
W J Kendall
M Lewis
J Llewellyn-Hopkins
RL Penhale-Thomas

Cynghorwyr

J E Pratt
E Richards
R J Smith
JC Spanswick
I M Spiller
T Thomas
JH Tildesley MBE
G Walter
A Wathan
A Williams
AJ Williams
HM Williams
I Williams
MJ Williams
R Williams
E D Winstanley
T Wood

CYNGOR - DYDD MERCHER, 18 IONAWR 2023

COFNODION CYFARFOD Y CYNGOR A GYNHALIWIYD YN HYBRID SIAMBR CYNGORO
BELL TRWY TIMAU MICROSOFT DYDD MERCHER, 18 IONAWR 2023, AM 16:00

Presennol

Y Cynghorydd M Jones – Cadeirydd

S Aspey	H T Bennett	A R Berrow	F D Bletsoe
S J Bletsoe	JPD Blundell	E L P Caparros	N Clarke
RJ Collins	HJ David	C Davies	P Davies
M J Evans	N Farr	P Ford	J Gebbie
W R Goode	RM Granville	H Griffiths	S J Griffiths
D T Harrison	M L Hughes	D M Hughes	RM James
P W Jenkins	M R John	MJ Kearn	W J Kendall
M Lewis	J Llewellyn-Hopkins	RL Penhale-Thomas	J E Pratt
E Richards	R J Smith	JC Spanswick	I M Spiller
T Thomas	JH Tildesley MBE	G Walter	A Wathan
A Williams	AJ Williams	HM Williams	I Williams
MJ Williams	R Williams	E D Winstanley	T Wood

Ymddiheuriadau am Absenoldeb

C L C Davies

Swyddogion:

Mark Galvin	Uwch Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Laura Griffiths	Rheolwr Grŵp Cyfreithiol a Gwasanaethau Democrataidd
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Rachel Keepins	Rheolwr Gwasanaethau Democrataidd
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Michael Pitman	Swyddog Gwasanaethau Democrataidd – Pwyllgorau
Alex Rawlin	Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Mark Shephard	Prif Weithredwr
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio

77. DATGANIADAU O FUDDIANT

Gwnaed y Datganiadau canlynol o Fuddiant:

Y Cynghorydd JP Blundell – Buddiant sy'n rhagfarnu yn eitem 7 ar yr Agenda fel Llywodraethwr Ysgol yn Ysgol Gyfun Bryntirion a grybwyllir yn yr adroddiad.

Y Cynghorydd S Bletsoe – Buddiant personol yn eitem 8 ar yr Agenda gan fod aelod o'r teulu yn derbyn Gostyngiad y Dreth Gyngor.

Y Cynghorydd F Bletsoe – Buddiant personol yn eitem 8 ar yr Agenda gan fod aelod o'r teulu yn derbyn Gostyngiad y Dreth Gyngor.

Y Cynghorydd JC Spanswick – Buddiant sy'n rhagfarnu yn eitem 8 ar yr Agenda gan fod aelod agos o'r teulu yn derbyn Gostyngiad y Dreth Gyngor.

CYNGOR - DYDD MERCHER, 18 IONAWR 2023

Y Cynghorydd M Kearns – Buddiant sy'n rhagfarnu yn eitem 7 ar yr Agenda fel aelod o Gyngor Cymuned y Pîl sy'n ymwneud â rheoli prosiect y cyfeirir ato yn Atodiad B (tudalen 36) yr adroddiad.

Y Cynghorydd P Jenkins – Buddiant personol yn eitem 9 ar yr Agenda fel perchennog tŷ sy'n ffinio â'r tir dan sylw y cyfeirir ato yn y Cytundeb Benthyciad.

Y Cynghorydd P Davies – Buddiant sy'n rhagfarnu yn eitem 8 ar yr Agenda gan fod aelod o'r teulu yn derbyn Gostyngiad y Dreth Gyngor.

Y Cynghorydd RM James – Buddiant sy'n rhagfarnu yn eitem 8 ar yr Agenda gan fod aelod o'r teulu yn derbyn Gostyngiad y Dreth Gyngor.

Y Cynghorydd T Wood – Buddiant sy'n rhagfarnu yn eitem 8 ar yr Agenda gan ei fod yn derbyn Gostyngiad y Dreth Gyngor.

Y Cynghorydd Amanda Williams – Buddiant personol yn eitem 7 ar yr Agenda fel Cadeirydd Llywodraethwyr Ysgol Gynradd Coety.

Y Cynghorydd E Winstanley – Buddiant personol yn eitem 7 ar yr Agenda gan fod ei chyflogwr yn derbyn rheolaeth ar arian ar gyfer prosiectau sy'n eiddo i'r Cyngor.

Y Cynghorydd R Penhale-Thomas – Buddiant personol yn eitem 6 ar yr Agenda fel gweithiwr i sefydliad y mae V2c yn aelod ohono.

Gadawodd yr holl aelodau hynny a ddatganodd fuddiant sy'n rhagfarnu yn yr eitemau uchod y cyfeiriwyd atynt, y cyfarfod tra roedd yr eitemau hyn yn cael eu hystyried.

78. CYMERADWYO COFNODION

PENDERFYNWYD: Bod Cofnodion cyfarfod y Cyngor a gynhaliwyd ar 13 Rhagfyr 2022 yn cael eu cymeradwyo fel cofnod gwir a chywir.

79. CYFLWYNIAD I'R CYNGOR GAN GYNRYCHIOLWYR CYMOEDD I'R ARFORDIR

Cyflwynodd y Prif Weithredwr adroddiad a oedd yn cyflwyno cynrychiolwyr o Cymoedd i'r Arfordir, h.y. Jo Oak, Prif Weithredwr a Darrin Davies, Cyfarwyddwr Corfforaethol - Datblygu a Thwf, a roddodd gyflwyniad ar waith diweddaraf y sefydliad.

Amlinellodd y cyflwyniad agenda V2C i ddechrau, sef

- Eu sefyllfa bresennol
- Eu blaenoriaethau cyntaf
- Eu heffaith a'u huchelgais
- Eglurhad ynghylch cartrefi gwag
- Cyfleoedd ar gyfer cwestiynau

O ran y sefyllfa bresennol, eglurodd y Swyddogion fod V2C wedi derbyn y lefel uchaf o gydymffurfiaeth o ran eu llywodraethu a'u hyfywedd ariannol yn dilyn adolygiad rheoleiddio diweddar.

Roedd lefelau rhent wedi'u gosod ar gynnydd o 6.5% ar gyfartaledd (yn unol â chymdeithasau tai eraill yng Nghymru ac ar gyfartaledd £20 yn is na'r cap rhent), gyda rhent wedi'i rewi a chymorth ychwanegol i'r rhai mwyaf agored i niwed.

Roedd gwaith partneriaeth parhaus yn cael ei ddatblygu i gefnogi eu cwsmeriaid yn well, gan gynnwys y rhaglen Tai, Iechyd ac Arloesi ar draws rhanbarth Cwm Taf Morgannwg.

Roedd gwaith hefyd wedi'i wneud o ran cefnogi Canol Tref Pen-y-bont ar Ogwr drwy annog cydweithwyr yn ôl i'r swyddfa ac ailgyflwyno derbynfa'r sefydliad.

O ran blaenoriaethau mwy uniongyrchol y sefydliad, amlinellwyd y rhain fel a ganlyn:-

1. Mynd i'r afael â lleithder, anwedd a llwydni - gweithio ar y cyd â Chymdeithasau Tai ac Awdurdodau Lleol eraill yng Nghymru ac ymateb i'r Gweinidog Tai
2. Atal a mynd i'r afael â digartrefedd - mwy o gymorth i gwsmeriaid drwy'r argyfwng costau byw; gweithio mewn partneriaeth â CBSPAO ac eraill; buddsoddi mewn cartrefi newydd i ateb y galw
3. Mynd i'r afael â thanfuddsoddiad ym Mhen-y-bont ar Ogwr drwy ein hagenda 'Darn Coll', fel y gallwn wneud mwy dros ein cwsmeriaid a'n cymunedau.

Dyweddod Prif Weithredwr V2C, o ran effeithiau ac uchelgeisiau'r sefydliad ar hyn o bryd ac yn y dyfodol, mai'r rhain i rannu gyda'r aelodau oedd bod ei Raglen Trawsnewid wedi cael effaith gadarnhaol ar draws y busnes, ac ar gyfer cwsmeriaid, bod ôl-groniad atgyweiriadau yn gostwng yn ogystal â chwynion hefyd yn gostwng a datrysiadau cadarnhaol yn digwydd yn gyflymach i denantiaid eiddo.

Roedd y datrblygiadau uchod i gyd yn cael eu gyrru ymlaen gyda chynlluniau i greu is-gwmni sy'n eiddo llwyr i wella a thyfu eu gwasanaeth atgyweirio a chynnal a chadw ymhellach.

Roedd V2C hefyd wedi lansio ei strategaeth Dyfodol Cynaliadwy Diogel a Hapus i weithio tuag at niwtraliaeth carbon.

Ymhellach, roedd £1.2m wedi'i sicrhau i fuddsoddi mewn rhaglen ôl-ffitio optimaidd. Byddai hyn yn dechrau gyda gwell systemau gwresogi i tua 200 o gartrefi; inswleiddio waliau allanol i tua 200 o gartrefi; a goleuadau ynni effeithlon i ardaloedd cymunedol yn ei gynlluniau tai gwarchod.

Mewn perthynas ag eglurhad ynghylch Tai Gwag, eglurodd y Swyddogion nad Cymoedd i'r Arfordir yw'r unig LCC ym Mhen-y-bont ar Ogwr a bod hyn ar adegau wedi arwain at ryw faint o gamddealltwriaeth yn lleol ynghylch maint perchnogaeth rhai cartrefi gwag.

Roedd rhywfaint o gamsyniad hefyd ynghylch nifer y cartrefi yr oedd V2C yn berchen arnynt mewn perthynas ag eiddo a gollwyd drwy'r Cynllun Hawl i Brynu.

O ran eiddo gweigion, eglurodd y Swyddogion fod 138 o gartrefi gwag (gweigion) yn ardal Pen-y-bont ar Ogwr ar hyn o bryd, gyda 63 yn destun gwaith adeiladu ar hyn o bryd i baratoi ar gyfer ailosod. O ran 23 o'r eiddo hyn, roedd y gwaith yno wedi'i gwblhau ac roeddent yn awr yn barod i'w gosod. Roedd y gwaith ar 10 eiddo wedi'i roi i gontractwyr gyda'r gwaith perthnasol yn yr arfaeth. Roedd 6 eiddo yn aros am adroddiadau asbestos a/neu gynlluniau cegin, gyda 3 o'r rhain yn aros i gael eu clirio. Roedd 23 eiddo yn aros i gael eu harchwilio (gan gynnwys y rhai lle'r oedd archwiliadau o'r fath eisoes wedi'u trefnu).

Dyweddod y Swyddogion V2C hefyd, y gall cartrefi fod yn wag am nifer o resymau, er enghraifft, gwaith sy'n mynd rhagddo; addasiadau penodol yn yr arfaeth; trefniadau ar gyfer gwaith mawr; yn aros am brofion cydymffurfio neu adroddiadau diogelwch; yn aros am gyfleustodau; yn aros i gael eu clirio neu'r rhai sydd wedi'u lleoli mewn ardal anodd ei gosod.

I gloi, cadarnhawyd ers dechrau blwyddyn ariannol 2022-23, fod V2C wedi dod â 289 o gartrefi gwag yn ôl i ddefnydd, gan gynnwys 16 o dai gweigion 'gwerth uchel'.

Wrth i hyn gloi'r cyflwyniad, gofynnodd y Maer i'r Aelodau a oedd ganddynt unrhyw gwestiynau i'r Swyddogion.

Nododd Aelod mai'r llwyddiant mwyaf yr oedd wedi'i nodi ers iddo ddod yn Gyngorydd Bwrdeistref Sirol fis Mai diwethaf oedd y gwaith clirio y mae mawr ei angen yn Ystâd Wildmill, drwy gydweithio rhwng CBS Pen-y-bont ar Ogwr a V2C. Fodd bynnag, fel rhan o gynigion cyllideb ddrafft y Cyngor, roedd awgrym i leihau maint tîm Gorfodi CBSPAO. Gofynnodd felly sut y byddai hyn yn effeithio ar waith fel hwn yn y dyfodol yn yr ardal hon ac ardaloedd ehangach Pen-y-bont ar Ogwr.

Dywedodd y Prif Weithredwr, V2C fod yna atebolrwydd rhwng partneriaid y sefydliad i sicrhau y byddai canlyniadau cadarnhaol pan fyddai gwaith o'r natur hwn yn cael ei amserlennu ac yn cael ei wneud wedyn. Mae disgwyliadau wedi'u gosod o ran clirio sbwriel fel tipio anghyfreithlon a gwella'r ardaloedd gwyrdd o fewn Wildmill ac roedd hi'n siŵr, er gwaethaf unrhyw leihad yn y gweithlu, y byddai gwaith fel hwn yn parhau i gael ei wneud yn y dyfodol er mwyn adeiladu ar y camau cadarnhaol iawn sydd wedi'u cymryd mewn ardaloedd â phroblemau megis Wildmill, yn y dyfodol.

Gofynnodd Aelod pa bwerau oedd gan V2C o ran tenantiaid yn dangos ymddygiad gwrthgymdeithasol ac felly'n achosi cynnwrf a phroblemau i drigolion cyfagos, h.y. ymddygiad nad yw'n droseddol.

Dywedodd Prif Weithredwr V2C y byddai V2C yn ymchwilio i broblemau fel hyn naill ai ar eu pen eu hunain neu gyda phartneriaid fel tîm MASH neu Heddlu De Cymru. Gallai V2C gynnal achos cyfreithiol yn erbyn cyflawnwyr o'r fath a allai arwain at denantiaid wedyn yn wynebu cael eu troi allan, fodd bynnag, gallai hyn olygu bod y broblem yn cael ei symud o un gymuned i'r llall lle symudodd y tenant iddi. Neu gallai'r tenant ddod yn ddigartref a fyddai'n gwaethgu'r broblem benodol honno a oedd ar gynydd. Felly, yn y rhan fwyaf o achosion byddai V2C ac asiantaethau allweddol eraill yn y lle cyntaf yn ceisio datrys problemau gyda'r tenant a cheisio mynd i'r afael â'u problemau ymddygiad er mwyn datrys materion, heb fod angen cymryd camau pellach.

Dywedodd Aelod a oedd yn gynrychiolydd ar Gofal a Thrwsio Pen-y-bont ar Ogwr ei bod wedi ymweld ag eiddo V2C yn ddiweddar lle'r oedd tenant agored i niwed, nad oedd wedi cael cawod ers nifer o wythnosau. Gofynnodd pa mor aml yr oedd staff V2C yn archwilio eiddo i sicrhau bod tenantiaid fel hyn yn cael eu hadnabod er mwyn canfod a oedd angen cymorth pellach arnynt ai peidio. Gofynnodd hefyd a oedd angen i denantiaid symud allan o'u heiddo ac i mewn i un arall, os oedd angen gwneud gwaith ar yr annedd.

Cadarnhaodd Prif Weithredwr V2C fod staff V2C yn archwilio eiddo yn flynyddol fel rhan o raglen archwilio flynyddol, i gynnal gwiriadau diogelwch eiddo. Cafwyd arolygiadau mwy rheolaidd yn ystod y pandemig, ond wrth gwrs, roedd Covid bellach wedi cilio. Roedd yna hefyd ymgyrch 'Eyes On', lle bu cynrychiolwyr V2C yn rhyngweithio â thenantiaid ar faterion diogelu ac atgyweirio eiddo ac yn adrodd yn ôl ar y rhain, er mwyn cymryd camau priodol. Roedd yna hefyd broses atgyfeirio, gan weithio gyda phartneriaid fel CBSPAO, lle cafodd problemau gyda thenantiaid, atgyweiriadau, sbwriel a llu o faterion eraill eu hadrodd a'u rhestru i weithredu arnynt.

O ran tenantiaid yn gorfod symud allan o'u heiddo pan oedd atgyweiriadau'n cael eu gwneud iddo, roedd hyn i gyd yn dibynnu ar faint yr oedd angen ei wneud. Ystyriwyd hyn mewn perthynas â maint y gwaith ac unrhyw elfennau diogelwch oedd angen eu

hystyried. Trafodwyd y rhain gyda'r cwsmer. Ar adegau, yn hytrach na symud tenant i eiddo arall at y diben hwn, gallent gael eu hail-leoli i westy neu dŷ llety am gyfnod byr.

Nododd Aelod y bu achosion o ôl-groniad atgyweiriadau ar gyfer eiddo tenantiaid V2C, a oedd yn aml yn arwain at 'dagfa' yn datblygu, a oedd wedyn yn gohirio datrys atgyweiriadau o'r fath. Roedd wedi cael yr adborth hwn gan rai etholwyr, ond ar adegau pan wnaeth atgyfeiriad uniongyrchol i V2C ar yr un materion, roedd bob amser wedi canfod bod y sefydliad yn gweithredu ar y broblem yn gyflym. Gofynnodd a oedd hyn yn wir ac os felly, beth oedd yn cael ei wneud i unioni oedi o'r fath.

Cydnabu'r Prif Weithredwr, V2C fod cwynion gan denantiaid yn y maes hwn wedi bod yn broblem o'r blaen, er bod gwaith pellach wedi'i ymrwymo i'r maes gwaith hwn a bod y sefyllfa wedi gwella. Ychwanegodd y byddai'n well ganddi pe bai tenantiaid yn cysylltu â'r sefydliad yn uniongyrchol, yn hytrach na thrwy unrhyw bartner, gan fod torri'r rhain allan yn aml yn cyflymu'r ymateb lle byddai camau'n cael eu cymryd yn gyflymach wedyn. Yn aml, pe bai cwynion yn cael eu gwneud a heb fod yn cael eu gweithredu'n ddigon cyflym ym marn y tenantiaid, byddent wedyn yn ceisio dwyn achos cyfreithiol yn erbyn V2C a allai fynd yn faith a gallai hynny ymestyn y broblem hyd yn oed yn hirach ac y gellid ei osgoi yn aml trwy ddeialog rhwng y tenant a'r gymdeithas dai. Cynghorodd yr Aelod i gael trafodaeth bellach ar hyn, y tu allan i'r cyfarfod.

Am drafodaeth bellach a gafwyd ar y pwnc hwn, dylid cyfeirio yma at ddolen y [cyfarfod](#)

PENDERFYNWYD:

Nodi adroddiad y Prif Weithredwr a'r cyflwyniad gan gydweithwyr Cymoedd i'r Arfordir.

80. DERBYN CYHOEDDIADAU GAN:

Y Maer

Hoffwn ddiolch i berchnogion Caffi'r Betws a aeth y tu hwnt i'r disgwyl ar Noswyl Nadolig, gan ddsbarthu ciniawau Nadolig am ddim i elusennau digartref a phobl sy'n byw ar eu pen eu hunain yn ardal Betws.

Yn y cyfnod cyn y Flwyddyn Newydd, mynychodd yr Arweinydd a minnau briodas Ian ac Alison (Mr a Mrs Thomas erbyn hyn) yn Swyddfa Gofrestru Pen-y-bont ar Ogwr. Diolch i'r pâr priod am ganiatáu i ni fod yno am ran o'u diwrnod arbennig.

A gaf i atgoffa aelodau am Elusen y Maer eleni, er mwyn iddynt allu gwneud cyfraniad os ydynt mewn sefyllfa i wneud hynny.

Byddaf yn cyfarfod â Swyddogion yr wythnos hon, i ystyried enwebiadau Gwobr y Maer.

Ac yn olaf, er gwybodaeth i'r Aelodau, mae dyddiad cyfarfod Cabinet y Gyllideb wedi'i newid o 21 Chwefror 2023 (2.30pm) i 22 Chwefror ar yr un amser cychwyn.

Dirprwy Arweinydd

Dros yr ychydig wythnosau diwethaf, bydd aelodau wedi nodi'r pwysau eithafol sydd wedi bod ar y system iechyd a gofal cymdeithasol.

Yn ddealladwy, mae llawer o ffocws y cyfryngau wedi bod ar y sefyllfa weladwy iawn, ac weithiau dirdynnol, y mae ysbytai wedi'u cael eu hunain ynddi.

Gan ein bod hefyd wedi gweld y pwysau eithafol hyn o fewn y gymuned, rwyf am gydnabod a thalu teyrnged i'n gweithlu gofal cymdeithasol oherwydd hyd nes y byddwn

yn datrys y mater hwn o gapasiti o fewn ein cymunedau a gwerthfawrogi'r staff sy'n darparu'r gwasanaethau cymunedol hynny, ni fyddwn yn datrys y pwysau o fewn ein hysbytai ac osgoi ambiwlansys yn aros y tu allan i drosglwyddo eu cleifion.

Maent wedi bod yn gweithio'n ddiflino nid yn unig i gefnogi pobl sydd wedi'u rhyddhau o ofal ysbyty, ond i roi canllawiau newydd Llywodraeth Cymru ar waith mewn ffordd sy'n cynnal gwerthoedd gofal cymdeithasol ac sy'n rhoi pwyslais ar ddiogelwch a lles parhaus pobl agored i niwed.

Rydym wedi gweithio'n agos iawn gyda Bwrdd Iechyd Prifysgol Cwm Taf Morgannwg ac yn parhau i ganolbwyntio nid yn unig ar yr ymateb uniongyrchol, ond hefyd ar weithredu camau strategol a fydd yn galluogi mwy o bobl i gael y gofal a'r cymorth sydd eu hangen arnynt mewn ffordd briodol ac amserol.

Er mwyn rhoi enghraifft i aelodau o sut yr ydym yn gwneud pethau'n wahanol, hoffwn dynnu sylw'n fyr at ein cyfranogiad mewn cynllun treialu i reoli'r ffordd y mae pobl yn cymryd meddyginiaeth, gan atal eu salwch rhag gwaethygu ac angen ymyriadau meddygol, a mynd i'r afael â'r gost £300m o feddyginiaethau sy'n cael eu gwastraffu ledled y DU oherwydd camreoli.

Yn draddodiadol, mae sicrhau bod pobl yn cymryd eu meddyginiaeth yn rheolaidd wedi cynnwys cymysgedd o ymweliadau cartref dyddiol gan ofalwyr, clociau larwm, siartiau wal, systemau monitro dos, anogwyr teleofal a mwy.

Gan fod anfanteision dulliau o'r fath yn amrywio o gostau posibl i anallu i gadarnhau bod meddyginiaeth wedi'i chymryd yn ôl yr angen, mae'r cyngor a Chwm Taf wedi partneru â Hwb Gwyddorau Bywyd Cymru i ddatblygu dull digidol newydd.

Enw'r cynllun yw 'Your Meds', ac mae hwn yn defnyddio technoleg rheoli meddyginiaeth glyfar ar ffurf blwch pils digidol.

Mae codennau yn y blwch yn cael eu llenwi ymlaen llaw a'u dosbarthu'n uniongyrchol i'r defnyddiwr, ac mae gan y blwch dechnoleg fewnol sy'n hysbysu darparwyr gofal a theluoedd pan fydd y feddyginiaeth wedi'i chyrchu.

Wrth gwrs, mae hefyd yn cysylltu â nhw i roi gwybod iddynt pan nad yw'r feddyginiaeth a drefnwyd wedi'i chyrchu.

Yn ogystal â chynyddu annibyniaeth a rhoi mwy o ryddid i ofalwyr ac aelodau o'r teulu, mae gan y dull newydd hwn y potensial i arbed hyd at £3,600 y person, y flwyddyn, ac mae'n galluogi staff i wneud gwaith arall.

Trwy leihau nifer yr atgyfeiriadau argyfwng, gall technoleg ddigidol fod yn ataliol tra hefyd yn darparu gwybodaeth hanfodol ar gyfer symleiddio anghenion gofal unigol.

Gyda llai o le i gamgymeriadau, mae'n golygu y gellir buddsoddi arian mewn gwasanaethau allweddol eraill hefyd.

Dim ond un enghraifft yw hon o'r ffyrdd newydd o weithio yr ydym yn eu harchwilio ar hyn o bryd, ac os hoffai aelodau wybod mwy, byddaf yn hapus i ddangos iddynt ble y gallant ddod o hyd i ragor o wybodaeth.

Aelod Cabinet - Cenedlaethau'r Dyfodol a Llesiant

Mae'n bosibl y bydd yr Aelodau'n dymuno hysbysu eu hetholwyr am fuddsoddiad sylweddol sydd wedi'i wneud mewn cyfleusterau hamdden newydd ar gyfer y fwrdeistref sirol.

O ganlyniad i waith adnewyddu gwerth £400,000, cyn bo hir bydd Canolfan Chwaraeon Maesteg yn cynnwys campfa fwy gyda pheiriannau cardio newydd sbon, gofod cryfder a chyflyru pwrpasol a pharth lles.

Mae gofodau stiwdio, hyfforddi a gweithdai cwbl newydd wedi'u creu, ac mae gwelliannau hefyd wedi'u gwneud i ardal yr ystafell newid.

Mae gwaith adnewyddu gwerth £200,000 hefyd wedi'i gwblhau'n ddiweddar ym Mhwl Nofio'r Pîl. Mae hyn wedi darparu ystod o gyfleusterau gwell, megis 30 ciwbicl newid newydd, bythau hygrych maint teulu, cawodydd a goleuadau ynni-effeithlon newydd, a chyfleusterau newid wrth ymyl y pwll i gynnig mwy o gefnogaeth i bobl â phroblemau hygrychedd.

Bwriad y gwelliannau yw cefnogi hygrychedd yn ogystal â bod o fudd i iechyd corfforol a meddyliol yr holl drigolion ac maent wedi bod yn bosibl diolch i fuddsoddiad gan Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, Halo Leisure, a Chwaraeon Cymru.

Rwy'n siŵr y bydd aelodau eisiau croesawu'r buddsoddiad hwn a helpu i ledaenu ymwybyddiaeth am y cyfleusterau newydd.

Os hoffech chi gael gwybod mwy, mae rhagor o fanylion ar gael ar wefan Halo.

O ran mater gwahanol, hoffwn gymryd eiliad i fyfyrion ar benderfyniad llywodraeth y DU i rwystro deddf a fyddai'n gwella bywydau a hawliau pobl draws yn yr Alban.

Mae cwestiwn cyfansoddiadol yn bwysig, ond rwy'n meddwl y gallwn gytuno, ni ddylid defnyddio hawliau dynol fel pêl-droed gwleidyddol. Mae'r gymuned draws yn parhau i fod yn un o'r rhannau o'n cymuned sy'n dioddef fwyaf, maent yn wynebu heriau sylweddol wrth gael mynediad at ofal iechyd, er enghraifft, yn ogystal â gwahaniaethu mewn llawer o rannau eraill o'u bywydau. Nid yw'r penderfyniad i drawsnewid yn un sy'n cael ei gymryd yn ysgafn ond dychmygwch orfod byw eich bywyd gan deimlo nad ydych chi mewn gwirionedd yn ffitio a bod rhannau o'ch cymdeithas yn gwadu eich bodolaeth.

Rwy'n croesawu'r galwadau gan y Prif Weinidog a'r Dirprwy Weinidog Partneriaeth Gymdeithasol, Hannah Blythyn i dderbyn pwerau a fyddai'n caniatáu i Lywodraeth Cymru wella bywydau a hawliau pobl draws yng Nghymru. Fel y dywedodd Vaughan Gethin ddoe "Nid yw fy hawliau i, na hawliau pawb arall, mewn perygl oherwydd bod gan bobl draws eu hawliau. Ac mae'n amlwg nad oes neb yn gyfartal nes ein bod ni i gyd yn gyfartal."

O'r herwydd, rwyf wedi gofyn i swyddogion wneud gwaith ym Mhwyllgor y Cabinet ar Gydraddoldeb yr wyf yn ei gadeirio i ymchwilio i'r heriau a wynebwr gan ein trigolion traws ym Mhen-y-bont ar Ogwr a sut y gallwn helpu i liniaru'r heriau hynny.

Aelod Cabinet – Adfywio

Hoffwn rannu rhai o'n hymdrechion diweddar i gefnogi swyddi, cyflogaeth a hyfforddiant gydag aelodau, a sut yr ydym yn cefnogi busnes lleol ffres ym Mwrdeistref Sirol Pen-y-bont ar Ogwr.

Yn gyntaf, yn dilyn buddsoddiad mewn lleoliadau fel Canolfan Gymunedol Heol-y-Cyw, Canolfan Gymunedol Westward yng Nghefn Glas a Neuadd Les y Glowyr Pencoed, mae tîm Cyflogadwyedd Pen-y-bont ar Ogwr yn sefydlu cyfres o hybiau cymunedol.

Mae'r rhain wedi'u cynllunio i helpu trigolion 16 oed a throsodd sy'n ddi-waith, sy'n edrych i weithio mwy o oriau neu gael ail swydd neu swydd newydd, ac yn ceisio darparu cymwysterau galwedigaethol, cyfleoedd gwirfoddoli, y cyfle i ddatblygu sgiliau newydd a mwy.

Mae'r tîm eisoes yn cynnig cymorth mewn 20 o leoliadau gwahanol ac wedi ymrwymo i ymestyn hyn ymhellach i gefnogi cymaint o gymunedau â phosibl yn y misoedd nesaf.

Yn ail, rydym yn gweithio ochr yn ochr â menter Pop Up Wales i ddarparu cyfleoedd yn amrywio o hyfforddiant ymarferol i entrepreneuriaid i ddigwyddiadau ym Marchnad Dan Do Pen-y-bont ar Ogwr sy'n cynnwys gweithdai Nadoligaidd, cerddoriaeth fyw a mwy.

Mae'r prosiect yn galluogi pobl i 'roi cynnig' ar eu syniadau busnes trwy ddarparu stondinau ac eiddo dros dro ac yn eu hannog i ddatblygu eu syniadau a mynd â nhw i'r lefel nesaf tra hefyd yn galluogi cyfleoedd ar gyfer hyfforddiant a mentora.

Hyd yn hyn, mae'r rhaglen wedi paru deg menter dros dro â safleoedd gwag yng nghanol trefi, ac rydym yn bwriadu gwneud rhagor o waith gyda Pop Up Wales drwy gydol 2023.

Yn olaf, mae Rebel Business School, sydd wedi ennill gwobrau, yn dychwelyd i Fwrdeistref Sirol Pen-y-bont ar Ogwr, ym mis Mawrth i gynnig cymorth gwerthfawr am ddim i ddarpar entrepreneuriaid.

Wedi'i chynllunio i helpu i roi syniadau ar waith ac i gefnogi busnesau presennol i dyfu, mae'r fenter yn ymdrin â phynciau fel sut i ddechrau busnes, cyngor ar werthu a marchnata, sut i adeiladu gwefan, dod o hyd i gwsmeriaid, materion cyfreithiol a llawer mwy.

Hyd yn hyn, mae wedi cefnogi mwy na 17,000 o bobl drwy bartneriaethau â chymdeithasau tai lleol ac awdurdodau lleol ac mae'n sicr o fod yn ddigwyddiad poblogaidd a bydd llawer yn ei fynychu pan fydd yn dychwelyd.

Byddwn yn annog aelodau i ddarganfod mwy am y mentrau hyn ac i helpu i ledaenu ymwybyddiaeth o'u hargaeledd - mae mwy o fanylion ar gael ar wefan y cyngor.

Mae gennyf newyddion ardderchog i'w rannu ag aelodau ynghylch Cyllid Cronfa Ffyniant Gyffredin Llywodraeth y DU.

Rydym wedi derbyn hysbysiad swyddogol bod y cyngor, yn dilyn proses ymgeisio lwyddiannus, wedi cael mwy na £21m o'r gronfa o dan ei themâu o bobl a sgiliau, cefnogi busnesau lleol, a chymuned a lle.

Mae'r arian eisoes wedi'i ddyrannu'n llawn tuag at fentrau penodol ac mae'n cynnwys £8m ar gyfer sefydlu pecyn fframwaith cyflogadwyedd a sgiliau, £3.5m ar gyfer sefydlu canolfannau menter newydd ar draws y fwrdeistref sirol, ac ychydig dros £1m ar gyfer prosiectau iechyd, hinsawdd ac economaidd a fydd yn datblygu cymunedau lleol cryfach a mwy gwydn.

O fewn hyn oll mae prosiectau fel Ffordd Fawreddog Morgannwg, rhwydwaith 270km o 'goridorau gwyrdd' a fydd yn cysylltu cymunedau ledled y rhanbarth, cynlluniau i wella

llythrennedd oedolion, cyllid i gefnogi digwyddiadau twristiaeth newydd, rhaglen cymorth menter leol, opsiynau ar gyfer arallgyfeirio, datgarboneiddio a thwff, a llawer mwy.

Fel y gŵyr yr aelodau, mae'r Gronfa Ffyniant Gyffredin yn disodli'r cronfeydd strwythurol Ewropeaidd blaenorol, ac rydym yn ddiolchgar i gydweithwyr yng Nghyngor Bwrdeistref Sirol Rhondda Cynon Taf am eu bod wedi gweithredu ar ran awdurdodau lleol o fewn Prifddinas-Ranbarth Caerdydd er mwyn bwrw ymlaen â chynlluniau unigol yr ardal.

Gyda disgwyl i'r gronfa fod yn ei lle tan fis Mawrth 2025, rydym yn rhagweld y bydd y gwaith cyflawni yn dechrau o fewn y misoedd nesaf, a bydd cyfleoedd i gael mynediad i'r gronfa yn cael eu cyhoeddi maes o law.

Aelod Cabinet – Cymunedau

Yn ystod y tywydd garw'r wythnos diwethaf, syrthiodd gwerth mwy na mis o law ar Fwrdeistref Sirol Pen-y-bont ar Ogwr mewn llai na 24 awr, a thrwy gydol y cyfan, roedd staff y cyngor allan yn ei chanol hi unwaith eto, yn gweithio bob awr o'r dydd i ymateb i ddigwyddiadau, yn cadw ffyrdd ar agor, cefnogi trigolion lleol a helpu i gadw pobl yn ddiogel ac yn sych.

Diolch i'w hymdrechion a hefyd y gwelliannau seilwaith amrywiol sydd wedi'u cyflwyno dros yr ychydig flynyddoedd diwethaf, cadwyd y problemau i'r lleiafswm a llwyddwyd i osgoi llifogydd eang.

Ymhlith y materion y bu'n rhaid i weithwyr ddelio ag ef roedd cwlffert wedi'i flocio a oedd yn taflu mwd, creigiau a malurion eraill ar ffordd fynydd Bwlch yr A4061 gan olygu bod angen cau un lôn.

Tra bu'n rhaid i'r Bont Drochi yn Heol New Inn ym Merthyr Mawr gau oherwydd lefelau uchel yr afon, ysgogwyd larymau cwlffert mewn ardaloedd fel Heol Faen ym Maesteg a Min y Nant ym Mhen-coed, ond ni gafwyd gorlifau.

Yn anffodus, effeithiwyd ar rannau o Gwm Ogwr ar ôl i systemau draenio gael eu llethu gan y swm aruthrol o law, felly ar ôl i ddŵr fynd i mewn i eiddo yn Cemetery Road ac Alma Terrace, bu criwiau'r cyngor yn gweithio ochr yn ochr â Gwasanaeth Tân ac Achub De Cymru i bwmpio siambrau draenio allan a dargyfeirio dŵr i ffwrdd o eiddo gan ddefnyddio bagiau tywod.

Cafodd cwlffert y tu ôl i Bethania Row ei lethu gan ddŵr glaw ar ôl cael ei rwystro gan falurion a oedd wedi golchi i lawr yr afon, ond rhwystrwyd ymdrechion i gael mynediad iddo oherwydd ceir a oedd wedi'u parcio.

Ar ôl i swyddogion o Heddlu De Cymru helpu i rybuddio deiliaid tai a sicrhau bod y ceir yn cael eu symud, llwyddodd gweithwyr y cyngor i glirio'r rhwystr, ond nid cyn i rywfaint o lifogydd ddigwydd yn anffodus yn y Neuadd Les gerllaw.

Cafodd sawl uned ar Stad Ddiwydiannol Penllwyngwent hefyd lifogydd oherwydd bod dŵr yn llifo oddi ar dir y tu ôl i'r adeilad, a gafodd ei ddargyfeirio'n ddiweddarach gan ddefnyddio bagiau tywod.

Mewn mannau eraill yn y fwrdeistref sirol, syrthiodd un goeden ar draws y briffordd ger ffatri Rockwool yn Wern Fawr. Ymatebodd gweithwyr y cyngor yn gyflym i gael gwared ar y goeden a sicrhau bod y ffordd yn aros ar agor.

Mae digwyddiadau fel hyn yn helpu i ddangos sut mae'r cyngor yn gweithio i gadw pobl yn ddiogel, eiddo'n sych a ffyrdd yn glir. Mae ein criwiau yn gwneud gwaith gwyth, ac rwy'n siŵr y bydd yr aelodau am eu llongyfarch am eu hymdrechion.

Aelod Cabinet – Adnoddau

Gan ein bod nawr yn cyrraedd dyddiau olaf ein hymgyngoriad cyllideb blynyddol, a agorodd fis Rhagfyr diwethaf, hoffwn ofyn i'r aelodau annog eu hetholwyr i gymryd rhan cyn iddo gau ar 22 Ionawr.

Mae'r ymgynghoriad yn cynnig cyfle i drigolion ddweud eu dweud ar flaenoriaethau gwariant y cyngor a helpu i lunio cyllideb yr awdurdod ar gyfer blwyddyn ariannol 2023-24.

Yn union fel y mae aelwydydd yn wynebu heriau ariannol enbyd yn ystod yr argyfwng costau byw, felly hefyd y cyngor, ac mae'n rhaid inni ymdrin â phwysau ychwanegol sylweddol ar y gyllideb o £20m o leiaf.

Er gwaethaf setliad gwell na'r disgwyl gan Lywodraeth Cymru, mae angen inni arbed £3.5m o hyd, ac rydym yn edrych i ddatblygu ffyrdd newydd ac arloesol o ddarparu'r math o wasanaethau y mae trigolion eu heisiau gan ddefnyddio adnoddau cynyddol gyfyngedig.

Dyna pam rydym am i drigolion lleol roi eu hadborth i ni a dweud wrthym beth yw eu barn am ein blaenoriaethau gwariant arfaethedig ar gyfer y flwyddyn nesaf.

Gyda'r manylion llawn ar gael ar wefan y cyngor, gallwch naill ai lenwi copi o'r ymgynghoriad ar-lein, neu gysylltu â'n tîm Ymgynghori i'w dderbyn mewn fformat arall.

Aelod Cabinet – Addysg

Mae gennyf ddau fater yr hoffwn roi'r wybodaeth ddiweddaraf i'r aelodau amdanynt.

Yn gyntaf, efallai y cofiwch y cyhoeddwyd ym mis Ionawr y byddai ein Tîm Cymorth Ieuenctid yn ehangu'r ddarpariaeth o fannau diogel i bobl ifanc rhwng 11 a 25 oed yn ei ganolfannau presennol.

Mae'r rhain wedi'u lleoli yng Ngholeg Cymunedol y Dderwen, Ysgol Gyfun Cynffig a Chanolfan Ymgysylltu ag Ieuenctid Pencoed.

Fe gyhoeddodd nhw hefyd y bydden nhw'n sefydlu dwy ganolfan newydd, un yn ardal Bryntirion / Cefn Glas, ac un arall ym Mraclla.

Yn anffodus, mae hyn wedi arwain at ledaenu gwybodaeth anghywir ar gyfryngau cymdeithasol ynghylch pryderon diogelu wrth feddwl bod plant yn cael cymysgu â phobl yn eu hugeiniau cynnar.

Rwyf am ei gwneud yn gwbl glir bod ein holl waith ieuenctid yn digwydd o fewn amgylchedd diogel, a chan roi ystyriaeth lawn i fesurau diogelu.

Y rheswm pam fod cymorth ar gael i bawb o fewn yr ystod oedran honno yw oherwydd yn ôl y gyfraith, disgwylir i gynghorau ddarparu cymorth ieuenctid i bobl ifanc rhwng 11 a 25 oed.

Er bod hyn hefyd yn unol â Strategaeth Gwaith Ieuenctid Cymru Llywodraeth Cymru, yn ymarferol gwelwn fod yn well gan lawer o bobl ifanc hŷn gael mynediad at ein darpariaeth sydd wedi'i thargedu, ac nid ein canolfannau ieuenctid.

Mae pob un o'n canolfannau'n cael eu rhedeg gan weithwyr ieuenctid â chymwysterau proffesiynol sydd wedi'u hyfforddi'n dda ac yn gyfarwydd iawn â materion fel diogelu, llinellau cyffuriau, radicaleiddio, camfanteisio rhywiol a mwy.

Ymhellach, bydd y canolfannau yn trefnu eu gweithgareddau fel bod nosweithiau neu amseroedd gwahanol yn cael eu dyrannu i grwpiau oedran penodol.

Y gwir amdani yw bod y canolfannau'n cael eu rhedeg yn briodol ac yn broffesiynol fel eu bod yn parhau i gynnig lle diogel i bobl iau.

Yr ail fater yr wyf am roi gwybod i'r aelodau amdano yw pryderon ynghylch gweithredu diwydiannol arfaethedig gan Undeb Cenedlaethol y Prifathrawon a'r Undeb Addysg Cenedlaethol.

Mae hyn wedi'i gadarnhau ar ôl i ganlyniad pleidlais NEU Cymru weld 92 y cant o athrawon-aelodau yn pleidleisio o blaid streic, a 75 y cant o aelodau NUHT Cymru.

Mae disgwyl i'r gweithredu diwydiannol effeithio ar ysgolion ar y cyntaf a'r pedwerydd ar ddeg o Chwefror, a'r pymthegfed a'r unfed ar bymtheg o Fawrth.

I baratoi ar gyfer hyn, mae swyddogion yn gweithio ochr yn ochr â phenaethiaid i ateb ymholiadau sydd wedi'u cynllunio i hwyluso parhad busnes, ac i helpu i gyfyngu ar effeithiau.

Ymhlith yr ymholiadau y gofynnwyd inni eu hegluro hyd yn hyn y mae cwestiynau ar gyfathrebu priodol â staff, rhieni a gofalwyr, trothwyon ar gyfer cau, trefniadau ar gyfer disgyblion agored i niwed a'r rhai sy'n cael prydau ysgol am ddim, goblygiadau ar gyfer ffigurau presenoldeb a mwy.

Mae'r gwaith hwn yn mynd rhagddo ar hyn o bryd, a byddaf yn rhoi diweddariadau pellach ichi wrth i'r sefyllfa ddatblygu.

Prif Weithredwr

Mae gennyf ddiweddariad byr iawn i'w gynnig i'r aelodau ynglŷn â chynnydd ail gam cronfa Ffyniant Bro Llywodraeth y DU.

Cawsom hysbysiad swyddogol yn gynharach yn yr wythnos bod cyhoeddiad ar ganlyniad ail gam y gronfa Ffyniant Bro ar fin digwydd.

Rydym yn rhagweld y bydd llythyrau'n cael eu hanfon yn fuan at arweinwyr cynghorau, ASau sydd wedi darparu cymorth, rheolwyr cynigion a swyddogion Adran 151 ar fore'r cyhoeddiad.

Bydd hyn cyn cyhoeddiad cyhoeddus a datganiad i'r cyfryngau yn ddiweddarach yr un diwrnod.

Bydd yr Aelodau, wrth gwrs, yn ymwybodol ein bod wedi cyflwyno dau gais manwl i'r Gronfa Ffyniant Bro yn flaenorol - cais o £20 miliwn ar gyfer adnewyddu Pafiliwn y Grand ym Mhorthcawl yn gyfan gwbl, a Chynnig Trafnidiaeth o £25 miliwn ar gyfer Pont Ffordd Penprysg newydd. a chael gwared ar y groesfan reilffordd ym Mhenccoed.

Os byddant yn llwyddiannus, mae gan y ddau brosiect uchelgeisiol hyn y potensial clir i sicrhau manteision sylweddol i'r fwrdeistref sirol, ac rydym yn parhau i fod yn hynod frwdfrydig a gobeithiol am ganlyniad cadarnhaol.

Byddaf, wrth gwrs, yn rhoi'r wybodaeth ddiweddaraf ichi drwy gydol y broses hon, a gobeithiaf fod mewn sefyllfa i roi manylion mwy cynhwysfawr ichi yng nghyfarfod nesaf y Cyngor.

81. **DERBYN CYHOEDDIADAU GAN YR ARWEINYDD**

Er bod y rhybudd tywydd melyn sydd yn ei le ar hyn o bryd ar draws llawer o Dde Cymru wedi arwain at rai cawodydd o eira yn gynnwys yn y bore ac amodau rhewllyd ar draws Bwrdeistref Sirol Pen-y-bont ar Ogwr, rydym hyd yma wedi llwyddo i osgoi'r rhan fwyaf o'r aflonyddwch torfol a brofwyd mewn mannau eraill.

Fel y gallech ddisgwyl, mae ein timau wedi bod yn gweithio rownd y cloc unwaith eto, ac mae loriau graeanu wedi bod yn gwneud sawl taith i drin y rhwydwaith ffyrdd a chadw ffyrdd y fwrdeistref sirol yn glir.

Mae'r eira gwaethaf wedi effeithio ar ein cymunedau yn y cymoedd a'n hardaloedd tir uwch, ac mae criwiau wedi bod yn defnyddio ein herydr eira i helpu i'w cadw'n glir.

Mae hyn yn cynnwys ffordd fynydd Bwlch, a fu ar gau dros dro am rai oriau, ond y disgwylir iddi agor eto y prynhawn yma.

Diolch byth, ni effeithiwyd ar yr holl gasgliadau ailgylchu a gwastraff ac maent wedi parhau fel arfer. Bu'n rhaid i Ganolfan Ailgylchu Cymunedol Maesteg gau ei gatiâu dros dro cyn ailagor yn hwyrach yn y dydd, ond roedd y safleoedd yn Llandudwg a Brynmenyn yn parhau ar agor fel arfer.

Yn anffodus, fe wnaeth yr eira orfodi Ysgol Gynradd Caerau, Ysgol Cynwyd Sant, Calon y Cymoedd ac Ysgol Gynradd Nantyffyllon i gau am y diwrnod.

Mae yna lawer o resymau pam y gallai hyn fod yn angenrheidiol yn ystod tywydd garw, ac nid oes angen eira trwm bob amser ar gyfer cau – er enghraifft, efallai na fydd ysgol yn gallu agor oherwydd pibellau wedi rhewi a allai fod wedi byrstio, neu oherwydd goruchwyliaeth annigonol gan y staff oherwydd nad oedd rhai o staff yr ysgol yn gallu teithio i mewn o ardaloedd eraill lle bu'r eira'n drymach.

O'r herwydd, efallai y bydd aelodau am atgoffa eu hetholwyr bod gwefan y cyngor yn cynnwys adran gynhwysfawr ar sut mae'r cyngor yn ymdrin â chyfnodau o dywydd garw ac yn cynnwys tudalen cau ysgolion bwrpasol y gall penaethiaid ei defnyddio i roi gwybod i rieni a gofalwyr a yw ysgol wedi gorfod cau yn annisgwyl.

Bydd ysgolion hefyd yn cyfathrebu'n annibynnol â rhieni a gofalwyr gan ddefnyddio eu systemau eu hunain ac fe'u cynghorir i baratoi trefniadau dysgu cyfunol fel cynllun wrth gefn er mwyn lleihau'r amhariad pe bai'r ysgol yn cau.

Mae canllawiau cenedlaethol hefyd wedi'u cynhyrchu ar gyfer ysgolion a lleoliadau gofal plant neu chwarae, a gallwch ddod o hyd iddynt ar wefan Llywodraeth Cymru.

Byddwn yn annog yr aelodau i edrych yn agosach ar hwn ac adnodd gwe'r cyngor ei hun, ac i wneud defnydd llawn ohono os bydd unrhyw dywydd garw pellach.

Bydd yr Aelodau'n ymwybodol o'n hymdrechion parhaus i fynd i'r afael â digartrefedd ym Mwrdeistref Sirol Pen-y-bont ar Ogwr, ac mae gennyf newyddion da iawn i'w rannu yn hyn o beth.

Mae'r Gweinidog Newid Hinsawdd Julie James wedi ysgrifennu i gadarnhau bod Llywodraeth Cymru yn bwriadu dyrannu £10m ychwanegol mewn cyllid refeniw i gynghorau lleol yn 2022-23, er mwyn cefnogi atal digartrefedd a chostau darparu llety dros dro.

Mae hyn, wrth gwrs, ar ben y £10m sydd eisoes wedi'i ddyrannu yn y flwyddyn ariannol hon ar gyfer llety dros dro, a £6m ar gyfer atal digartrefedd dewisol.

Ymhellach, mae'r gweinidog wedi cadarnhau ei bod yn dyrannu £24m ychwanegol i'r Rhaglen Gyfalaf ar gyfer Llety Dros Dro, sy'n ceisio darparu llety o ansawdd da, tymor hwy sydd yn ei dro yn lleihau'r pwysau a roddir ar ddefnyddio llety dros dro.

Er mai'r nod tymor hwy o hyd yw lleihau'r ddibyniaeth ar lety dros dro, symud tuag at ddull ailgartrefu cyflym a diwygio gwasanaethau digartrefedd yn sylfaenol, mae Llywodraeth Cymru yn cydnabod y bydd yn cymryd amser i gyflawni'r trawsnewid hwn, ac mae wedi dyrannu'r adnoddau ychwanegol hyn i gefnogi hwn.

Rydym ar hyn o bryd yn aros i glywed beth fydd cyfran Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr o'r dyraniad, ond rwy'n siŵr y bydd yr aelodau'n ymuno â mi i groesawu'r adnodd ychwanegol hwn.

Yn olaf, rwy'n siŵr y bydd yr aelodau am ymuno â mi i longyfarch y Dirprwy Arweinydd Jane Gebbie yn dilyn y cyhoeddiad ei bod wedi'i phenodi'n Gadeirydd newydd Bwrdd Partneriaeth Ranbarthol Cwm Taf Morgannwg.

Fel cadeirydd, bydd y Cynghorydd Gebbie yn gyfrifol am sicrhau bod aelodau'r bwrdd yn cydweithio i wella iechyd, gofal cymdeithasol a lles pobl sy'n byw yn ardaloedd Pen-y-bont ar Ogwr, Rhondda Cynon Taf a Merthyr Tudful.

Ymhlith ei dyletswyddau cyntaf bydd goruchwyllo'r gwaith o gyflawni Cynllun Ardal Rhanbarthol Cwm Taf Morgannwg, sy'n amlinellu camau gweithredu ar gyfer creu gwell gwasanaethau iechyd a gofal cymdeithasol a sicrhau bod partneriaid yn gweithio'n gydgynghyrchiol gyda chymunedau a staff rheng flaen i greu, arwain a gwerthuso gwasanaethau yn effeithiol.

Daw'r Cynghorydd Gebbie â chyfoeth o brofiad i'r rôl, a gwn y bydd yn gadeirydd effeithiol a medrus.

82. DIWEDDARIAD AR Y RHAGLEN GYFALAF - ADRODDIAD CHWARTER 3 2022-23

Cyflwynodd y Prif Swyddog - Cyllid, Perfformiad a Newid adroddiad, a oedd yn rhoi diweddariad i'r Aelodau mewn perthynas â'r sefyllfa gyfalaf ar ddiwedd Chwarter 3 yn y flwyddyn ariannol gyfredol.

Dywedodd fod Strategaeth Gyfalaf y Cyngor wedi'i chymeradwyo gan y Cyngor ar 23 Chwefror 2022. Cyfanswm y gyllideb gyfalaf gymeradwy a gymeradwywyd gan y Cyngor ym mis Chwefror oedd £69.979 miliwn. Roedd y rhaglen gyfalaf wedi'i ddiweddarau a'i chymeradwyo ddiwethaf gan y Cyngor ym mis Hydref y llynedd.

Mae Adran 4 o'r adroddiad yn amlinellu'r sefyllfa bresennol ar raglen gyfalaf y Cyngor eleni. Cyfanswm y rhaglen ddiwygiedig am y flwyddyn oedd £61.7m gyda £28.2m yn cael ei ariannu gan adnoddau CBSPAO a'r gweddill o £33.5m yn cael ei ariannu o

ffynonellau allanol. Dangoswyd dadansoddiad o'r rhaglen ar draws gwasanaethau yn Nhabl 1 yn yr adroddiad, gyda mwy o fanylion am ariannu'r rhaglen i'w gweld yn Nhabl 2.

Roedd manylion am gynlluniau unigol i'w gweld yn Atodiad A yr adroddiad.

Dywedodd y Prif Swyddog Cyllid, Perfformiad a Newid y byddai Aelodau'n gweld mai cyfanswm y llithriant y gofynnwyd amdano yn Chwarter 3 yw £28.5m. Manylwyd ar y rhesymau dros y llithriant ym mharagraff 4.4 o'r adroddiad.

Yn ogystal ag addasiadau ar gyfer llithriant, roedd yr adroddiad hefyd yn manylu ar rai cynlluniau newydd a diwygiedig i'w cymeradwyo a oedd yn cynnwys cyllid Llywodraeth Cymru a dderbyniwyd i ariannu nifer o gynlluniau gan gynnwys:

- o Grant Creu Lleoedd Trawsnewid Trefi i fynd i'r afael â'r dirywiad yng nghanol trefi a'r gostyngiad yn y galw am fanwerthu ar y Stryd Fawr;
- o Cyllid tai gyda gofal i gefnogi datblygiad y ganolfan breswyl i blant;
- o Arian Cronfa Trawsnewid ULEV i gefnogi darparu seilwaith gwefru cerbydau trydan o fewn meysydd parcio cyhoeddus; a
- o Grant Cronfa Gwella Mynediad i gefnogi gwaith i wella mynediad i'r rhwydwaith hawliau tramwy cyhoeddus ac arno.

Yn ogystal â grantiau Llywodraeth Cymru, roedd cyllid hefyd wedi'i nodi i ariannu mentrau eraill, gan gynnwys;

- Cyfraniadau ychwanegol A106 i gefnogi darparu cynlluniau tai fforddiadwy;
- Cyllid ychwanegol o gronfa trafndiaeth leol Prifddinas-Ranbarth Caerdydd i gefnogi prosiect gorsaf fysiau Porthcawl;
- Cyllid i gefnogi cynllun ysgol egin cyfrwng Cymraeg Porthcawl;
- Cyllid gan Chwaraeon Cymru i wella cyfleusterau allanol yn Ysgol Bryn Castell i'w defnyddio gan yr ysgolion a'r gymuned;
- Gwaith croesi ffyrdd ym Mynydd Cynffig; a
- Arian ychwanegol ar gyfer prynu offer TGCh i ysgolion.

Roedd newidiadau hefyd i ddau gynllun y manylwyd arnynt yn yr adroddiad, gyda'r rhaglen ddiwygiedig lawn i'w gweld yn Atodiad B.

Cadarnhaodd y Prif Swyddog Cyllid, Perfformiad a Newid, pan gymeradwyodd y Cyngor y Strategaeth Gyfalaf ar gyfer eleni, ei bod yn cynnwys dangosyddion darbodus ar gyfer 2022-23 i 2024-25. Roedd Atodiad C i'r adroddiad yn adlewyrchu bod y Cyngor yn gweithredu o fewn y terfynau awdurdod lleol a gymeradwywyd.

Canmolodd yr Aelod Cabinet – Adnoddau yr adroddiad.

Gofynnodd Aelod am rywfaint o eglurhad ynghylch Benthyciad Datblygu Cwm Llynfi, sef bod benthyciad yn awgrymu bod yn rhaid ad-dalu rhywfaint o arian, nad oedd yn credu ei fod yn gwbl wir.

Cadarnhaodd y Cyfarwyddwr Corfforaethol - Cymunedau, er ei fod yn cael ei alw'n fenthyciad, nid oedd rhan o hwn yn ad-daladwy.

Croesawodd Aelod y ffrydiau ariannu ychwanegol ar gyfer gorsaf Fysiau Porthcawl (£404k) a'r Hyb Preswyl i Blant (608k).

Holodd Aelod beth oedd y Cynlluniau Priffyrdd yn ei gynrychioli o ran ysgolion Band B a gofynnodd hefyd pryd y byddai'r dyfeisiau gwefru cerbydau trydan yn weithredol ym meysydd parcio Pen-y-bont ar Ogwr.

Cadarnhaodd y Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd, fod cyllid gan Lywodraeth Cymru wedi'i ymrwmo o ran Cyfraddau Ymyrraeth o 75% ar gyfer ysgolion arbennig a 65% ar gyfer ysgolion 'eraill'. Fodd bynnag, bu'n rhaid i'r awdurdod lleol ddod o hyd i gyllid ychwanegol ar gyfer gwaith seilwaith o amgylch ysgolion er mwyn sicrhau mynediad digonol a diogel iddynt. Ychwanegodd fod hyn yn swm sylweddol, o gofio nifer yr ysgolion yn y Fwrdeistref Sirol yn ogystal â'r rhai a fwriedir, h.y. adeiladu o'r newydd.

Ychwanegodd y Cyfarwyddwr Corfforaethol - Cymunedau y byddai gan bob maes parcio cyhoeddus gyfleuster i wefru cerbydau electronig ar ôl 2025, a bod y Cyngor ar hyn o bryd yn aros i Western Power bweru rhai pwyntiau gwefru erbyn diwedd Chwefror/Mawrth. Pan fyddai'r rhain yn weithredol, byddai hysbysiad yn mynd allan i'r perwyl hwn er budd y cyhoedd.

Cyfeiriodd Aelod at dudalen 41 ac Atodiad A yr adroddiad mewn perthynas ag ymholiadau ariannu yn ymwneud ag Ysgol Gynradd Pencoed.

Dywedodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd y byddai'n siarad â'r Aelod lleol ynghylch y rhain, y tu allan i'r cyfarfod.

Dywedodd Aelod fod llithriant prosiectau yn y rhaglen Gyfalaf yn bryder cynyddol a gofynnodd a ddylai'r Awdurdod o bosibl ystyried grwpio holl brosiectau'r Cynllun Cyfalaf o dan un Gweithgor Cyfalaf. Nododd hefyd fod yna gynlluniau o fewn y Rhaglen Gyfalaf yn cyd-fynd â gwahanol Gyfarwyddiaethau ac ati, ond roedd yn meddwl tybed a ddylid ystyried gwariant cyfalaf i gynhyrchu refeniw, i gael ei gynnwys o dan fath o gynnig 'Cynllun Gwario'.

Dywedodd y Prif Weithredwr ar y pwynt olaf y gellid ymchwilio i hyn i weld a fyddai unrhyw fanteision amlwg o gynnig o'r fath. Ychwanegodd y byddai'n fuddiol, er enghraifft, edrych i wneud arbedion refeniw mewn cynlluniau ynni, er mwyn gwrthweithio costau cyfleustodau cynyddol.

Dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau fod nifer o resymau dilys pam fod rhai cynlluniau yn destun llithriant ac felly'n profi oedi. Roedd y rhain yn cynnwys gofynion i ail-arolygu safleoedd, amodau'r farchnad lle'r oedd prisiau deunyddiau ac ati wedi cynyddu ac opsiynau cynllun codi tâl, ymhlith eraill.

Gofynnodd Aelod a oedd unrhyw fwriad i adeiladau'r Cyngor megis er enghraifft, y prif Swyddfeydd Dinesig, gael eu meddiannu ymhellach gan staff nawr bod Covid 19 dan reolaeth rhesymol.

Cadarnhaodd y Prif Weithredwr y byddai gweithio ystwyth a oedd yn golygu bod staff naill ai'n gweithio o bell gartref neu yn y swyddfa (ond o bell yn bennaf) yn parhau i bob pwrpas, gan fod hyn wedi profi i fod yn ffordd effeithiol o weithio. Ategwyd hyn gan Bolisi Gweithio Hybrid a roddwyd ar waith o fewn CBSPAO. Hefyd, roedd gweithio ystwyth yn dilyn y canllawiau a roddwyd i sefydliadau mawr fel awdurdodau lleol gan Lywodraeth Cymru, mewn ymgais i leihau allyriadau carbon o dan yr agenda Carbon Sero Net.

PENDERFYNWYD:

Bod y Cyngor:

1. Yn nodi diweddariad Chwarter 3 Rhaglen Gyfalaf 2022-23 y Cyngor hyd at 30 Rhagfyr 2022 (Atodiad A i'r adroddiad)

2. Yn cymeradwyo'r Rhaglen Gyfalaf ddiwygiedig (Atodiad B)
Yn nodi'r Dangosyddion Darbodus ac Eraill a ragwelir ar gyfer 2022-23 (Atodiad C)

83. **CYNLLUN GOSTYNGIADAU'R DRETH GYNGOR 2023-24**

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid adroddiad, a'i ddiben oedd darparu gwybodaeth i'r Cyngor ynglŷn â gweithredu cynllun Gostyngiadau'r Dreth Gyngor 2023-2024 a nodi'r angen i'r Cyngor fabwysiadu Cynllun Gostyngiadau'r Dreth Gyngor erbyn 31 Ionawr 2023.

Fel cefndir, cadarnhaodd fod gostyngiadau'r Dreth Gyngor yn rhoi cymorth i'r rhai ar incwm isel sy'n agored i dalu'r Dreth Gyngor.

Mae Llywodraeth Cymru wedi datblygu cynllun sengl wedi'i ddiffinio'n genedlaethol ar gyfer darparu cymorth y dreth gyngor sy'n darparu ar gyfer nifer fach o elfennau dewisol y gall Cyngorau unigol ddewis eu mabwysiadu. Fodd bynnag, rhaid i unrhyw gostau cysylltiedig ychwanegol gael eu hariannu'n lleol.

Bydd y cynllun presennol a fabwysiadwyd gan Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr yn dod i ben ar 31 Mawrth 2023, esboniodd y Prif Swyddog – Cyllid, Perfformiad a Newid.

Mae Rheoliadau Cynllun Gostyngiadau'r Dreth Gyngor 2023 bellach wedi'u gosod gerbron y Senedd i'w cymeradwyo. Mae'r rheoliadau newydd yn cynnwys newid i'r cynllun presennol i:

- Sicrhau y bydd gwladolion Wcraïn cymwys yn gymwys i gael eu cynnwys yng nghynllun rhyddhad treth gyngor awdurdod lleol a byddant yn gymwys i gael gostyngiad os ydynt yn bodloni gofynion eraill y cynllun;
- Darparu amddiffyniad i letywyr ar gyfer y cynllun Cartrefi i Wcraïn. Mae'r rheoliadau'n gwneud darpariaeth fel bod unrhyw wladolyn o'r Wcraïn y rhoddyd caniatâd iddo ddod i mewn neu i aros yn y Deyrnas Unedig, neu sydd â hawl i breswyllo, i'w drin fel dibynnydd ar y lletywr sy'n gwneud cais at ddiben cyfrifo hawl i'r disgownt hwn. Mewn gwirionedd mae hyn yn cadw lefel hawl yr ymgeisydd lletyol;
- Cael gwared ar yr eithriad ar gyfer dinasyddion yr Ardal Economaidd Ewropeaidd sydd bellach yn destun rheolaeth fewnfudo

Ychwanegodd y Prif Swyddog Cyllid, Perfformiad a Newid nad yw'r rheoliadau newydd yn cynnwys unrhyw newidiadau arwyddocaol eraill i'r cynllun presennol a bod uchafswm y cymorth y gall hawlwyr cymwys ei dderbyn yn parhau ar 100%.

O fewn y rheoliadau gofynion rhagnodedig, cyfyngedig yw'r disgrisiwn a roddir i'r Cyngor i gyflwyno elfennau sy'n fwy hael na'r cynllun cenedlaethol. Y rhain oedd:

- Y gallu i gynyddu'r cyfnod gostyngiad estynedig safonol o bedair wythnos a roddir i bobl ar ôl iddynt ddychwelyd i'r gwaith lle cawsant CTR yn flaenorol.
- Disgrisiwn i gynyddu symiau pensiynau anabledd rhyfel a phensiynau gweddwon rhyfel a ddiystyrir wrth gyfrifo incwm yr hawlydd.
- Y gallu i ôl-ddyddio'r cais am ryddhad y dreth gyngor mewn perthynas â hawliadau hwyr cyn y cyfnod safonol newydd o dri mis cyn yr hawliad.

Roedd yn ofynnol i'r Cyngor fabwysiadu cynllun erbyn 31 Ionawr 2023, p'un a yw'n dewis cymhwyso unrhyw rai o'r elfennau dewisol ai peidio. Pe bai'r Awdurdod yn methu â chytuno ar gynllun, yna byddai cynllun diodyn yn berthnasol.

Ychwanegodd fod yr elfennau dewisol arfaethedig ar gyfer 2023-2024 wedi'u hamlinellu'n fanylach yn Nhabl 1 ym mharagraff 4.23 o'r adroddiad. Roedd y disgrisiwn a gynigiwyd yn ymwneud â lefelau diystyru mewn perthynas ag incwm a dderbyniwyd mewn perthynas â phensiynau anableded rhyfel a phensiynau rhyfel gweddw/gŵyr gweddw a'r cynnig yw y byddai cyfanswm gwerth unrhyw bensiwn a nodir yn cael ei ddiystyru.

Amcangyfrifir mai cost y cynigion hyn i'r Cyngor yw £6,659 yn 2023-24.

Gorffennodd y Prif Swyddog Cyllid, Perfformiad a Newid drwy nodi o'r data diweddaraf, bod 12,602 o aelwydydd ar hyn o bryd yn derbyn Gostyngiad y Dreth Gyngor (CTR); roedd 8,101 o'r rhain o oedran gweithio a 4,500 o oedran pensiwn. O'r 12,601 o aelwydydd sy'n derbyn CTR, mae gan 9,701 hawl i ostyngiad CTR llawn.

PENDERFYNWYD:

Bod y Cyngor:

- Yn nodi Rheoliadau Cynlluniau Gostyngiadau'r Dreth Gyngor a Gofynion Rhagnodedig (Cymru) 2013, a rheoliadau diwygio 2014 i 2023;
- Yn mabwysiadu Cynllun Gostyngiadau'r Dreth Gyngor 2023-2024 fel y nodir ym mharagraffau 4.18 i 4.23 o'r adroddiad.

84. SAFLEOEDD DATBLYGU LLYNFI - HEN SAFLE GOLCHFA MAESTEG GORLLEWIN

Cyflwynodd y Cyfarwyddwr Corfforaethol – Cymunedau adroddiad, a'i ddiben oedd ceisio cymeradwyaeth y Cyngor i ymrwmo i Weithred Amrywio rhwng Llywodraeth Cymru a Chyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (CBSPAO) sy'n ceisio amrywio Safleoedd Datblygu presennol Llynfi, Cytundeb Benthyciad Cronfa Gyfalaf Ganolog Llywodraeth Cymru dyddiedig 12 Chwefror 2015.

Eglurodd fod CBSPAO bellach yn ystyried ailddatblygu Hen Safle Golchfa Maesteg Gorllewin yn unig ar gyfer datblygiad tai a'i fod yn dymuno amrywio'r Cytundeb gwreiddiol i ganiatáu gwneud y gwaith dichonoldeb.

Er mwyn cael rhywfaint o wybodaeth gefndir, yn 2013, cynhaliodd DTZ Real Estate Investment Management ddadansoddiad o'r holl safleoedd yng Nghwm Llynfi y gellid eu dwyn ymlaen o bosibl i'w datblygu ond a oedd â phroblemau yr oedd angen eu goresgyn cyn y gellid mynd â nhw i'r farchnad. Nodwyd tri safle yn wreiddiol yn yr astudiaeth fel Cyfleoedd Strategol Blaenoriaeth 1 ar gyfer datblygiad preswyl (gweler Atodiad A i'r adroddiad):

- Hen Safle Golchfa Maesteg Gorllewin
- Hen Safle Golchfa Maesteg Dwyrain
- Hen Safle Ysgol Gyfun Isaf Maesteg

Gwnaed cais i Gronfa Cyfalaf Wrth Gefn Ganolog Llywodraeth Cymru a arweiniodd at Adfywio Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr (CBSPAO) yn sicrhau benthyciad o £2.5 miliwn heb fod angen arian cyfatebol gan CBSPAO.

Arwyddwyd y Cytundeb Benthyciad (gweler Atodiad B) ym mis Chwefror 2015 rhwng Llywodraeth Cymru a CBSPAO i alluogi'r Cyngor i ymdrin â chyfyngiadau ffisegol ar y safleoedd, er mwyn eu dwyn ymlaen ar gyfer datblygiad preswyl wedi'u hintegreiddio â manau amwynder agored.

Yn dilyn cynnal Astudiaeth Dichonoldeb, cynghorwyd y Cyngor i beidio ag ailddatblygu Hen Safle Golchfa Maesteg Dwyrain, gan ystyried bod gan Hen Safle Ysgol Gyfun Isaf Maesteg y potensial i gael ei ddatblygu drwy ddulliau eraill, Extra Care Housing (ECH).

Felly, cytunodd Bwrdd Prosiect Safleoedd Datblygu Llynfi CBSPAO y byddai'r Cyngor yn symud ymlaen gyda Hen Safle Golchfa Maesteg Gorllewin yn unig.

Ym mis Mehefin 2022, anfonwyd y ffioedd ymgynghori a gadarnhawyd a chostau gwaith safle ar gyfer Cyfran 1 (Dichonoldeb) i Lywodraeth Cymru gan CBS Pen-y-bont ar Ogwr a gwnaed cais i godi Cyfran 1 i £322,589 i adlewyrchu'r cynnydd sylweddol. Roedd y cais hwn hefyd yn cynnig bod Cyfran 1 yn dod yn grant yn hytrach na benthyciad a bydd ymrwymo i Weithred Amrywio (DoV) i'r Cytundeb Benthyciad gwreiddiol yn adlewyrchu hyn. Cafwyd cymeradwyaeth gan banel grantiau Llywodraeth Cymru a chymeradwyaeth weinidogol ddilynol i amrywio'r Cytundeb gwreiddiol i'r perwyl hwn drwy DoV ym mis Gorffennaf 2022.

Ym mis Medi 2022, cyhoeddwyd DoV drafft gan Lywodraeth Cymru ar gyfer sylwadau CBSPAO. Yn dilyn mewnbwn gan Adranau Cyfreithiol a Chyllid CBSPAO, mae'r geiriad bellach wedi'i gytuno ac mae'r fersiwn terfynol sydd ynghlwm wrth yr adroddiad hwn yn aros i'r Cyngor ei gymeradwyo a'i dderbyn (gweler Atodiad C i'r adroddiad).

Roedd paragraff 4.6 o'r adroddiad yn cynnwys manylion ar sut yr oedd gwaith safle yn mynd rhagddo a rhoddodd y Cyfarwyddwr Corfforaethol - Cymunedau grynodedb cyflym o hyn er budd y Cyngor.

I gloi ei chyflwyniad, amlinellodd oblygiadau ariannol yr adroddiad a ddangosir ym mharagraff 8 ynghylch y gwaith, ac ati.

Canmolodd Aelod lleol y gwaith a wnaed hyd yn hyn, gan gynnwys trosi benthyciad yn grant ac felly roedd yn gobeithio y byddai canlyniadau'r arolwg safle yn gadarnhaol er mwyn darparu tai fforddiadwy yn y lleoliad hwn, yr oedd eu hangen yn fawr yn y dyffryn hwn.

Dywedodd Aelod lleol arall ei fod yn gobeithio y gallai'r tir dan sylw, os na allai gynnwys tai fforddiadwy yno, gael ei symud ymlaen yn lle hynny ar gyfer defnydd hamdden/man agored.

Cadarnhaodd yr Arweinydd ei fod yn obeithiol y gellid defnyddio'r tir at ddibenion tai y gellir eu datblygu. Fodd bynnag, os nad oedd hynny'n bosibl, gallai'r Awdurdod ystyried ei ddefnyddio fel safle at ddibenion bioamrywiaeth uwch. Ychwanegodd ei bod yn bwysig yn y dyfodol, i drefnu sesiwn frifio i'r aelodau lleol a holl Gynghorwyr Maesteg ar yr opsiynau sydd ar gael i'r ardal yn y dyfodol ar ôl i'r holl ymchwiliadau safle ddod i ben.

PENDERFYNWYD:

Bod y Cyngor:

- Yn nodi'r newid i gost y cynllun hwn a'r cyllid cysylltiedig yn y Rhaglen Gyfalaf ar gyfer Hen Safle Golchfa Maesteg Gorllewin (Rhaglen Datblygu Dyffryn Llynfi);
- Yn dirprwyo awdurdod i'r Cyfarwyddwr Corfforaethol Cymunedau gytuno a chymeradwyo telerau terfynol y Weithred Amrywio a threfnu gweithredu hynny ar ran y Cyngor yn amodol ar arfer pwerau o'r fath mewn ymgynghoriad â'r Prif Swyddog – Cyfreithiol a Rheoleiddio, AD a Swyddog Polisi Corfforaethol ac Adran 151

85. **ADRODDIAD GWYBODAETH I'W NODI**

Adroddodd y Prif Swyddog Gwasanaethau Cyfreithiol a Rheoleiddiol, Adnoddau Dynol a Pholisi Corfforaethol, ar yr Adroddiad Gwybodaeth a gyhoeddwyd ers cyfarfod diwethaf y Cyngor.

Atgoffodd y Prif Weithredwr yr Aelodau fod dau Fwrdd Gwasanaethau Cyhoeddus yn yr ardal ar hyn o bryd a fyddai'n uno i fod yn un i wasanaethu ardal Cwm Taf Bro Morgannwg. Wedi'u nodi yn y Cynllun Llesiant drafft yn Atodiad 1 i'r adroddiad, roedd dau brif amcan sef Cymdogaethau Lleol Iach a Chymdogaethau Lleol Cynaliadwy a Gwydn, gan ganolbwyntio felly ar ymgysylltu i glywed llais y dinesydd a chael cyfranogiad cymunedol er mwyn cyflawni'r blaenoriaethau cywir, a oedd yn hollbwysig yn ei farn ef. I'r perwyl hwn, gofynnodd y Prif Weithredwr i'r Aelodau annog eu hetholwyr i gymryd rhan yn yr ymgynghoriad ar hyn a ddaw i ben fis nesaf.

Anogodd Cadeirydd y CO&SC yr Aelodau i fynychu'r sesiwn Datblygu Aelodau ar y pwnc hwn ar 30 Ionawr 2023, er mwyn hyrwyddo a datblygu'r broses graffu ymhellach o fewn yr Awdurdod a chydag unrhyw bartneriaid.

PENDERFYNWYD: Bod y Cyngor yn cydnabod cyhoeddi'r ddogfen a restrir yn yr adroddiad.

86. **DERBYN Y CWESTIWN CANLYNOL GAN:**

Cynghorydd Tim Thomas i'r Aelod Cabinet - Llesiant a Chenedlaethau'r Dyfodol

A wnaiff yr Aelod Cabinet ddatganiad ynghylch a yw'n fodlon bod cartrefi sy'n cael eu rhentu'n gymdeithasol yn y Fwrdeistref Sirol, cyn belled ag y bo modd, yn ddiogel ac yn rhydd rhag niwed a allai achosi canlyniadau iechyd negyddol?

Ymateb

Ysgrifennodd y Gweinidog Newid Hinsawdd at bob landlord cymdeithasol ar 15 Rhagfyr 2022 yn dilyn marwolaeth drasig Awaab Ishak, dwy flwydd oed, a fu farw o gyflwr anadlol a achoswyd gan ddod i gysylltiad â llwydni. Roedd y llythyr hwn yn amlinellu'r camau gweithredu sy'n ofynnol gan landlordiaid cymdeithasol yng Nghymru i sicrhau bod mesurau ar waith i nodi a mynd i'r afael yn benodol â materion yr adroddwyd amdanynt gyda lleithder a llwydni. Mae hyn yn cynnwys cyfeiriad at ymchwiliadau ac archwiliadau, delio ag anwedd a'i achosion, cywiro unrhyw ddiffygion cyn gynted â phosibl a chefnogi tenantiaid gyda chymorth a chyngor. Mae Llywodraeth Cymru wedi gofyn am wybodaeth a sicrwydd bod landlordiaid yn ymateb i'r materion hyn a darparu hynny iddynt erbyn 20 Ionawr.

Fel yr Aelod Cabinet Llesiant a Chenedlaethau'r Dyfodol, rwy'n gwbl gefnogol i'r camau sy'n cael eu cymryd gan Lywodraeth Cymru i atgyfnerthu'r cyfrifoldebau sydd ar landlordiaid cymdeithasol. Rwyf innau hefyd wedi ceisio sicrwydd yn ddiweddar gan Landlordiaid Cymdeithasol Cofrestredig (LCC) lleol eu bod yn cymryd camau i sicrhau bod eu llety'n ddiogel. Byddaf yn parhau i geisio sicrwydd bod hyn yn wir gan ein partneriaid LCC ym Mhen-y-bont ar Ogwr, a bod unrhyw gamau gweithredu angenrheidiol a amlygwyd yn yr adolygiad yn cael rhoi ar waith.

Mae fframwaith o bolisiâu, prosesau a chyfraith sy'n nodi'r safonau a ddisgwylir gan gartrefi, nid yn unig o fewn y sector rhentu cymdeithasol, ond hefyd mewn perthynas â'r sector rhentu preifat yn gyffredinol.

Daeth Deddf Rhentu Cartrefi (Cymru) 2016 i rym ar 1 Rhagfyr 2022. Mae hyn yn newid y ffordd y mae landlordiaid yn rhentu eu heiddo ac yn berthnasol i landlordiaid ac asiantaethau gosod/rheoli. Mae'r Ddeddf yn dod â mwy o hawliau i denantiaid ac elfen

allweddol o'r ddeddfwriaeth hon yw bod yn rhaid i bob eiddo fod yn ddiogel. Roedd y Ddeddf hon yn cyflwyno gofyniad i sicrhau bod cartrefi'n Ffit i Fod yn Gartref (FFHH). Mae hyn yn cynnwys gofyniad am brofion diogelwch trydanol a sicrhau bod larymau mwg a synwryddion carbon monocsid yn cael eu gosod mewn eiddo.

Yn ogystal, mae Rhentu Doeth Cymru, sef system drwyddedu a chofrestru yn cefnogi'r rhai sy'n gosod neu'n rheoli eiddo ac yn rhoi cyngor ar y gofynion a'r rhwymedigaethau i sicrhau bod landlordiaid yn cydymffurfio â gofynion iechyd a diogelwch y sector preifat.

Mae Safonau Ansawdd Tai Cymru (WQHS) ar waith ar gyfer pob datblygiad tai cymdeithasol newydd ac mae'n sicrhau bod eiddo mewn cyflwr da, yn ddiogel, ac wedi'u gwresogi'n ddigonol. Mae WQHS 2023 yn cael ei diweddarau ar hyn o bryd i godi safonau ar uchelgeisiau datgarboneiddio a chynnwys elfennau arbed ynni i denantiaid. Mae'n rhaid i ddatblygiadau a ariennir drwy'r Grant Tai Cymdeithasol (SHG) - grant LIC - gydymffurfio â'r safonau hyn. Mae'r grant hwn yn cefnogi'r rhaglen ddatblygu arfaethedig i gynyddu'r cyflenwad o lety gan Landlordiaid Cymdeithasol Cofrestredig (LCC). Mae'r gwasanaeth tai yn gweithio'n agos gyda Llywodraeth Cymru a Landlordiaid Cymdeithasol Cofrestredig lleol i ddarparu tai newydd drwy raglen 3 blynedd. Er mai amcangyfrifon yw'r canlyniadau ar hyn o bryd, mae'r rhaglen wedi'i threfnu i ddarparu 536 o gartrefi dros gyfnod o 3 blynedd ac amcangyfrifir y bydd lefel cyllid grant oddeutu £41miliwn.

Rydym hefyd yn gallu cymryd camau ar ffurf gorfodi. Mae gwybodaeth gan y Gwasanaeth Rheoliadol a Rennir yn dangos iddynt dderbyn 46 o gwynion gan denantiaid Landlordiaid Cymdeithasol yn 2022 o dan y categorïau a ganlyn:-

- Cyflwr gwael = 15
- Lleithred a Chyflwr gwael = 15
- Lleithder a Llwydni = 12
- Llygod mawr, Lleithder a Chyflwr gwael = 1
- Llygod mawr a Chyflwr gwael = 3

Eu cam gweithredu cyntaf i gwynion gan denantiaid Landlordiaid Cymdeithasol Cofrestredig fyddai cysylltu â'r LCC am wybodaeth a gofyn iddynt ymchwilio i'r gŵyn a chymryd camau adferol lle bo'n briodol. Nid ydynt yn arolygu fel mater o drefn o ganlyniad i gŵyn ond lle mae diffyg cynnydd byddant yn gwneud hynny ac yn cyhoeddi hysbysiadau anffurfiol a ffurfiol os tybir bod angen gwneud hynny.

Cwestiwn atodol gan y Cyngorydd R Thomas

Rwy'n falch bod yr Aelod Cabinet Cenedlaethau'r Dyfodol wedi nodi llwydni a lleithder. Rwy'n yn pryderu am sawl atgyfeiriad mewn perthynas ag asbestos. A all amlinellu unrhyw sgysiau y mae wedi'u cael gyda mapio a chynnal a chadw diogel mewn achosion o asbestos sy'n peri pryder.

Ymateb

Mae Cymoedd i'r Arfordir yr wythnos hon wedi rhoi sicrwydd i mi eu bod yn mynd i adolygu eu stoc tai mewn eiddo lle gallai fod asbestos, gan fod nifer sylweddol o'u heiddo wedi'u hadeiladu cyn 1999 cyn i'r rheoliadau ynghylch asbestos gael eu cyflwyno. Os oes angen gwneud unrhyw waith mewn eiddo lle mae unrhyw asbestos, yna mae'n amlwg bod yn rhaid gwneud hyn yn ddiogel yn unol â'r rheoliadau iechyd a diogelwch perthnasol er mwyn sicrhau diogelwch a lles preswylwyr. Rhoddodd sicrwydd i'r Aelod y byddai'n ymchwilio i hyn ymhellach. Mae cyllid hefyd wedi'i roi i, er enghraifft Landlordiaid Cymdeithasol Cofrestredig (LCC) ar gyfer TAI GWEIGION, fel y gellir sicrhau bod modd defnyddio'r rhain eto.

Ail gwestiwn atodol gan y Cyngorydd Heidi Bennett

Sut mae'r Cyngor yn gweithio gyda Landlordiaid Cymdeithasol Cofrestredig er mwyn mynd i'r afael â phrinder tai yn y Fwrdeistref Sirol?

Ymateb

Rydym yn gweithio gyda Landlordiaid Cymdeithasol Cofrestredig a sefydliadau fel Llywodraeth Cymru ac rydym ym mlwyddyn un o gynllun tair blynedd i adeiladu rhagor o dai ar draws Pen-y-bont ar Ogwr. Mae gennym gynlluniau i adeiladu 536 o gartrefi o fewn oes y cynllun hwn, ond wrth gwrs, mae'n cymryd peth amser i adeiladu tai newydd. Mae cyllid o £41m ar gyfer y cynllun hwn (gan gynnwys cyllid grant). Bydd yr adeiladau newydd yn cael eu cynllunio'n strategol lle bydd anheddau'n cynnwys tai fforddiadwy llai, h.y. eiddo 1 a 2 ystafell wely yn hytrach na dim ond llety tai mwy a byddant yn cymryd i ystyriaeth o ran dyluniad a strwythur, fynediad i drigolion ag anawsterau, gan gynnwys mynediad lefel isel ar gyfer defnyddwyr cadeiriau olwyn. Byddai'r gwaith hwn yn symud ymlaen ar y cyd â chymorth gan ein Landlordiaid Cymdeithasol Cofrestredig a thîm Tai CBSPAO, er mwyn bwrw ymlaen â datblygiadau yn unol â'r hyn sydd wedi'i gynllunio.

87. MATERION BRYD

Dim.

Daeth y cyfarfod i ben am 19:15

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Presennol

Y Cynghorydd M Jones – Cadeirydd

H T Bennett	A R Berrow	F D Bletsoe	S J Bletsoe
JPD Blundell	E L P Caparros	N Clarke	RJ Collins
HJ David	C Davies	C L C Davies	P Davies
S Easterbrook	M J Evans	N Farr	P Ford
J Gebbie	W R Goode	RM Granville	H Griffiths
S J Griffiths	D T Harrison	M L Hughes	D M Hughes
RM James	P W Jenkins	MJ Kearns	W J Kendall
M Lewis	J Llewellyn-Hopkins	RL Penhale-Thomas	J E Pratt
E Richards	R J Smith	JC Spanswick	I M Spiller
T Thomas	G Walter	A Wathan	A Williams
AJ Williams	HM Williams	I Williams	MJ Williams
R Williams	E D Winstanley	T Wood	

Ymddiheuriadau am Absenoldeb

Dim

Swyddogion:

Mark Galvin	Uwch Swyddog Gwasanaethau Democraidd - Pwyllgorau
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Rachel Keepins	Rheolwr Gwasanaethau Democraidd
Carys Lord	Prif Swyddog - Cyllid, Perfformiad a Newid
Claire Marchant	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Janine Nightingale	Cyfarwyddwr Corfforaethol - Cymunedau
Michael Pitman	Swyddog Gwasanaethau Democraidd – Pwyllgorau
Alex Rawlin	Rheolwr Polisi Corfforaethol a Materion Cyhoeddus
Mark Shephard	Prif Weithredwr
Kelly Watson	Prif Swyddog – Gwasanaethau Cyfreithiol, Adnoddau Dynol a Rheoleiddio

89. DATGANIADAU O DDIDDORDEB

Gwnaed y datganiadau o gysylltiad a ganlyn a gadawodd y rhai a ddatganodd fuddiant sy'n rhagfarnu, lle y nodwyd hynny, y cyfarfod tra'r oedd yr eitem yr oedden nhw'n datgan buddiant ynddi yn cael ei hystyried:-

Cynghorydd Alex Williams – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu gan fod gan aelod o'r teulu ail gartref ym Mwrdeistref Sirol Pen-y-bont ar Ogwr.

Cynghorydd H Williams – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu

Cynghorydd M Evans – Eitem 7 ar yr Agenda – Buddiant personol fel aelod o Gyngor Tref Pencoed.

Cynghorydd N Clarke – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu gan fod gan aelod o'r teulu ail gartref ym Mwrdeistref Sirol Pen-y-bont-ar-Ogwr.

Cynghorydd J Pratt – Eitem 7 ar yr Agenda – Buddiant personol fel aelod o Gyngor Tref Porthcawl.

Cynghorydd R Williams – Eitem 7 ar yr Agenda – Buddiant personol fel aelod o Gyngor Tref Pencoed.

Cynghorydd S Bletsoe – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu gan fod ei waith cyflogedig yn dod oddi wrth gorff cynrychioliadol o bobl sydd ag ail gartrefi ym Mwrdeistref Sirol Pen-y-bont-ar-Ogwr.

Cynghorydd T Thomas – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu gan ei fod yn gweithio i sefydliad sy'n cynrychioli buddiannau asiantau eiddo.

Cyfarwyddwr Corfforaethol – Gwasanaethau Cymdeithasol a Llesiant – Eitem 5 ar yr Agenda – Buddiant sy'n rhagfarnu.

90. **I DDERBYN CYHOEDDIADAU GAN:**

Y Maer

Roeddem yn drist iawn o glywed am farwolaeth sydyn Clare Drakeford, gwraig Mark Drakeford, Prif Weinidog Cymru, ar 28 Ionawr 2023.

Mae meddyliau pawb yng Nghyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr gyda'r Prif Weinidog a'r teulu ar yr adeg arbennig yma.

Gyda thristwch hefyd yr wyf yn cyhoeddi ar ôl salwch byr am farwolaeth trist ac annisgwyl Mr Jeff Baker oedd yn aelod annibynnol o Bwyllgor Safonau Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr.

Roedd Mr. Baker yn aelod o'r Pwyllgor ers 2016 ac yn sicr fe wnaeth gyfraniad sylweddol i lywodraethu'r Cyngor hwn.

Rwy'n siŵr y bydd pawb o'r aelodau heddiw am gydymdeimlo'n gynnes â gwraig Jeff sef Janet yn ystod y cyfnod anodd hwn.

Roedd yn bleser croesawu'r Flwyddyn Newydd gyda rhai enghreifftiau gwych o dalent ifanc anhygoel sydd gennym yma yn y Fwrdeistref Sirol.

Bum yn bresennol yng nghyfarfod Gwobrau Arglwydd Raglaw Ei Fawrhydi ar gyfer Morgannwg Ganol ar gyfer Cymdeithas y Lluoedd Wrth Gefn a Chadetiaid Cymru ym Mhontypridd.

Roedd yn foment arbennig iawn i weld tri o bobl ifanc o'n Bwrdeistref yn cael eu cydnabod:

Leading Cadet David Morgan ac *Able Cadet* Anna Marie Petter o Gorfflu Cadetiaid Môr Porthcawl.

Y *Cadet Flight Sergeant* Scott Jones o Adain Gymreig Rhif 3 Cadetiaid Awyr RAF. Llongyfarchiadau i bawb ar eu llwyddiant.

Ynghyd â Maer Tref Porthcawl, derbyniais wahoddiad i ymweld â Phafiliwn y Grand ym Mhorthcawl lle cyflwynodd Ysgol Gyfun Porthcawl y ddrama gerdd 'Footloose the Musical'.

Diolchodd i bawb a gymerodd ran yn y sioe.

Mae proses enwebu Gwobr y Maer wedi'i chwblhau, gyda'r holl geisiadau o safon uchel iawn ac yn deilwng o gydnabyddiaeth.

Rydym ar hyn o bryd yn y broses o gysylltu â'r rhai a gymerodd ran yn y broses i'w hysbysu ar eu ceisiadau unigol.

Hoffwn eich cyflwyno i gyd i'r Ddraig Goch fach hon sy'n eistedd yn falch o'm blaen, draig heb enw ar hyn o bryd. A gaf i estyn gwahoddiad i chi gyd i enwebu enw ar gyfer y Ddraig Goch hon. Y gost yw £1 y tro. Bydd yr holl elw yn mynd tuag at Elusen y Maer. Hoffwn feddwl y bydd y rhestr yn llawn o holl enwau'r Cynghorydd ac enwau Uwch Swyddogion yr Awdurdod.

A gaf fi ddiolch i'r Cynghorydd Paula Ford am ddod o hyd i'r creadur tlawd hwn? Bydd cyflwyniad personol gennyf fi i'r unigolyn sy'n dewis yr enw cywir.

Mae'n bleser gennyf groesawu dau o gynrychiolwyr y Cyngor Ieuenctid (YC) gyda ni yn y Siambr heddiw sef Aspen a Tyler. Rhoddodd pob cynrychiolydd araith fer, yn ei dro, ar eu gwaith a'u cyfrifoldebau ar y Cyngor Ieuenctid.

Yn olaf, nodyn atgoffa amserol i'r rhai nad oedden nhw'n anffodus ddim yn gallu rheoli eu ffonau symudol yn ystod gwaith busnes y cyngor. Mae eich cosb o £10 i Elusen y Maer yn parhau i fod heb ei thalu. Bydd llog yn ddyledus ar unrhyw symiau sy'n weddill ynghyd ag enw cyhoeddus a rhestr cywilydd.

Aelod Cabinet - Adfywio

Yng nghyfarfod diwethaf y Cyngor llawn, dywedodd ein Prif Weithredwr wrth yr aelodau fod disgwyl cyhoeddiad ar ein cais i gronfa Lefelu i Fyny Llywodraeth y DU.

Ers hynny, rydym wedi dysgu bod £18m wedi'i ddyfarnu tuag at waith ailddatblygu mawr ar Bafiliwn y Grand ym Mhorthcawl.

Fel y gwyddoch, mae'r Gronfa Ffyniant Bro yn gynllun cenedlaethol sydd wedi'i sefydlu a'i gweinyddu gan Lywodraeth y DU fel cyfrwng o alluogi awdurdodau lleol i gyflwyno ceisiadau ar gyfer ariannu seilwaith newydd o fewn cymunedau lleol.

Bydd y cyllid yn cael ei ddefnyddio i fynd i'r afael â chyflwr strwythur yr adeilad a bydd yn sicrhau y gellir cadw ei dreftadaeth unigryw.

Ar yr un pryd, bydd yn galluogi'r adeilad i elwa ar wasanaeth celfyddydau, diwylliant a threftadaeth estynedig a gwell.

Ymhlith y cyfleusterau modern a fydd yn cael eu cyflwyno mae manau i gynnal digwyddiadau ar y llawr cyntaf newydd, creu ardal newydd ar y to a fydd yn addas i gynnal digwyddiadau a chaffi. Bydd yno hefyd theatr stiwdio newydd, gofod i fusnesau newydd, swyddfeydd newydd yn ogystal â lleoliad 'llefydd newid' a llawer mwy.

Mae'r cyllid hwn yn benllanw blynyddoedd lawer o gynllunio a gweithio mewn partneriaeth ochr yn ochr â'n cydweithwyr yn Ymddiriedolaeth Ddiwylliannol Awen, ac rwy'n siŵr y bydd yr aelodau'n cytuno ei fod yn newyddion rhagorol.

Yn anffodus, roedd y newyddion yn chwerau felys hefyd wrth i ni ddeall bod Llywodraeth y DU wedi gwrthod ein hail gynnis i'r gronfa Ffyniant Bro.

Byddai hyn wedi cefnogi ein cynlluniau uchelgeisiol ar gyfer creu Pont Ffordd newydd yn Penprysg, Dwi'n siŵr y bydd y siom enbyd hon i'w themlo hefyd gan bobl Pencoed.

Rydym ar hyn o bryd yn aros i glywed a fydd rowndiau pellach o'r gronfa Ffyniant Bro yn cael eu cyhoeddi. Fe fyddaf yn trosglwyddo'r newyddion yma i chi am hyn cyn gynted â bo modd.

Aelod Cabinet – Llesiant a Chenedlaethau'r Dyfodol

Yr wyf yn siŵr y bydd yr aelodau'n rhannu fy mhryderon ynghylch ymchwil diweddar sydd wedi cadarnhau bod yr argyfwng costau byw yn ysgogi mwy o bobl yng Nghymru i fenthycu arian gan fenthycwyr didrwydded anghyfreithlon sy'n benthycu arian.

Fe wnaeth yr ymchwil, a gomisiynwyd gan Lywodraeth Cymru a *Stop Loan Sharks Wales*, ddarganfod mai pobl rhwng 18 a 34 oed oedd y mwyaf agored i niwed, a bod hanner yr holl ymatebwyr oedd wedi benthycu arian wedi gwneud hynny i dalu costau byw arferol bob dydd.

Dyweddodd 66% o'r ymatebwyr eu bod yn gwneud hynny i brynu bwyd, a 53% i dalu biliau ynni.

Dyweddodd 38% hefyd y bydden nhw'n debygol o fenthycu mwy o arian yn ystod eleni oedd yn achos pryder.

Mae hyn yn amlygu'r realiti difrifol a wynebir gan gymunedau Cymru yn yr hinsawdd ariannol presennol ac mae'n cadarnhau'r gofid bod yr argyfwng costau byw yn annog benthycwyr anghyfreithlon i dargedu benthycwyr sydd mewn sefyllfa argyfyngus.

Yn ffodus, mae sefydliadau fel *Stop Loan Sharks Wales* yn gweithio ochr yn ochr â gwasanaethau fel ein Gwasanaethau Rheoliadol a Rennir i amddiffyn, addysgu a chefnogi dioddefwyr sy'n dioddef o wyngalchu arian yn anghyfreithlon, ac sy'n cydweithio a'i gilydd i ymchwilio ac erlyn benthycwyr arian didrwydded ledled Cymru.

Gall aelodau gefnogi'r frwydr yn erbyn gweithgarwch anghyfreithlon o'r fath drwy sicrhau bod eu hetholwyr yn gwybod bod cymorth a chynghor cyfrinachol ar gael drwy ffonio 0300 123 3311 neu ymweld â'r wefan sef stoploansharkwales.co.uk

Mae eu gwaith eisoes wedi gweld dioddefwyr sydd wedi dioddef o wyngalchu arian anghyfreithlon yn derbyn mwy na £66,000 mewn iawndal, a byddwn yn annog yn gryf unrhyw un a allai fod yn ystyried benthycu arian i siarad â'r sefydliad yn gyntaf.

Fel y mae'r aelodau yn gwybod, mae'r Gwasanaeth Rheoliadol a Rennir yn gweithio ochr yn ochr ag ystod eang o bartneriaid ac yn chwarae rhan hanfodol wrth amddiffyn y cyhoedd rhag masnachwyr diegwyddor drwy ofalu am hawliau'r defnyddwyr, diogelwch bwyd, lles anifeiliaid a llawer mwy.

Hoffwn ddiolch iddyn nhw am eu hymdrechion, ac am helpu i amddiffyn cymunedau lleol rhag cael eu dal gan y rhai sy'n gwyngalchu arian yn anghyfreithlon.

Aelod Cabinet – Cymunedau

Hoffwn dynnu sylw'r aelodau at ymgynghoriad pwysig sy'n cael ei gynnal ar hyn o bryd gan Lywodraeth Cymru.

Fel y gwyddoch, yn 2017 gosododd Llywodraeth Cymru gyfres o dargedau cenedlaethol ar gynhyrchu a defnyddio ynni adnewyddadwy fel rhan o'n hymrwymiad cyffredinol i sicrhau dyfodol mwy cynaliadwy i Gymru.

Mae'r data cenedlaethol diweddaraf yn dangos bod ffynonellau adnewyddadwy yn 2021 wedi cynhyrchu'r hyn sy'n cyfateb i 55% o'n defnydd o drydan yn erbyn targed o 70% erbyn 2030.

Rydym wedi cyflawni bron i 90% o'n targed ar gyfer o leiaf un gigawat o gapasiti ynni adnewyddadwy i fod mewn perchnogaeth leol erbyn 2030. Ond, er bod ein capasiti trydan sy'n seiliedig ar ynni adnewyddadwy yn parhau i gynyddu flwyddyn ar ôl blwyddyn, ni fydd y gyfradd twf bresennol yn ddigonol i ateb y galw.

O ganlyniad, mae Llywodraeth Cymru wedi lansio ymgynghoriad ar dargedau ynni adnewyddadwy newydd arfaethedig, sy'n cynnwys sicrhau bod 100% holl ddefnydd trydan cenedlaethol yn dod o drydan adnewyddol erbyn 2035.

Mae hwn yn darged uchelgeisiol, un sy'n debygol o fod yn ddibynnol i raddau helaeth ar gymorth cynyddol gan Lywodraeth y DU a gostyngiadau mewn costau. Mae cyfoeth o ymchwil a gwybodaeth ategol ar gael i sicrhau bod pobl yn gallu darparu ymateb ar sail gwybodaeth fel rhan o'u hadborth.

Dwi'n annog pob aelod i edrych ar y cynigion, ac i gymryd rhan yn yr ymgynghoriad cenedlaethol pwysig hwn. Mae'r manylion i'w gweld ar wefan Llywodraeth Cymru.

Prif Weithredwr

Efallai bod yr Aelodau'n ymwybodol ein bod ar hyn o bryd yn cynnal Wythnos Genedlaethol Prentisiaethau yn y cyngor. Fe ymunais â'r Arweinydd, y Dirprwy Arweinydd ac aelodau'r Cabinet yn ddiweddar mewn digwyddiad lle cawsom gyfle i gwrdd â rhai o brentisiaid presennol yr awdurdod a derbyn adborth mwy am eu profiadau.

Ar hyn o bryd, mae gan y cyngor 24 o brentisiaid yn gweithio ar draws deg adran wahanol gan gynnwys Cymorth Busnes, TGCh, Gofal Cymdeithasol, Priffyrdd a Mannau Gwyrdd.

Ers lansio'r rhaglen brentisiaethau yn 2013, rydym wedi cefnogi 116 o brentisiaid yn llwyddiannus, ac ers hynny mae llawer ohonyn nhw wedi mynd ymlaen i weithio yn y cyngor mewn swyddi llawn amser a pharhaol.

Mae hyn yn arbennig o addas eleni gan mai'r thema yw datblygu 'Sgiliau Bywyd'.

Rydym wedi ymrwmo i gefnogi pobl i ddysgu a datblygu sgiliau i'w paratoi ar gyfer y dyfodol. Cefnogaeth a fydd yn eu helpu i sicrhau cyflogaeth a'u gosod ar lwybr ar gyfer gyrfya werth chweil.

Mae manteision y dull o 'feithrin eich talentau eich hunain' yn amlwg iawn, yn enwedig pan fyddwch yn ystyried rhai o'r materion o ran y gweithlu a'r her o ran recriwtio y mae'r cyngor yn eu hwynebu.

Mae'r deng mlynedd diwethaf wedi dangos heb amheuaeth bod hon yn bartneriaeth hynod effeithiol a buddiol i'r ddwy ochr.

Fel sefydliad a chyflogwr, rydym yn parhau i fod yn ymroddedig i gefnogi pobl ifanc drwy greu cyfleoedd prentisiaeth. Gobeithio y bydd hyn yn parhau am flynyddoedd lawer i ddod.

Efallai yr hoffai aelodau hysbysu eu hetholwyr bod prentisiaethau o fewn y cyngor yn cael eu hysbysebu trwy dudalennau swyddi'r wefan gorfforaethol, a bod rhagor o wybodaeth a chyngor ar brentisiaethau ar gael gan Gyrfa Cymru.

91. **CYHOEDDIADAU GAN YR ARWEINYDD**

Arweiniodd y gweithredu diwydiannol diweddar gan yr Undeb Addysg Cenedlaethol (NEU) at gau 23 o ysgolion cynradd, wyth ysgol uwchradd a dwy ysgol arbennig ym Mwrdeistref Sirol Pen-y-bont ar Ogwr.

Dim ond yn rhannol yr agorwyd 16 ysgol gynradd arall ac un ysgol arbennig o ganlyniad i'r gweithredu diwydiannol. Roedd naw ysgol gynradd ac un ysgol uwchradd ar agor fel arfer.

Roedd y streic yn nodi'r cyntaf o bedwar diwrnod arfaethedig o weithredu diwydiannol, gydag amhariad pellach i wasanaethau'n debygol o effeithio ar ysgolion ar ddydd Mawrth 14 Chwefror, a dydd Mercher 15 a dydd Iau 16 Mawrth.

Ar bob diwrnod streic, bydd ysgolion yn penderfynu a allan nhw aros ar agor ai peidio. Mae hynny'n seiliedig ar ffactorau fel lefelau goruchwylio gan y staff, asesiadau risg a diogelwch ymysg rhesymau eraill.

Er y bydd pob ysgol yn ceisio hysbysu rhieni am y posibilrwydd o gau o leiaf dri diwrnod gwaith cyn i unrhyw weithredu diwydiannol ddigwydd, efallai y bydd rhai ysgolion yn penderfynu aros ar agor neu gau ar ddiwrnod y streic arfaethedig.

Os yw ysgol wedi penderfynu cau ymlaen llaw, mae disgyblion sy'n gymwys i gael prydau ysgol am ddim yn cael pecyn bwyd y diwrnod cyn y streic arfaethedig.

Os bydd pennaeth yn penderfynu cau ysgol cyn amser cinio ar ddiwrnod y streic, bydd disgyblion cymwys yn derbyn pecyn bwyd i fynd adref gyda nhw.

Oni bai bod ysgol wedi penderfynu cau cyn y diwrnod gweithredu diwydiannol arfaethedig, bydd cludiant ysgol ar gyfer disgyblion cymwys yn parhau i redeg fel arfer.

Fodd bynnag, os bydd ysgol neu grŵp blwyddyn yn cael ei orfodi i gau oherwydd lefelau goruchwylio staff, dylai oedolyn cyfrifol fel rhiant neu ofalwr gasglu plant o ysgolion cynradd neu ysgolion anghenion ychwanegol.

Bydd disgyblion, rhieni a gofalwyr yn derbyn y wybodaeth ddiweddaraf am y datblygiadau diweddaraf ynghylch gweithredu diwydiannol, ac mae ysgolion yn cydweithio'n agos â nhw i wneud yn siŵr bod pawb yn derbyn gwybodaeth.

Tra bod y gweithredu diwydiannol yn weithredol bydd lles ein plant yn brif flaenoriaeth gennym.

Er gwybodaeth, a fyddai modd i'r aelodau i roi gwybod i'w hetholwyr y bydd Swyddfa Gofrestru Pen-y-bont ar Ogwr yn cynnal diwrnod agored ar ddydd Sadwrn, 18 Chwefror.

Ers i'r swyddfa symud i safle newydd yma yn y Swyddfeydd Dinesig ym mis Gorffennaf 2020, mae'r Swyddfa Gofrestru wedi cynnal mwy na 500 o seremonïau yn amrywio o

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briodasau, partneriaethau sifil ac adnewyddu addunedau i ddigwyddiadau enwi ac ymrwymo.

Mae hefyd wedi cynnal seremonïau dinasyddiaeth gan gynnwys seremonïau ar gyfer Uchel Siryf Morgannwg Ganol, cynrychiolwyr yr Arglwydd Raglaw a Maer Pen-y-bont ar Ogwr.

Mae'r swyddfa gofrestru bellach yn cynnig ystafell seremonïau o'r radd flaenaf. Mae Ystafell Pen-y-Bont yn gallu dal hyd at 50 o westeion, yn ogystal â chynnig gardd bwrpasol lle gall pobl dynnu lluniau i gofio yr achlysur hapus.

Yn ystod y diwrnod agored, bydd staff ar gael i dywys pobl o amgylch y cyfleusterau newydd ac ateb unrhyw gwestiynau sydd ganddyn nhw am y swyddfa gofrestru a'i gwaith, beth yw'r broses archebu ac yn y blaen.

Cynhelir y digwyddiad rhwng 10am ac 1pm, ac mae'r cyfleusterau'n gwbl hygyrch i bobl ag anabledau.

Gobeithiaf y bydd yr aelodau yn rhoi gwybod i'w hetholwyr am y diwrnod agored gan dwi'n siŵr y bydden nhw'n falch o dderbyn gwybodaeth.

Yn olaf, hoffwn wneud yr aelodau'n ymwybodol o'r gwasanaethau a gynigir drwy *Repair Cafe Wales*.

Mae *Repair Cafe Wales* yn atgyweirio eitemau cartref rhag iddyn nhw gael eu taflu neu fynd i safle tirlenwi. Mae'r gwasanaeth hwn yn galluogi pobl i drwsio ac atgyweirio eitemau sydd wedi torri neu wedi'u difrodi – a hynny i gyd am ddim.

Mae'r gwasanaeth atgyweirio yn cynnwys eitemau sy'n amrywio o ddillad, nwyddau trydanol cartref a nwyddau technolegol i deganau plant, beiciau, dodrefn a gwaith coed.

Mae'n cynnig hyfforddiant a chynghor i gymunedau lleol a'i nod yw annog pobl i atgyweirio ac ailgylchu.

Gyda rhwydwaith o tua 50 o weithdai wedi'u gwasgaru ledled Cymru, mae'r sefydliad yn hysbysebu cyfres o ddigwyddiadau atgyweirio 'pop-up' yn rheolaidd. Mae'n bleser o'r mwyaf gennyf ddweud bod gennym gangen leol wedi'i lleoli yma o fewn y fwrdeistref sirol.

Sefydlwyd Caffi Trwsio Maesteg gan aelodau o brosiect Menshed gyda chefnogaeth gan BAVO a *Repair Cafe Wales* ym mis Ionawr y llynedd.

Wedi'u lleoli yn yr Hen Lys, nhw oedd y cyntaf o'u math i'w sefydlu yn y fwrdeistref sirol ac maen nhw wedi mynd o nerth i nerth. Cafwyd sylwadau hynod gadarnhaol a theimladwy gan y bobl fu'n defnyddio eu gwasanaethau.

Yr wyf yn siŵr y bydd yr aelodau'n cytuno, gyda'r argyfwng costau byw yn parhau, fod gwasanaeth fel hwn yn fwy gwerthfawr nag erioed.

Mae mwy o wybodaeth ar gael ar wefan *Repair Cafe Wales* a hefyd gan BAVO.

92. PREMIYMAU TRETH Y CYNGOR - TAI GWAG HIRDYMOR AC AIL GARTREFI - CANLYNIAD YR YMGYNGHORAD

Cyflwynodd y Prif Swyddog Cyllid, Perfformiad a Newid adroddiad, er mwyn:

- darparu gwybodaeth i'r Cyngor ar y pwerau dewisol sydd gan y Cyngor o ran sicrhau cyllid uwch o dreth y cyngor ar gartrefi gwag hirdymor ac ail gartrefi;
- hysbysu'r Cyngor am ganlyniad yr ymarfer ymgynghori diweddar mewn perthynas â chodi premiwm treth gyngor ar gartrefi gwag hirdymor ac ail gartrefi; a
- ceisio cymeradwyaeth gan y Cyngor bod y premiymau treth gyngor arfaethedig, fel yr argymhellwyd gan y cabinet ar 17 Ionawr 2023, yn cael eu gweithredu.

Fel gwybodaeth, dywedodd fod Cynghorau yng Nghymru, o fis Ebrill eleni, yn gallu codi symiau uwch o hyd at 300% ar ben cyfradd safonol y dreth gyngor ar gartrefi gwag hirdymor ac ail gartrefi. Bwriedir i'r disgresiwn a roddir i awdurdodau lleol godi premiwm fod yn arf i helpu awdurdodau i ddod â thai gwag hirdymor yn ôl i ddefnydd a hefyd i gefnogi awdurdodau lleol i gynyddu'r cyflenwad o dai fforddiadwy yn eu hardaloedd.

Roedd eithriadau lle na ellir codi premiymau a manylwyd ar y rhain ym mharagraff 3.5 yr adroddiad.

Roedd yr adroddiad gerbron yr Aelodau yn amlinellu'r dewisiadau sydd ar gael i'r awdurdod lleol o ran eiddo gwag. Roedd paragraff 3.10 yr adroddiad yn rhoi manylion yr awdurdodau lleol hynny sydd wedi gosod premiwm yng Nghymru. Ar hyn o bryd mae 11 o'r 22 awdurdod lleol yn codi premiwm, tra bod eraill yn y broses o adolygu eu sefyllfa ar hyn ar hyn o bryd.

Ym Mhen-y-bont ar Ogwr, ar ddiwedd mis Hydref 2022, roedd 701 o gartrefi gwag hirdymor. Dangoswyd y manylion ynghylch lle'r oedd y rhain a pha mor hir y maen nhw wedi bod yn wag ym mharagraff 3.11 o'r adroddiad.

Dywedodd y Prif Swyddog Cyllid, Perfformiad a Newid fod Strategaeth Tai Gwag y Cyngor yn ceisio lleihau eiddo gwag i gyfrannu at gynyddu argaeledd tai i'w gwerthu neu i'w rhentu. Mae codi premiwm Treth y Cyngor ar eiddo gwag yn unol ag amcanion y Strategaeth hon, eglurodd y Prif Swyddog – Cyllid, Perfformiad a Newid.

Roedd yr adroddiad hefyd yn edrych ar y cynnig i godi premiwm ar ail gartrefi ac unwaith eto roedd manylion am ble mae hyn yn cael ei gymhwyso yng Nghymru ar hyn o bryd, wedi'i amlinellu yn yr adroddiad. Tynnodd y Prif Swyddog - Cyllid, Perfformiad a Newid sylw at y ffaith, yn unol â Deddf Cyllid Llywodraeth Leol 1992, pe bai penderfyniad yn cael ei wneud i osod premiwm na ellid ei gymhwyso i'r categori hwn o gartrefi tan Ebrill 2024.

Roedd y cynnig i gyflwyno Premiymau Treth y Cyngor ar gartrefi gwag hirdymor ac ail gartrefi, wedi bod yn destun ymgynghoriad ac ailystyriwyd y mater gan y Cabinet ym mis Ionawr eleni. Yn y cyfarfod hwnnw penderfynwyd bod y Cabinet yn argymhell gweithredu premiwm treth gyngor ar gartrefi gwag hirdymor ac ail gartrefi i'r Cyngor, gyda'r amod bod gwaith ychwanegol yn cael ei wneud ynghylch ail gartrefi a ffactorau ehangach yn ôl y Prif Swyddog - Cyllid, Perfformiad a Newid.

Dywedodd un Aelod fod angen pendant i berchnogion tai ddod â'u heiddo yn ôl i gyflwr cyfanheddol a bod gwir angen am dai pellach, yn arbennig llety fforddiadwy yn Llynfi a lleoliadau eraill yn y cymoedd yn y Fwrdeistref Sirol.

Cytunodd yr Aelod Cabinet - Llesiant a Chenedlaethau'r Dyfodol gyda hyn yn arbennig o safbwynt bod angen mwy o lety tai ar gyfer teuluoedd ar incwm isel ac i gefnogi'r digartref ac yn y blaen. Ychwanegodd fod cefnogaeth i berchnogion eiddo gwag i'w cynorthwyo i gyflawni gwaith adfer hanfodol a allai wedyn arwain at ddod â'r cartrefi yn

ôl i gyflwr y gellir byw ynddyn nhw, er enghraifft, drwy'r Gronfa Tai ar gyfer Cartrefi. Ychwanegodd mai dim ond ddoe y cytunodd y Cabinet ar gytundeb newydd gyda Llywodraeth Cymru a fydd yn sicrhau £1.2m o gyllid i gynorthwyo perchnogion tai i'r pwrpas hwn.

Teimlai un Aelod y dylai'r uchod fod yn berthnasol nid yn unig i gartrefi gwag ond i eiddo gwag hefyd, felly gofynnodd a oedd yr awdurdod lleol yn meddwl am rywbeth tebyg gydag eiddo masnachol, yn enwedig wrth ystyried creu lleoedd yn ein trefi a nifer y tai gwag. eiddo sydd ar gael yno y gellid eu trosi'n fflatiau, a fyddai'n arwain at gynnydd yn y stoc dai yn y Fwrdeistref Sirol.

Dywedodd y Prif Swyddog - Cyllid, Perfformiad a Newid fod y cynllun a oedd yn destun yr adroddiad, yn ymwneud â Threth y Cyngor ac eiddo preswyl, felly byddai angen gwirio a fyddai sefyllfa debyg yn berthnasol i eiddo busnes. Fodd bynnag, roedd grant ar gael i droi eiddo yng nghanol trefi yn llety preswyl pe bai angen ac roedd gwybodaeth am hyn ar gael ar wefan y Cyngor.

Gofynnodd un Aelod os oedd rhywun mewn gofal hirdymor, a oedden nhw'n dal i fod angen talu Premiwm Cartrefi Gwag.

Cyfeiriodd yr Aelod Cabinet Llesiant a Chenedlaethau'r Dyfodol y Cyngor at baragraff 3.8 o'r adroddiad a oedd yn rhestru eithriadau mewn perthynas â'r uchod, ac un ohonyn nhw oedd yr unigolion hynny oedd mewn gofal tymor hir.

Mewn ymateb i gwestiwn o'r llawr, dywedodd yr Arweinydd, lle mae tŷ yn cael ei atgyweirio'n strwythurol, bod yna eithriad deddfwriaethol o ran gostyngiad Treth y Cyngor am gyfnod o hyd at 12 mis.

Ychwanegodd yr Aelod Cabinet Llesiant a Chenedlaethau'r Dyfodol fod y cynllun Troi Tai'n Gartrefi yn caniatáu i berchnogion eiddo ar ôl cyfnod o 6 mis, gael mynediad i'r gronfa hon. Felly, byddai perchnogion yn cael y cyfle i fanteisio ar y cyllid hwn gyda'r bwriad o wneud gwelliannau i'r cartref, cyn iddyn nhw gael eu heffeithio gan delerau darpariaethau'r polisi newydd.

PENDERFYNWYD: Bod y Cyngor yn:-

- Yn nodi'r adroddiad a chanlyniad yr ymgynghoriad, a
- Cymeradwyo'r Premiymau Treth y Cyngor 100% arfaethedig i'w gweithredu o 1 Ebrill 2023 ar gyfer cartrefi gwag hirdymor, ac o'r 1 Ebrill 2024 ar gyfer ail gartrefi, gyda'r ddau yn cynyddu i 200% ar ôl 2 flynedd.
- Nodwyd y bydd adroddiad pellach yn cael ei gyflwyno i'r Cyngor ar oblygiadau ehangach Premiymau Treth y Cyngor ar ail gartrefi cyn penderfynu a ddylid parhau i weithredu'r premiwm o Ebrill 2024 ai peidio.

93. **DIRPRWYO CANIATÂD ADEILAD RHESTREDIG**

Cyflwynodd y Cyfarwyddwr Corfforaethol - Cymunedau adroddiad, a'i ddiben oedd hysbysu'r Aelodau o gais llwyddiannus Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr am Ddirprwyo Caniatâd Adeilad Rhestredig a chymeradwyo newidiadau angenrheidiol i'r Cyfansoddiad a Chynllun Dirprwyo Swyddogion er mwyn bwrw ymlaen â phenderfynu ar geisiadau. am ganiatâd adeilad rhestredig ar gyfer adeiladau Gradd II heb fod angen eu cyfeirio at Weinidogion Cymru.

Eglurodd, mewn cyfarfod o'r Pwyllgor Rheoli Datblygu ar 9 Ionawr 2023, ar gais Cadw, y rhoddwyd gwybod i Aelodau'r Pwyllgor Rheoli Datblygu y cafwyd hysbysiad gan Cadw ei fod yn bwriadu rhoi Caniatâd Adeilad Rhestredig Dirprwyedig yn amodol ar ei dderbyn. o nifer o ofynion. Mae'r gofynion wedi'u nodi'n llawn yn yr adroddiad i'r Pwyllgor Rheoli Datblygu, a oedd ynghlwm yn Atodiad A i'r adroddiad.

Ychwanegodd y Cyfarwyddwr Corfforaethol - Cymunedau fod Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr wedi derbyn cadarnhad gan Cadw ar 17 Ionawr 2023 o'i fwriad i ddyfarnu dirprwyo o 1 Chwefror 2023 ar ffurf Cyfarwyddyd wedi'i lofnodi. Roedd hwn ynghlwm yn Atodiad B i'r adroddiad.

Mae gan y Cyngor yr awdurdod i benderfynu ar geisiadau am Ganiatâd Adeilad Rhestredig, ond yn amodol ar y gofyniad i hysbysu Gweinidogion Cymru yn unol ag Adran 13 o'r Ddeddf.

Byddai'r Cyfansoddiad, fodd bynnag, yn gofyn am newid y ddirprwyaeth yn awr, i ychwanegu y gall y Pwyllgor benderfynu ar geisiadau am Ganiatâd Adeilad Rhestredig ar gyfer adeiladau Gradd II heb fod angen eu cyfeirio at Weinidogion Cymru, os oes ganddo unrhyw gais am Ganiatâd Adeilad Rhestredig a dderbyniwyd ac cadw at gyngor Moira Lucas yr Uwch Swyddog Cadwraeth a Dylunio.

Yn yr un modd, dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau, fod y Cynllun Dirprwyo Swyddogion presennol hefyd yn cynnwys pwerau i Swyddogion, lle bo'n briodol, benderfynu ar geisiadau am Ganiatâd Adeilad Rhestredig. Roedd hyn yn amodol ar y gofyniad i hysbysu Gweinidogion Cymru yn unol ag Adran 13 o'r Ddeddf.

Bydd angen newid Cynllun Dirprwyo'r Cyngor i ychwanegu y gall y Swyddogion hyn benderfynu ar geisiadau am Ganiatâd Adeilad Rhestredig ar gyfer adeiladau Gradd II heb fod angen eu cyfeirio at Weinidogion Cymru, os yw wedi derbyn unrhyw gais am Ganiatâd Adeilad Rhestredig ac wedi cadw at y cyngor. yr Uwch Swyddog Cadwraeth a Dylunio

Manylwyd ar y newid a awgrymwyd y geiriad i'r ddarpariaeth ar gyfer y rhan honno o'r Cyfansoddiad yr effeithir arni gan y newid ym mharagraff 4.5 o'r adroddiad.

Ychwanegodd y Cyfarwyddwr Corfforaethol - Cymunedau fod y Cynllun Dirprwyo yn cynnwys pŵer dirprwyedig ar hyn o bryd i swyddogion benderfynu ar geisiadau am ganiatâd ar gyfer adeilad rhestredig ac eithrio ceisiadau sy'n dod o fewn unrhyw un o'r categorïau o geisiadau a eithrir a bennir o bryd i'w gilydd gan y Cyngor (paragraff 6.1(b)). Rhoddir pwerau dirprwyedig i swyddogion hefyd (paragraff 6(1)(c)) i benderfynu ar geisiadau cynllunio yn unol â'r cynllun a gymeradwywyd ar hyn o bryd gan y Cyngor. Y diwygiad a awgrymir felly yw ychwanegu'r geiriau "a cheisiadau am ganiatâd adeilad rhestredig" ym mharagraff 6(1)(c) yn y Cynllun Dirprwyo.

Ar ôl ystyried yr adroddiad, dywedodd yr Aelodau

PENDERFYNWYD:

Bod y Cyngor yn cymeradwyo'r newidiadau arfaethedig a amlinellwyd ym mharagraffau 4.2 - 4.6 o'r adroddiad hwn i'r Cyfansoddiad ar y newid arfaethedig i'r dirprwyo a Chynllun Dirprwyo Swyddogion. Ychwanegu y gall y Pwyllgor a Swyddogion Penodedig gymeradwyo ceisiadau am Ganiatâd Adeilad Rhestredig heb y caniatâd i gyfeirio at Weinidogion Cymru os ydyw unrhyw gais am Ganiatâd Adeilad Rhestredig a dderbyniwyd ac y cytunwyd arno yn unol â chyngor Moira Lucas, yr Uwch Swyddog Cadwraeth a Dylunio.

94. METROLINK PORTHCAWL

Cyflwynodd y Cyfarwyddwr Corfforaethol – Cymunedau adroddiad. Pwrpas yr adroddiad oedd ceisio cymeradwyaeth y Cyngor i gyfuno'r balans ar gyllidebau cyfalaf ar gyfer Cynllun Metro Plus Prifddinas-Ranbarth Caerdydd (CCR) yn y rhaglen gyfalaf yn erbyn cynllun Metrolink Porthcawl a chyllid trosglwyddadwy o Gynllun Adfywio Porthcawl i gwrdd â'r costau ychwanegol sy'n deillio o'r broses dendro ar gyfer y Cynllun Metrolink. Roedd hyn yn amodol ar argymhelliad y Cabinet ar y mater hwn dyddiedig 7 Chwefror 2023.

Eglurodd mai nod prosiect Metrolink Porthcawl ydy darparu cyfleusterau modern ar gyfer gwasanaethau yng nghanol ardal Adfywio Porthcawl Byddai'r prosiect yn cynnig adeilad cwbl gaeedig gyda sawl rhes o fysiau ynghyd a lle ar gyfer sawl lle consesiynol.

Mae Dinas-ranbarth Caerdydd (CCR) drwy ei raglen Metro, ynghyd â Llywodraeth Cymru (LIC), yn darparu'r prif drefniadau o ran y trefniadau ariannol ar gyfer prosiectau trafndiaeth strategol mawr o fewn y rhanbarth. Bydd hyn yn cynnwys cyfleuster bws Metrolink Porthcawl sydd, yn ogystal â bod yn gyfleuster trafndiaeth strategol rhanbarthol pwysig ar rwydwaith Metro De Cymru, mae hefyd yn ran allweddol o'r seilwaith o fewn safle Adfywio Porthcawl. Heb ddarpariaeth Metrolink fydd y rhaglen adfywio ddim yn gallu symud yn ei blaen yn unol â'r strategaeth gymeradwy trwy hwyluso dulliau trafndiaeth mwy cynaliadwy.

Atgoffodd y Cyfarwyddwr Corfforaethol - Cymunedau y Cyngor fod dau gynllun Metro wedi'u cynnwys o fewn Rhaglen Capita ar hyn o bryd, fel y manylwyd ym mharagraff 3.4 yr adroddiad.

Roedd cytundeb anffurfiol fel yr helaethwyd arno yn yr adroddiad, yn ei gwneud yn ofynnol i'r contract ar gyfer y Metrolink gael ei osod cyn diwedd mis Mawrth 2023 a bod cynnydd amlwg yn cael ei wneud, er mwyn cadw'r cyllid i'w wario yn ystod 2023-24 hyd nes bod y prosiect wedi'i gwblhau. Byddai'r contract ddim yn cael ei ddyfarnu os na fyddai hynny'n cymryd lle erbyn diwedd mis Mawrth 2023. Mae risg sylweddol felly y bydd y cyfan o'r cyllid rhanbarthol o £2,707,000 sydd heb ei wario yn cael ei golli.

Ychwanegodd y Cyfarwyddwr Corfforaethol - Cymunedau, y byddai'n rhaid i'r arian Metro sy'n weddill a ddyrannir i brosiect Penprysg hefyd gael ei wario erbyn 31 Mawrth 2023. Os na fyddai hynny'n digwydd yna byddai rhaid dychwelyd y cyllid hwnnw i CCR hefyd. Roedd y prosiect hwn yn destun cais aflwyddiannus i'r Gronfa Ffyniant Bro (LUF) yn 2022. Mae cynnydd pellach ar y cynllun hwn wedi'i gyfyngu hyd nes y byddwn wedi chwilio os oes cyfleoedd ar gyfer ariannu pellach. Fodd bynnag, bwriedir cyflwyno'r cynllun ar gyfer cyllid rhaglen Metro Prifddinas-Ranbarth Caerdydd yn y dyfodol yn 2023-24.

Eglurodd y Cyfarwyddwr fod y broses dendro a gynhaliwyd fod yr un a dderbyniodd y sgôr uchaf wedi cyflwyno pris ar gyfer y tendr sy'n sylweddol uwch na'r costau gwreiddiol a amcangyfrifwyd. Roedd y ffactorau sy'n ymwneud â'r bid uwch na'r disgwyl yn cynnwys cynnydd sylweddol yng nghost deunyddiau a llafur ers cyfrifo'r gost a amcangyfrifwyd yn wreiddiol.

Y cyngor a dderbyniwyd gan yr adran caffael yn nodi nad oedd yn bosibl ailedrych ar y gwerthusiad tendr na dyfarnu'r contract i gynigydd cost is ar y sail nad oes cyllid ychwanegol ar gael gan y byddai gwneud hynny'n torri'r gofyniad tryloywder a thriniaeth gyfartal. Byddai'n anghyfreithlon i ddyfarnu'r contract i unrhyw un heblaw y cynigydd a aseswyd i gynnig y tendr mwyaf manteisiol yn economaidd fel y'i gwerthuswyd yn erbyn meini prawf dyfarnu cyhoeddedig y tendr hwn. Yr unig ddewis arall fyddai rhoi'r gorau i'r

tendr hwn ac ail-dendro gyda meini prawf dyfarnu amgen a / neu fanyleb ddiwygiedig pe na bai cyllid ychwanegol ar gael, ac os felly, bydd y tendr presennol yn cael ei gau, gan ei wneud yn annilys, a dechrau'r broses eto gyda thendr newydd lawn. Am resymau a rannwyd yn yr adroddiad ac a eglurwyd i'r Aelodau yn y cyfarfod, ni ystyriwyd bod hwn yn opsiwn ymarferol i'r Cyngor i'w ddilyn.

Dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau, fod costau ychwanegol eraill yn gysylltiedig â'r cynllun yn ychwanegol at y rhai a oedd yn gysylltiedig â'r tendr yn unig. Roedd hyn yn cynnwys cronfa wrth gefn o £500,000 a chostau rheoli prosiect o £75,350. Mae'r costau hyn yn arferol ar gyfer prosiect o'r natur hwn a bydd yn rhaid eu talu hefyd o'r gyllideb Gyfalaf. Cyfanswm cost y cynllun yw £3,836,834. Rhoddwyd cyfrif am y rhan fwyaf o'r gost hon yn y Rhaglen Gyfalaf.

I grynhoi, felly, roedd yr adroddiad yn gofyn am gymeradwyaeth y Cyngor i drosglwyddo'r holl arian sy'n weddill ar gyfer y rhaglen Metro (£961,613 o Benprysg) i brosiect byw Metrolink Porthcawl, er mwyn gwneud y mwyaf o'r gwariant CCR sydd ar gael, ac i drosglwyddo £571,221 o gyfalaf Adfywio Porthcawl a hefyd i brosiect Metrolink Porthcawl, ar gyfer ariannu'r prosiect seilwaith hanfodol hwn.

Cymeradwyodd yr Aelodau Cabinet dros Gymunedau a Chenedlaethau'r Dyfodol yr adroddiad a'r argymhellion ynddo.

Nododd un Aelod ei bod yn ymddangos nad oedd gan y Cyngor unrhyw ddewis heblaw cefnogi'r cynigion y manylwyd arnyn nhw yn yr adroddiad, gan mai'r dewis arall oedd colli swm sylweddol o arian sydd gennym ar hyn o bryd, i gefnogi adfywio Porthcawl. Gofynnodd o ran amseriad, os nad yw'r Cyngor wedi dysgu y dylid caniatáu digon o amser ar gyfer adolygu'r cynnydd posibl mewn prosesu tendrau a chaniatáu i benderfyniad gael ei wneud, i chwilio am dendrwy'r eraill cyn i unrhyw amserlen bennu penderfyniad ar y cynllun, drwy'r broses gaffael. Ychwanegodd, pa wersi y gellir eu dysgu bod y Cyngor yn cael gwerth am arian ar gyfer y cynllun hwn a chynlluniau eraill yn y dyfodol.

Rhoddodd y Cyfarwyddwr Corfforaethol - Cymunedau sicrwydd i'r Cyngor fod y bid dan sylw yn fid o ansawdd uchel yr oedd y Cabinet a'r Rheolwyr yn ei ystyried yn werth am arian ac na fyddai wedi cael ei roi gerbron yr Aelodau heddiw, oni bai bod hynny'n wir. Fodd bynnag, dywedodd fod pob cynllun sy'n cael ei roi allan i dendr yn wynebu risg na welwyd ei debyg o'r blaen o ran cynnydd mewn prisiau/chwyddiant mewn costau. Fe nododd y Cyfarwyddwr fod pob awdurdod lleol yn wynebu hyn ac nid yn unig Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr. Roedd hyn oherwydd nifer o resymau, gan gynnwys yr argyfwng costau byw, cynnydd mewn costau deunyddiau a chynnydd mewn biliau ynni, ymhlith rhesymau eraill.

Sicrhaodd yr Aelodau hefyd fod y broses dendro wedi bod yn gadarn gyda'r tendrwr llwyddiannus yn gontractwr o safon uchel ac uchel ei barch.

Roedd yn rhaid felly ymrwymo cyllid a ddyrannwyd i Metrolink Porthcawl i'r prosiect hwn erbyn diwedd mis Mawrth 2023, neu byddai hwn yn cael ei golli.

Felly, i grynhoi, roedd hwn yn fid a oedd yn cydymffurfio'n llawn a ystyriwyd fel gwerth am arian, ac felly nid oedd gofyniad i ail-dendro am y gwaith. Pe bai'r Cyngor wedi ail-dendro'r gwaith, roedd posiblwydd sylweddol y byddai swm y tendr wedi cynyddu ymhellach. O ran y gwersi a ddysgwyd, dywedodd y Cyfarwyddwr Corfforaethol - Cymunedau y gallai Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr a chyllidwyr grant edrych ar unrhyw ddull o wella'r drefn o ran dyrannu cyllid ynghyd a'r gofynion ynghylch terfynau amser ar gyfer gwario'r arian yn y dyfodol.

Teimlai un Aelod y byddai'r prosiect y manylwyd arno yn yr adroddiad nid yn unig o fudd i Porthcawl, ond hefyd yn welliant rhanbarthol o ran cyfleusterau gwe. Gwelliannau y byddai eraill sy'n ymweld â'r ardal yn eu mwynhau hefyd. Nododd fod y prosiect yn bodloni'r meini prawf Di-Garbon Net a bod angen dilyn y cynllun yn ei rinwedd ei hun ac er mwyn peidio â cholli'n agos at £3 miliwn. Gofynnodd a oedd unrhyw gyfleoedd masnachol yn gysylltiedig â'r cyfleuster newydd, er enghraifft, hawliau enwi a nawdd a/neu hysbysfyrddau ac ati.

Cadarnhaodd y Cyfarwyddwr Corfforaethol - Cymunedau y gellid ystyried materion fel y rhain fel rhan o'r gwaith.

Gofynnodd un Aelod am sicrwydd y byddai'r oedi i waith arfaethedig ar Groesfan Lefel Penprysg, Pencoed, oherwydd diffyg yn Y Gronfa Ffyniant Bro, yn cael ei ddilyn cyn gynted â phosibl.

Sicrhaodd y Cyfarwyddwr Corfforaethol - Cymunedau fod y prosiect hwn yn un o flaenoriaethau'r Cyngor ac felly y byddai gwaith yn cael ei wneud mewn perthynas â'r cynllun (fel y crybwyllwyd yn yr adroddiad), pan fyddai hynny'n bosibl.

Mae manylion pellach am y drafodaeth a gafwyd o ran cwestiynau Aelodau eraill ynghyd ag ymatebion y Cabinet a'r Bwrdd Rheoli Corfforaethol i'w gweld [yma](#)

Yn dilyn y cynnig a'i eilio, cytunodd yr Aelodau i gynnal pleidlais ar argymhelliad yr adroddiad, a'r canlyniad oedd:-

O blaid (yr argymhelliad)	Yn erbyn	Ymatal
38	0	6

PENDERFYNWYD:

Bod y Cyngor wedi cytuno i drosglwyddo cyllid o fewn y Rhaglen Gyfalaf, fel yr amlinellwyd ym mharagraff 8.4 o'r adroddiad, i alluogi'r cynllun Metrolink i symud ymlaen.

95. **ADRODDIAD GWYBODAETH I'W NODI**

Adroddodd y Prif Swyddog Gwasanaethau Cyfreithiol a Rheoleiddiol, Adnoddau Dynol a Pholisi Corfforaethol, ar yr Adroddiad Gwybodaeth a gyhoeddwyd ers cyfarfod diwethaf y Cyngor.

PENDERFYNWYD:

Bod y Cyngor yn cydnabod cyhoeddi'r ddogfen a restrir yn yr adroddiad.

96. **I DDERBYN Y CWESTIWN CANLYNOL GAN :**

Y Cyngorydd Tim Thomas i'r Aelod Cabinet - Addysg

A yw'r Aelod Cabinet dros Addysg yn fodlon bod digon yn cael ei wneud i sicrhau bod plant, staff ysgol ac aelodau'r cyhoedd yn ddiogel ar adegau pan fydd disgyblion yn cael eu gollwng a'u codi o'r ysgol. Os nad ydynt, beth sydd angen ei wneud?

Ymateb

- Mae Canllawiau Gweithredu a Darpariaeth Statudol Teithio gan Ddysgwyr 2014 yn amlinellu cyfrifoldeb statudol rhieni fel a ganlyn:

o Mater i'r rhieni yw penderfynu ar ba oedran y byddai'n briodol i'w plentyn gerdded heb gwmni i'r ysgol.

o Os na fydd plentyn yn gymwys i dderbyn cludiant am ddim ac yn gorfod cerdded i'r ysgol, y rhieni fydd yn gwneud trefniadau teithio addas i'w plant i deithio rhwng y cartref a'r ysgol.

- Mae gan bob ysgol drefniadau rheoli traffig yn ei le.

- Mae'r awdurdod lleol yn parhau i weithio gyda'i ysgolion i sicrhau bod cynlluniau rheoli traffig unigol yn briodol a bod pob cam rhesymol yn cael ei gymryd i sicrhau bod plant ac oedolion yn ddiogel wrth gael mynediad i safleoedd unigol.

- Mae'r Grŵp Cynghori ar Gludiant i'r Ysgol (STAG) yn cyfarfod yn rheolaidd i ystyried rheolaeth safleoedd ysgol. Mae STAG hefyd yn ystyried yr ardaloedd y tu allan ac yn yr ardaloedd hynny sy'n agos i'r ysgolion.

- Mae'r awdurdod lleol wedi penodi Cynghorydd Cludiant Ysgolion yn ddiweddar i sicrhau diogelwch mewn safleoedd ysgol ac i gefnogi prosiectau moderneiddio ysgolion yn y dyfodol.

- Mae'r defnydd o gar camera'r awdurdod lleol 'Roly Patroly' yn cael ei flaenoriaethu i ymweld â'r ardaloedd o amgylch ysgolion gan ddilyn rhaglen benodol i fynd i'r afael â pharcio peryglus ac anghyfreithlon y tu allan i ysgolion.

- Bydd gorfodi'r cyfyngiadau presennol y tu allan i'r ysgolion yn amodol ar adnoddau, a gall *Roly Patroly*, pan fo adnoddau'n caniatáu, orfodi cyfyngiadau parcio lle mae gorchmynion traffig mewn lle (lleoliadau fel arosfan bysiau, ardaloedd gyda marciau igam-ogam, ardaloedd 'Ysgol - cadwch yn glir' ('School Keep Clear') a llinellau melyn).

- Fodd bynnag, mae'n bwysig nodi bod yr awdurdod lleol yn gyfyngedig o ran sut y gall orfodi gofynion priffyrdd statudol gan mai Heddlu De Cymru sy'n bennaf gyfrifol am hyn. Dim ond y cyfyngiadau parcio cyfyngedig fel y rhai a nodir yn y pwynt bwled uchod y gall swyddogion awdurdodau lleol eu gorfodi.

- Mae llawer o ysgolion yn gweithio'n agos gyda'u cymunedau ysgol i ddatblygu atebion arloesol i sicrhau diogelwch disgyblion ar y daith i'r ysgol, er enghraifft, y 'bws cerdded' (*walking bus*) a ddatblygwyd gan Ysgol Gynradd Pencoed.

- Ar hyn o bryd mae 14 o hebryngwyr croesi gweithredol yng nghyffiniau ein hysgolion ar adegau prysur.

- Mae'r Tîm Diogelwch Ffyrdd hefyd yn cynnig hyfforddiant *Kerbcraft* a hyfforddiant beicio i ysgolion.

- Mae'r awdurdod lleol yn parhau i fuddsoddi mewn trefniadau diogelwch ar gyfer cerddwyr (fel croesfannau penodol i gerddwyr).

- Mae'r awdurdod lleol wedi buddsoddi'n sylweddol mewn trefniadau teithio llesol ar draws Pen-y-bont ar Ogwr. Dros y blynyddoedd, mae'r awdurdod lleol wedi bod yn creu

llwybrau sy'n galluogi ac yn annog plant ysgol i gerdded neu feicio i'r ysgol. Ariennir hyn o dan raglenni 'Llwybrau Diogel i'r Ysgol' a 'Llwybrau Diogel mewn Cymunedau' gan Lywodraeth Cymru.

- Mae cynlluniau 'Llwybrau Diogel i'r Ysgol' yn wahanol i lwybrau teithio llesol. Mae'r ddau gategori o gynllun yn gwasanaethu gwahanol ddibenion taith, er mewn rhai ardaloedd, mae llwybrau teithio llesol yn gwasanaethu teithiau i'r ysgol hefyd.
- Wrth baratoi cynlluniau ar gyfer llwybrau diogel, rhoddir sylw arbennig i sicrhau eu bod yn ategu at lwybrau teithio llesol. Mae llwybrau teithio llesol yn gwasanaethu pob taith ac nid yw'n angenrheidiol iddyn nhw fod yn agos at ysgolion o reidrwydd. Lle bo pellter yn caniatáu, gellir darparu i greu cysylltiadau.
- Er mwyn hyrwyddo cerdded a beicio ymhlith ysgolion, mae'r awdurdod lleol yn cysylltu ag ysgolion i baratoi cynlluniau teithio i'r ysgol lle mae llwybrau ar gael. Prif ddiben y broses hon yw creu ymwybyddiaeth a diddordeb mewn cerdded a beicio.
- Mae rhai cynlluniau teithio ysgol, fodd bynnag, yn cael eu paratoi fel rhan o'r broses gynllunio ar gyfer ysgolion newydd neu ar gyfer ysgolion sy'n ehangu o ran niferoedd y disgyblion.

- Mae gan yr ysgolion canlynol gynlluniau teithio i'r ysgol:

- o Ysgol Gynradd Maes yr Haul
- o Ysgol Iau Llangewydd
- o Ysgol Gynradd Cwm Ogwr
- o Ysgol Gynradd Trelales
- o Ysgol Gynradd Cwmfelin
- o Ysgol Gynradd Llangrallo
- o Ysgol Gynradd Brynmenyn
- o Ysgol Gynradd yr Eglwys yng Nghymru Pen-y-fai
- o Ysgol Gynradd Gatholig Sant Robert
- o Ysgol Gynradd Cefn Cribwr
- o Ysgol Uwchradd Gatholig yr Archesgob McGrath
- o Ysgol Maesteg
- o Ysgol Brynteg

- Mae yna ysgolion sydd heb gynlluniau teithio ysgol ond sydd wedi elwa o lwybrau diogel i'r ysgol yn seiliedig ar Gynllun Mynediad Cymunedol. Mae Ysgol Gynradd Coety ac Ysgol Gynradd Litchard yn enghreifftiau o ysgolion o'r fath.

- Mae'r awdurdod lleol yn gweithio mewn partneriaeth â *Sustrans* i addysgu ac i gysylltu â phlant ysgol o ran teithiau llesol. Cysylltodd *Sustrans* ag ysgolion yn ddiweddar i gymryd rhan yn y rhaglen Teithiau Llesol. Mae *Sustrans* yn awyddus i weithio gyda chlystyrau o ysgolion, yn enwedig lle mae seilwaith teithio llesol mewn lle, neu lle bwriedir paratoi seilwaith o'r fath.

Cwestiwn atodol gan y Cynghorydd Thomas

Os na all yr Aelod Cabinet roi canlyniad cadarnhaol neu ddiweddariad pendant ar hyn, a allai ymrwmo i ddod â'r holl randdeiliaid perthnasol at ei gilydd er mwyn datrys pryder o'r fath ac i chwilio am ateb cyffwrdd, o ystyried ei bod yn ymddangos bod problemau aml-amrywedd fel yr un a roddwyd mewn nifer o ysgolion ar draws y Fwrdeistref Sirol.

Ymateb

Rydym yn cyfarfod yn rheolaidd â rhanddeiliaid gan gynnwys y Grŵp Seren a'r Heddlu ynghylch ar math hyn o faterion, ond rwy'n hapus i estyn unrhyw wahoddiad, boed hwnnw i Aelodau neu unigolion neu grwpiau allweddol eraill, i gymryd rhan yn hyn, gyda'r bwriad o ddod o hyd i ateb ymarferol i'r problemau hyn.

Ychwanegodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd, fod gan bob ysgol yn y Fwrdeistref Sirol bellach Gynlluniau Rheoli yn eu lle. Byddai hyn yn cynorthwyo'r uchod ynghyd â materion eraill yn ogystal a staff ysgolion yn gweithio er mwyn sicrhau bod y rhain mor effeithiol â phosibl.

Ail gwestiwn atodol gan y Cynghorydd Melanie Evans

A allech egluro'r hyn y mae ysgolion yn gwneud yn siŵr bod plant yn cyrraedd ac yn gadael yr ysgol yn ddiogel, er enghraifft, drwy ddefnyddio bws cerdded fel sy'n cael ei ddefnyddio yn Ysgol Gynradd Pencoed?

Ymateb

Mae'r bws cerdded i Ysgol Gynradd Pencoed wedi bod yn effeithiol iawn ac fe'i croesawyd gan y gymuned. Rydym yn gweithio'n agos gyda phob ysgol, ynghyd â chydweithwyr yn y Gyfarwyddiaeth Cymunedau, er mwyn gwneud manau codi/gollwng plant ar gyfer teithio i'r ysgol i fod mor ddiogel ag y gallan nhw fod. Rydym hefyd yn cysylltu a rhieni/gofalwyr a rhanddeiliaid eraill. Rydym hefyd yn gweithio gyda Rheolwyr Safle Ysgolion a Gofalwyr, fel y gallan nhw hefyd fonitro safleoedd o amgylch ysgolion yn effeithiol a sicrhau eu bod mor glir a bo modd ar gyfer darparu mynediad cyflym a pharod i rieni a dysgwyr ar adegau allweddol o'r dydd. Mae traffig ar safle'r ysgol hefyd yn cael ei fonitro ar adegau prysur fel yn ystod y Clwb Brechwast a Chlwb Ar Ôl Ysgol lle bydd staff sy'n gwisgo dillad llachar sy'n hawdd i'w gweld.

97. **EITEMAU BRYD**

Dim.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF EXECUTIVE

PAY POLICY STATEMENT – 2023/2024

1. Purpose of report

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2023/2024. This is to comply with legislative requirements and to provide openness and accountability in relation to how the Council rewards its staff.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:-

- **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Council has a statutory requirement under Section 38(1) of the Localism Act 2011, to prepare a Pay Policy Statement for the new financial year 2023/2024. This Statement needs to be approved and published by 31 March 2023.
- 3.2 The Pay Policy Statement for 2023/2024 has been produced on the basis of statutory guidance, advice from the Welsh Local Government Association and guidance from Welsh Government.
- 3.3 The Pay Policy Statement provides the framework for decision making on pay and, in particular, decision making on senior pay.

4. Current situation/proposal

- 4.1 The updated Pay Policy Statement for approval is attached at **Appendix 1**.
- 4.2 This has been produced in accordance with the requirements of the Localism Act 2011, which requires all local authorities to develop and publish a Pay Policy statement that details:
- The Council's policy towards all aspects and elements of the remuneration of Chief Officers
 - Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers

- The Council's policy towards the remuneration of its lowest paid employees
- The relationship between the remuneration of its Chief Officers and other employees.

4.3 In order to achieve further transparency, reference to the pay of other relevant groups has been included within the Pay Policy Statement.

4.4 Since its introduction on 1 April 2012, the Pay Policy has developed to take account of relevant guidance, legislation and changes to the Council's senior management structure over recent years. The pay structure relating to this group of staff is at **Appendix B**, within the Pay Policy, which should also be noted.

4.5 Other amendments relate to the Council's accreditation with the Real Living Wage Foundation to become a Real Living Wage employer and a collective agreement with recognised trade unions to reflect the change in pay structure as a result of the NJC pay award for 2022/23.

4.6 The accreditation with the Real Living Wage Foundation demonstrates the Council's commitment to pay the Living Wage rates, which are normally announced in the autumn, with an expectation to be paid by May of the following year.

4.7 As part of the 2022/23 pay award, the NJC agreed that with effect from 1 April 2023 spinal column point 1 will be permanently deleted from the NJC pay spine. The revised pay structure ranges between spinal column points 2 - 49 and comprises 16 grades.

5. **Effect upon policy framework and procedure rules**

5.1 There is no effect upon policy framework and procedure rules.

6. **Equality Act 2010 implications**

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. **Well-being of Future Generations (Wales) Act 2015 implications**

7.1 **Long Term** – This is a short term policy as legislative requirements mean that the council is required to publish an annual pay policy. However, it will support the recruitment and retention of employees. It will also assist employees to plan for the future.

Prevention – As stated above this policy will support the recruitment and retention of employees and provide flexibility for managers to apply temporary arrangements to mitigate the impact of vacancies or staff absences.

Integration – The council, like other local authorities, uses the nationally negotiated pay spine as the basis for its pay and grading structure. This determines the remuneration of the majority of the non-teaching workforce.

Collaboration – For all employee groups covered within the pay policy, pay awards are negotiated at a national level by the Local Government employers in conjunction with Trade Unions.

Involvement – The recognised trade unions have been consulted on all employment policies captured within the pay policy and have agreed the revision via an addendum to the collective agreement.

8. Financial implications

8.1 There are no financial implications arising from this report.

9. Recommendation

9.1 That Council approves the Pay Policy Statement 2023/2024 attached as **Appendix 1**.

Mark Shephard
CHIEF EXECUTIVE
7 March 2023

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Background documents: None

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BRIDGEND COUNTY BOROUGH COUNCIL

PAY POLICY 2023/2024

To be approved by	Council
Approval Date	TBC
Review Date	March 2024

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1. **Pay Policy Statement**

- 1.1 This Pay Policy Statement for the period 1st April 2023 to 31st March 2024 provides the framework for decision making on pay and, in particular, decision making on senior pay.

2. **Introduction from the Leader**

- 2.1 Bridgend County Borough Council recognises the importance of remuneration decisions that are appropriate, transparent, provide value for money and reward employees fairly for the work that they do. This policy statement sets out the Council's key approaches to pay for our employees.

3. **Policy Statement**

- 3.1 Under Section 112 of the Local Government Act 1972 the Council has 'the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy Statement outlines the Council's approach to its pay policy in accordance with the requirements of 38(1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement from 2012/2013 and for each financial year after that, detailing:

- a) The Authority's policies towards all aspects and elements of the remuneration of Chief Officers;
- b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers;
- c) The Authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- d) The relationship between the remuneration of its Chief Officers and other employees.

- 3.2 As an employer this Council has a very wide range of functions and is responsible for the provision of many essential services at a local level. The general approach to employee remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. The Council will require some flexibility in its Pay Policy Statement to address changing circumstances which may or may not be foreseeable.

- 3.3 This is an update to the Pay Policy Statement first issued in April 2012, and last updated with Council approval on 9th March 2022.

4. **Scope**

- 4.1 Section 38 of the Localism Act 2011, requires Authorities to produce and publish a Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and detail pertaining to the 'lowest paid' in the Authority. It also requires an explanation of the policy regarding the relationship between remuneration for Chief Officers and other groups.
- 4.2 In the interests of transparency and accountability the Council has chosen to take a broad approach, producing a pay policy which covers all employee groups with the exception of School Teachers. The remuneration for this latter group is set by the Minister for Education in Wales and not in the control of Local Authorities.

4.3 Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers. However, the Council will comply with this Pay Policy Statement in setting remuneration levels for all groups within its scope.

5. **Legislative Framework**

5.1 In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation.

6. **Accountability and Decision Making**

6.1 The Council's Constitution and Scheme of Delegation of Functions set out the procedure for decision making in relation to the organisational structure, recruitment, pay, terms and conditions and severance arrangements for all employees of the Council.

6.2 This Pay Policy Statement outlines the remuneration levels believed to be effective in facilitating a sufficient supply of appropriately skilled employees which can be objectively justified and provide the local tax payer with an assurance of value for money.

6.3 The Council is committed to an open and transparent approach to its pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following are provided as Appendices to this policy:-

- NJC Pay Scales (Appendix A)
- JNC Pay Scales (Appendix B)
- Soulbury Pay Scales (Appendix C)
- JNC (Youth & Community) (Appendix D)
- Policy on redundancy and severance payments (including additional pension payments) (Appendix E)
- Acting Rank/Honoraria Payments Protocol (Appendix F)
- Collective Agreements for both NJC & JNC (Appendix G)
- Market Supplement Policy (Appendix H)

6.4 The Pay and Grading Structure and any corresponding policies are reviewed when required and meet the principles of fairness, equality, accountability and value for money.

7. **Pay Arrangements**

7.1 **Pay Structures & Job Evaluation**

7.1.1 The Council's pay structure for NJC employees was implemented in September 2013 follow the signing of a collective agreement with UNISON, GMB and UNITE (Appendix G). The pay structure was devised following the evaluation of all posts using the Greater London Provincial Council (GLPC) job evaluation scheme. Each pay grade has a corresponding job evaluation score.

7.1.2 The Council uses the nationally negotiated pay spine as the basis for its pay and grading structure. This determines the remuneration of the majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.

7.1.3 Addendums to the collective agreement have been agreed with the Trade Unions and they are attached within the collective agreement.

7.1.4 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.

7.1.5 The Council seeks to maintain the equal pay requirements within the Pay and Grading Structure by evaluating any new or significantly changed roles through its Job Evaluation Scheme. This will ensure that all pay differentials can be objectively justified.

7.2 National Pay Awards

7.2.1 For all employee groups, pay awards, agreed and negotiated at a national level by the Local Government employers in conjunction with Trade Unions will be applied. The Council will pay these as and when determined unless Council agrees otherwise.

7.3 Starting Salaries

7.3.1 New appointments will normally be made at the minimum of the relevant grade, although flexibility exists to ensure the best candidate is secured.

7.4 Talent Management

7.4.1 The Council's approach to talent management is through the employee appraisal process, which as well as placing an emphasis on performance, encourages the identification of learning objectives in the development of employee skills.

7.5 Performance Related Pay

7.5.1 The Council does not have performance related pay at any level. There are a number of managerial processes in place to monitor, evaluate and manage performance, including employee appraisal.

7.6 Market Supplements

7.6.1 The Market Supplement policy takes into account factors such as market pay rates or fluctuating demand for skills in the marketplace. Market Supplements will be used as an exception rather than the rule and must be considered through submission of a robust business case comprising clear objective evidence on all relevant factors.

7.7 Honoraria

7.7.1 When the Council requires an employee to carry out additional duties to those of their substantive post, for a proposed period of time, an additional payment commensurate with those duties may be made in accordance with the Council's Acting Rank/Honorarium Payments Protocol, which is attached as Appendix F.

8 Support for Lower Paid Staff

- 8.1 The National Living Wage effective from 1 April 2023 will be at £10.42.
- 8.2 The Council, as a Real Living Wage (RLW) employer, is committed to pay its employees the Real Living Wage. The Living Wage Foundation, announced in November 2022 the new RLW, as £10.90 per hour, which the Council will implement from 1 April 2023.
- 8.3 The Council is committed to provide employees with opportunities to enhance their skills to enable them to fulfil their personal development aspirations.

9 Pay Relativities

- 9.1 The lowest paid individuals, employed with the Council receive a salary based on £21,029 per annum as at 1 April 2023.
- 9.2 The highest paid employee is the Chief Executive, and the pay band minimum is £137,319 rising to £147,024. The salary of the current post holder is £147,024 per annum. These salaries reflect pay award agreed for 1 April 2022.
- 9.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton report 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earning was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce.
- 9.4 The median salary in the Council is £23,620 and falls within Grade 6.
- 9.5 The current pay levels within the Council define the multiple between:
- the annual salary of the lowest paid Council employees and the Chief Executive (FTE basis) as: 1:7.0
 - the annual salary of the lowest paid Council employees and the average Chief Officer (FTE basis) as: 1:5.1
 - median earning of Council employees and the Chief Executive (FTE basis) as: 1:6.2
 - median earning of Council employees and the average Chief Officer (FTE basis) as: 1:4.6

10 Chief Officer Remuneration

10.1 For the purposes of this policy, Chief Officers and Deputy Chief Officers are defined within section 43 of the Localism Act. The posts within the Council's structure identified by the statutory definition include:

- Chief Executive
- Corporate Directors
- Chief Officers (Monitoring Officer & Section 151)
- Heads of Service

10.1.1 The Council also has other officers employed on Grades 17 and 18. Such officers are also employed on the JNC Chief Officers' terms and conditions of employment although not all are defined as Chief Officers within the meaning of section 43 of the Localism Act.

10.1.2 The current salary ranges for the above posts can be found at Appendix B.

10.2 Additions to Salary of Chief Officers

10.2.1 The Council does not apply bonuses or performance related pay to its Chief Officers.

10.2.2 The Council pays all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.

10.2.3 The cost of membership of one professional body is met by the Council.

10.2.4 The Chief Executive is also appointed as Returning Officer. This is an office holding function rather than an employment contract. The Returning Officer will receive a fee from the organisation requiring the election to be carried out in accordance with the Fee Order in force at the time. In the case of a local election the Council's fee structure will be approved at the time.

10.2.5 The Deputy Returning Officer's fees are authorised by the Returning Officer in accordance with the Fee Order or, in the case of local elections, the Council's fee structure at the time.

10.2.6 Fees applied for all other Elections and referenda are prescribed by the UK Government or Welsh Government.

10.3 Recruitment to Chief Officers

10.3.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

10.3.2 The Regulations prescribe that where an authority proposes to appoint a chief officer with an annual remuneration package of £100,000 or more the post must be publicly advertised. The only exception to this requirement is where the appointment would be for no longer than 12 months.

- 10.3.3 Where the Council remains unable to directly recruit Chief Officers or there is a need for interim support to provide cover for a vacant substantive Chief Officer post, the Council may consider engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money. The Council does not currently have any Chief Officers engaged under such arrangements.
- 10.3.4 In accordance with Section 143A of the Local Government (Wales) Measure 2011 the Independent Remuneration Panel for Wales ("the IRP) has powers to make recommendations in relation to any policy in an authority's pay policy statement which relates to the salary of the Chief Executive.
- 10.3.5 The Council recognises that it must consult with and have due regard to any recommendation received from the Independent Remuneration Panel for Wales when deciding whether to make changes to the salary of its Chief Executive which is 'not commensurate with a change to the salaries of the Council's other staff'.
- 10.4 **Role of the Chief Executive**
- 10.4.1 The Council's Chief Executive, Mark Shephard, has worked in Bridgend County Borough Council since July 2003 and held a number of roles within the Council before being appointed Chief Executive in May 2019, following 4 months as Interim Chief Executive.
- 10.4.2 The Chief Executive is the Chief Officer who leads and takes responsibility for the implementation of the Council's wellbeing objectives. The organisation has a gross revenue budget of £483 million and is responsible for a wide range of services employing some 5849 staff, as at 31 December 2022.
- 10.4.3 The Chief Executive works closely with elected members to deliver Bridgend County Borough Council's strategic objectives including corporate well-being objectives.
- 10.4.4 The Chief Executive provides leadership, direction and motivation for staff and is responsible for ensuring the effective use of resources.
- 10.4.5 The role includes representing the Council, working closely with Welsh Government, the Cardiff Capital Region City Deal, Cwm Taf Morgannwg University Health Board, South Wales Police and other national and regional bodies. The Chief Executive works collaboratively to ensure the interests of the County Borough are acknowledged and taken into account as well as having personal responsibility in respect of a number of statutory obligations.
- 10.4.6 There is a requirement for the Chief Executive to work in excess of normal hours as is necessary for the proper performance of the duties and responsibilities of the post, including evening and weekend commitments.
- 10.4.7 The notice period for the role is three months.

11 Payments on Termination

- 11.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Ill Health, Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).
- 11.2 Statutory Guidance issued by the Welsh Government 'recommends that full Council should be offered the opportunity to vote before severance packages of £100,000 and above are approved for staff leaving the organisation'. However, Members must be aware of the statutory or contractual entitlements due to an employee and the consequences of non-approval by Council, in which failure to fulfil statutory or contractual obligations may enable an employee to claim damages for breach of contract.
- 11.3 In presenting information to full Council, all components of relevant severance packages including any statutory or non-statutory components should be set out clearly.
- 11.4 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the Council or Committee of the Council in the case of the Chief Executive or; Council or Council Committee or Officer with delegated powers at the time, in the case of other JNC Officers. The Chief Executive or officer with delegated power from the Chief Executive will determine such payments in respect of all other staff.

12 Re-Employment

- 12.1 Whilst having due regard to the Council's duty under Section 7 of the Local Government and Housing Act 1989, no Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract of Service) or through an external contractor commissioned to work on behalf of the Council.
- 12.2 In addition to the terms of the Redundancy Payments (Continuity of Employment in Local Government) (Modification) Order (Amendment) 2010, the Council will not re-employ ex-employees who have been made redundant until a period of time has elapsed that is equal in length to the number of weeks' pay their compensation payment equates to, e.g. a redundant employee in receipt of 25 weeks redundancy pay would not be eligible for consideration for re-employment until 25 weeks after their termination date has passed. In the case of ex-employees accessing their pension it will only be possible to re-employ with specific approval.

13 Publication

- 13.1 The Council currently publishes its Annual Statement of Accounts in accordance with the requirements of the Accounts and Audit (Wales)

Regulations 2014 (as amended) and discloses the following information in respect of remuneration:

- Salary, fees and allowances;
- Expenses;
- Termination payments and pension contributions;
- The number of employees whose remuneration, excluding pension contributions, is greater than £60,000 in multiples of £5,000 brackets of scale.

13.2 This Pay Policy Statement will be published on the Council's website as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to this policy statement made during the financial year to which it relates will similarly be published.

14 Appendices

- NJC Pay Scales (Appendix A)
- JNC Pay Scales (Appendix B)
- Soulbury Pay Scales (Appendix C)
- JNC (Youth & Community) (Appendix D)
- Policy on redundancy and severance payments (including additional pension payments) (Appendix E) (Subject to Council approval on 15th March 2023)
- Acting Rank/Honoraria Payments Protocol (Appendix F)
- Collective Agreements for both NJC & JNC (Appendix G)
- Market Supplements Policy (Appendix H)

Appendix A – NJC Pay Scales

- The pay award for 1 April 23 at the time of publication has not been agreed.
- *Effective from 1 April 2023 to take account of Real Living Wage.

SCP	Salary	Hourly Rate	Grades	
2*	£21,029	£10.90	Grade 1	
3*	£21,029	£10.90		Grade 2
4	£21,189	£10.98	Grade 3	
5	£21,575	£11.18		
6	£21,968	£11.39		Grade 4
7	£22,369	£11.59	Grade 5	
8	£22,777	£11.81		
9	£23,194	£12.02		Grade 6
10	£23,620	£12.24		
11	£24,054	£12.47		
12	£24,496	£12.70	Grade 7	
13	£24,948	£12.93		
14	£25,409	£13.17		
15	£25,878	£13.41		
16	£26,357	£13.66		
17	£26,845	£13.91		
18	£27,344	£14.17		Grade 8
19	£27,852	£14.44		
20	£28,371	£14.71		
21	£28,900	£14.98		
22	£29,439	£15.26		
23	£30,151	£15.63	Grade 9	
24	£31,099	£16.12		
25	£32,020	£16.60		

SCP	Salary	Hourly Rate	Grades	
26	£32,909	£17.06		Grade 10
27	£33,820	£17.53		
28	£34,723	£18.00		
29	£35,411	£18.35		
30	£36,298	£18.81	Grade 11	
31	£37,261	£19.31		
32	£38,296	£19.85		
33	£39,493	£20.47		Grade 12
34	£40,478	£20.98		
35	£41,496	£21.51		
36	£42,503	£22.03	Grade 13	
37	£43,516	£22.56		
38	£44,539	£23.09		
39	£45,495	£23.58		
40	£46,549	£24.13		
41	£47,573	£24.66		Grade 14
42	£48,587	£25.18		
43	£49,590	£25.70		
44	£50,589	£26.22		
45	£51,588	£26.74	Grade 15	
46	£52,590	£27.26		
47	£53,590	£27.78		
48	£54,589	£28.29		Grade 16
49	£55,590	£28.81		

Appendix B – JNC Pay Scales

- Effective from 1 April 2022
- The pay award for 1 April 23 at the time of publication has not been agreed.

Designation	Grade	Scale Point	Salary
Chief Executive	Grade 25	36	£147,024
		35	£143,790
		34	£140,554
		33	£137,319
Assistant Chief Executive	Grade 24	32	£132,069
		31	£129,031
		30	£126,063
		29	£123,166
Corporate Director [1]	Grade 23	28	£117,113
		27	£114,666
		26	£114,425
		25	£111,928
Corporate Director [2]	Grade 22	24	£103,576
		23	£101,320
		22	£99,113
		21	£96,956
Head of Service [1]	Grade 21	20	£90,042
		19	£88,172
		18	£86,301
		17	£84,432
Head of Service [2]	Grade 20	16	£81,396
		15	£79,634
		14	£77,911
		13	£76,227
Head of Service [3]	Grade 19	12	£72,749
		11	£71,687
		10	£70,640
		9	£69,610
Group Manager [1]	Grade 18	8	£69,036
		7	£67,762
		6	£66,513
		5	£65,287
Group Manager [2]	Grade 17	4	£62,246
		3	£61,101
		2	£59,978
		1	£58,876

Appendix C – Soulbury Pay Scales

- The pay award for 1 September 22 at the time of publication has not been agreed.
- Effective from 1 September 2021

EDUCATIONAL PSYCHOLOGISTS – SCALE A

SCP	SALARY
1	£38,865
2	£40,838
3	£42,811
4	£44,782
5	£46,755
6	£48,727
7	£50,584
8	£52,440
9	£54,179
10	£55,921
11	£57,544

SENIOR & PRINCIPAL EDUCATIONAL PSYCHOLOGISTS – SCALE B

SCP	SALARY
1	£48,727
2	£50,584
3	£52,440
4	£54,179
5	£55,921
6	£57,544
7	£58,210
8	£59,456
9	£60,690
10	£61,945
11	£63,177
12	£64,431
13	£65,707
14	£66,941
15	£68,235
16	£69,514
17	£70,803
18	£72,090

EDUCATIONAL IMPROVEMENT PROFESSIONALS

SCP	SALARY	SCP	SALARY
1	£37,056	26	£68,434
2	£38,383	27	£69,616
3	£39,637	28	£70,815
4	£40,907	29	£72,016
5	£42,168	30	£73,215
6	£43,431	31	£74,404
7	£44,758	32	£75,611
8	£46,035	33	£76,819
9	£47,522	34	£78,056
10	£48,849	35	£79,291
11	£50,158	36	£80,560
12	£51,425	37	£81,809
13	£52,860	38	£83,071
14	£54,140	39	£84,316
15	£55,553	40	£85,561
16	£56,831	41	£86,811
17	£58,113	42	£88,061
18	£59,371	43	£89,309
19	£60,668	44	£90,564
20	£61,338	45	£91,815
21	£62,626	46	£93,069
22	£63,749	47	£94,327
23	£64,985	48	£95,574
24	£66,093	49	£96,825
25	£67,278	50	£98,079

Appendix D - JNC Youth & Community Pay Scales

Effective from 1 September 2022

SUPPORT WORKER RANGE

SCP	SALARY
5	£21,571
6	£21,900
7	£22,196
8	£22,874
9	£23,739
10	£24,416
11	£25,509
12	£26,576
13	£27,681
14	£28,825
15	£29,603
16	£30,416
17	£31,216

PROFESSIONAL RANGE

SCP	SALARY
13	£27,681
14	£28,825
15	£29,603
16	£30,416
17	£31,216
18	£32,021
19	£32,820
20	£33,622
21	£34,522
22	£35,542
23	£36,536
24	£37,534
25	£38,540
26	£39,545
27	£40,550
28	£41,568
29	£42,577
30	£43,588

Appendix E

EARLY RETIREMENT ILL-HEALTH RETIREMENT AND REDUNDANCY POLICY

(Subject to Council approval 15 March 2023)

SCOPE STATEMENT

This Policy applies to all members of the Local Government Pension Scheme (or those non-LGPS members who are eligible for membership) excluding:

- Those employed by Governing Bodies in educational establishments under delegated powers.

Date of Issue:

DOCUMENT CONTROL	
Document Title	Early Retirement, Ill Health Retirement & Redundancy Policy
Previous Publication Date	
DOCUMENT APPROVAL	
This document received approval from:	Date
Group Manager HR & OD	
Trade Unions	
Corporate Management Board	
Cabinet/Council	
REVISION HISTORY	
Revision History	

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1. Introduction

- 1.1 This policy statement is made in accordance with regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and the Local Government Pension Scheme Regulations 2013 which require each Local Government Pension Scheme (LGPS) employer to formulate and review its policy on early retirement.
- 1.2 This policy will be reviewed under these provisions and in order to meet other relevant statutory legislation. If the Council decides to change its policy, it will publish a statement of the amended policy within one month of the date of its decision.
- 1.3 In formulating and reviewing its policy, the Council
 - (a) has regard to the extent to which the exercise of its discretionary powers (in accordance with the policy), unless properly limited, could lead to a serious loss of confidence in the public service;
 - (b) is satisfied that the policy is workable, affordable and reasonable having regard to the foreseeable costs;
 - (c) has regard to service delivery needs; and
 - (d) recognises the need for consistency, fairness and equity in employee relations.

2. General Principles

- 2.1 The Council's application of this policy will have regard to an employee's entitlement under this policy and appropriate pension legislation.
- 2.2 Applications and proposals under these schemes will be made to an Early Retirement Panel constituted by the Chief Officer - Finance, Performance & Change, Chief Officer - Legal & Regulatory Services, HR & Corporate Policy; and the Group Manager - Human Resources and Organisational Development, or their nominated officers.
- 2.3 All applications for early retirement will be considered objectively

Section 1 – Schemes

3. SCHEME A - VOLUNTARY EARLY RETIREMENT (The 85 Year Rule)

- 3.1 The Local Government Pension Scheme (Amendment) Regulations 2006 removed the 85 Year Rule with effect from 1 October 2006. However, these Regulations allow for a measure of protection for existing scheme members as at 30 September 2006.
- 3.2 Scheme A only applies to those employees protected by the LGPS (Amendment) (No 2) Regulations 2006.
- 3.3 This scheme applies to those employees who are 55 years of age and over (if protected) who apply to retire early and elect to receive immediate payment of retirement benefits.

3.4 An employee who qualifies and whose total age and service (both in whole years) is 85 years or more will receive pension and lump sum benefits based upon actual service, which may be subject to actuarial reductions; as determined on the merits of the individual application by the Voluntary Early Retirement (VER) Panel.

4. **SCHEME A - VOLUNTARY EARLY RETIREMENT (Employee Request)**

4.1 Employees who are eligible under this scheme and are aged over 55 will be allowed to retire voluntarily and early under the following scheme.

4.2 Pension and retirement grant will be reduced by an amount shown as appropriate in guidance issued by the Government actuary.

5. **SCHEME B - EARLY RETIREMENT IN THE INTEREST OF THE EFFICIENCY OF THE SERVICE**

5.1 This scheme will apply to those employees who qualify for early release of pension under the Local Government Pension Scheme Regulations 2013 and subsequent legislation and in respect of whom the Council determines that retirement would be in the interests of the efficiency of the service, in that it would meet one of the following criteria:

- **Criterion A:** Retirement would be **beneficial to service delivery and would produce measurable net savings** to the salary bill over a maximum period of five years or would permit a **fundamental improvement to the delivery of services**, which would not be possible by other means such as redeployment, retraining etc. This must take into account any capitalised cost to the pension fund and any additional costs arising from any associated restructuring or re-grading exercise – to be stated at the time of the proposal.
- **Criterion B:** There are **compelling personal reasons** to release an individual (e.g., on grounds of compassion) **and release would permit significant service delivery improvements.**

5.2 The calculation of any compensatory payment will be based on average weekly earnings.

5.3 Those employees who retire early under this scheme will qualify for benefits in line with the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006, or where appropriate Regulation 52 of the Local Government Pension Scheme Regulations 2013, as outlined below.

IF QUALIFYING UNDER CRITERION A

5.4 The employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and
- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service) and

- (c) an award of a compensatory payment based upon actual wage and a multiplication factor of 1.2 applied to the formula for Statutory Redundancy Pay equivalent to a maximum of 36 weeks.

5.5 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment due into additional pension.

IF QUALIFYING UNDER CRITERION B

5.6 An employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and

- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service)

5.7 In very exceptional circumstances an award of a compensatory lump sum payment based upon actual wage and a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 weeks' pay may be approved by the VER Panel.

5.8 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

6. SCHEME C – EARLY RETIREMENT IN THE INTEREST OF THE EFFICIENCY OF THE SERVICE WITH REDUNDANCY

6.1 This scheme will apply to pensionable employees who are eligible to retire early under the Local Government Pension Scheme Regulations 2013, but who have not reached normal retirement age and whose post becomes redundant in the interest of the efficiency of the service.

6.2 Those employees who qualify will be offered benefits in line with Parts II and III of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006.

6.3 An employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and

- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service), together with

- (c) a statutory redundancy payment calculated in accordance with Regulation 5(2) of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006. Payment will therefore be based upon average weekly wage to a maximum of 30 weeks' pay according to age and service; and

- (d) a compensatory lump sum payment based upon a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 weeks' pay.

6.4 The employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

6.5 To qualify for redundancy and compensatory payment employees must have a minimum of two years' qualifying service.

7. SCHEME D – REDUNDANCY (Voluntary or Involuntary)

7.1 This scheme will apply to those employees whose redundancy will produce measurable net savings, who have a minimum two years' qualifying employment, and who are:

- (a) LGPS Members (or those non-LGPS Members who are eligible for membership) who **do not qualify for early release of pension benefits** under the LGPS Regulations 2013; or
- (b) LGPS Members (or those non-LGPS Members who are eligible for membership) **who are over the permitted age for early retirement.**

7.2 An employee who retires under this scheme will be entitled to receive:

- (a) a statutory redundancy payment calculated in accordance with Regulation 5(2) of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006. Payment will therefore be based upon average weekly wage to a maximum of 30 weeks' pay according to age and service; and
- (b) a compensatory lump sum payment based upon a multiplication factor of 1.83 applied to the formula for statutory redundancy pay equivalent to a maximum of 55 weeks' pay.

6.5 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

7.4 Exceptions to this scheme outlined above include:

- employees over the permitted age (55 years) to qualify for early release of pension who have opted out of the LGPS in the one-year period prior to termination on the grounds of redundancy; and
- re-employed pensioners who return to work following early retirement.

- 7.5 In these instances a compensatory payment will be based upon the average weekly wage to a maximum of 66 weeks according to age and service (a maximum of 30 weeks statutory redundancy pay and 36 weeks compensatory payment in total).
- 7.6 Subject to a minimum of 2 years' service, LGPS members who are under the permitted age to qualify for early release of pension (55 years) who are made redundant, will be entitled to preserved pension benefits.

8. SCHEME ON RETIREMENT ON THE GROUNDS OF ILL-HEALTH

- 8.1 The scheme will apply to all employees who have a minimum of 2 years membership of the Local Government Pension Scheme who become permanently or semi permanently unable to work due to ill-health. Any retirement on the grounds of ill-health will be dealt with in line with the Council's policy for managing attendance.
- 8.2 An employee who is absent from duty will be referred to the Council's Medical Adviser in line with the Council's corporate policy and procedure.
- 8.3 The Council's Medical Adviser, in consultation with the employee's physician where appropriate, will provide medical opinion regarding the employee's continued employment.

9 *Termination of employment*

- 9.1 If an employee is unable to discharge the duties of the post for which they are employed they will, wherever possible, be offered appropriate alternative employment, in line with the procedure outlined in the paragraph 5.1 of the Redundancy and Redeployment Protocol.

10 *Ill-health retirement – seeking medical advice*

- 10.1 In instances where the Council has determined that the employment of a scheme member is to be terminated, the employee will be referred to an independent registered medical adviser for a medical opinion on whether the employee is permanently incapable of discharging efficiently their duties of employment or that they are not immediately capable of undertaking any gainful employment.
- 10.2 The independent registered medical adviser will be required to certify whether the employee is capable of obtaining gainful employment before normal retirement age. If there is no such prospect, then a Tier 1 retirement with full enhancement to benefit is awarded. If there is no prospect of them undertaking gainful employment within 3 years of leaving employment but is likely to undertake gainful employment before normal retirement age, then a Tier 2 retirement with 25% of full enhancement to benefit is awarded. If there is a realistic prospect of obtaining gainful employment within 3 years, then a Tier 3 retirement is awarded without enhancement until such employment is obtained.
- 10.3 Tier 3 retirements are for a maximum duration of 3 years and are subject to review after 18 months. The retiree is obliged to inform the Council of changes

to his/her employment status and repay any overpayment of pension so identified where employment has commenced.

- 10.4 The employee may be referred back to an independent registered medical adviser with a view to reviewing the Tier awarded.
- 10.5 Employees who have less than 2 years total pension membership will receive a refund of contributions.
- 10.6 An employee who has over 2 years total pension membership will be entitled to immediate payment of a pension and a tax-free lump sum (as appropriate). These benefits are calculated in the same way as normal retirement benefits and increased in line with the Tier awarded to compensate for early retirement.
- 10.7 The enhancement to pension will be in accordance with the Local Government Pension Scheme Regulations.
- 10.8 The retired employee will be eligible to a period of notice in accordance with the individual's contractual rights, or statutory entitlement whichever is the greater. Where it would be impractical to serve such notice, e.g., due to a person's continued absence, a payment in lieu of notice will be payable.

Section 2 – Dependant's Benefits

11 The LGPS Regulations provide for certain benefits to be payable on the death of a scheme member.

11.1 Benefits are payable, when qualifying conditions are met, to the spouse, civil partner or cohabiting partner, together with dependent children's pensions.

Death in service

11.2 If an employee were to die in service as a member of the LGPS, subject to qualifying conditions, following benefits are applicable:

- A lump sum death grant of three times the assumed pensionable pay no matter how long they had been a member of the scheme.
- If the employee had accrued 3 months total membership or if they had brought a transfer value into the scheme then there would be a long-term pension payable to the spouse, civil partner or nominated cohabiting partner.
- Pensions for eligible children: A long-term children's pension would be payable for so long as eligible children remain following an employee's death. Eligible children are defined as children to the age of 18, together with those in full time education or vocational training up to a maximum of age 23.

Section 3 – Miscellaneous Provisions

12 GENERAL CONDITIONS

Reduction in pension benefits

- 12.1 If any employee is entitled to compensation upon retirement under any other Regulations, their pension and lump sum retiring allowances under this scheme could be reduced in accordance with the provisions of such regulations, or the regulations of the Local Government Pension Scheme.

Making application under the Schemes

- 12.2 An employee wishing to retire under Scheme A (The 85 Year Rule) must make a written request to the appropriate Corporate Director or Chief Officer for initial consideration prior to submission to the VER Panel.
- 12.3 Any proposal under Schemes B, C or D will be initiated by the appropriate Corporate Director or Chief Officer.
- 12.4 Should the number of approved applications under Scheme A (The 85 Year Rule) need to be limited for financial or other reasons, selection will be on the basis of economy, effectiveness and the efficiency of the service.

Notice periods

- 12.5 In normal circumstances the retiring or redundant employee will serve a notice period in accordance with the individual's contractual rights or statutory entitlement, whichever is the greater, although the entitlement to notice (or pay in lieu of notice) may be waived by the employee concerned. Only in cases where operational considerations make it impracticable for a period of notice to be served (e.g., closure of an establishment) will pay in lieu of notice be made.

Re-engagement of those in receipt of Pension

- 12.6 Employees whose employment terminates under Scheme A may only be re-engaged with the specific approval of the Group Manager Human Resources and Organisational Development. The same restriction will apply in the respect of the placement via employment agencies.

Re-engagement of those in receipt of Pension and been made redundant

- 12.7 In instances of termination under Scheme B and C employees will be prevented from being re-engaged until the expiration of a period equivalent to the discretionary element of the redundancy payment and may only be re-engaged with the specific approval of the Group Manager Human Resources and Organisational Development. The same restriction will apply in the respect of the placement via employment agencies.

Re-engagement of employees made redundant

- 12.8 In instances of termination under Scheme D employees will be prevented from being re-engaged until the expiration of a period equivalent to the discretionary element of the redundancy payment. The same restriction will apply in the respect of the placement via employment agencies.

Internal Dispute Resolution Procedure (IDRP)

- 12.9 When a decision is made under the LGPS Regulations relating to the rights or liabilities of an employee under the scheme, that employee must be notified of the decision as soon as is reasonably practicable.
- 12.10 If the decision is disputed by the employee they should first contact the employing department who should review their decision after taking appropriate advice.
- 12.11 The notification sent to the employee must contain the address from which they may request an appeals application form to make an appeal against the decision under the formal Internal Disputes Resolution Procedure (IDRP).
- 12.12 The Internal Dispute Resolution Procedure (IDRP) will apply to prospective and active members of the LGPS and to others, such as deferred members, pensioner members and pension credit members, whose position may be affected by decisions of the Council.
- 12.13 On receipt of an appeal application form the Group Manager Human Resources and Organisational Development will pass the appeal to the nominated person(s) for adjudication under stage 1 of the appeals procedure.

Implementation of Policy Statement

- 12.14 The revised schemes will come into operation on the **<Date>** and will continue in force until such time as the Council resolves that it should be discontinued or amended.
- 12.15 Nothing in this policy statement or its schemes can override the statutory provisions of the Local Government Superannuation Acts, or any other relevant legislation or regulations.

Appendix F

ACTING RANK/HONORARIA PAYMENTS PROTOCOL

PURPOSE

It will be necessary for the Authority to make arrangements to cover the absence of officers other than for annual leave purposes.

The payment of honoraria is designed to cover relatively short-term and usually unplanned absences to ensure that there is no reduction in provision of service.

PAYMENT (Acting Rank)

1. Employees who are requested to undertake the full range of duties and responsibilities of a higher graded post are entitled to additional remuneration commensurate with those duties, for the period during which they are undertaken.
2. An employee will only receive an additional payment after the additional duties and responsibilities have been undertaken for a continuous period of 4 weeks.
3. Once the qualifying period of 4 weeks has elapsed, the additional payment will be paid with effect from the first day on which the employee undertook the additional duties and responsibilities.

HONORARIUM

1. Where employees are requested to undertake less than the full duties and responsibilities of a higher graded post an honorarium may be paid on a pro rata basis.
2. Where the duties and responsibilities are shared between two or more employees then any amount paid will be calculated pro rata dependent upon the circumstances of each case.
3. Employees who are requested to perform additional duties and responsibilities outside the scope of their substantive post e.g. undertaking project work will receive an honorarium based upon the value of the duties and responsibilities (valuated by HR/OD & JE).

4.

SELECTION

(Acting up and honorarium payment)

1. An honorarium will be paid to an individual who is a recognised and agreed [by management] as deputy or assistant clearly identified within a section or division.
2. Where no obvious deputy exists the consideration should be given to sharing the honorarium between the direct line management reports of the [temporarily] vacant post.
3. Where no deputy or assistant exists but it is felt that just one person is required to undertake the full range of duties and responsibilities of the higher graded post, then competitive interviews should be undertaken.
4. The selection process will mirror the Authority's policy on Recruitment & Selection.
5. Where cover is anticipated to be required for between 1-3 months, the temporary vacancy will be ring-fenced to the Service Unit or Section in which it occurs.
6. Where cover is anticipated to be required for in excess of 3 months, it will be regarded as a temporary vacancy and will be dealt with under the Protocol for Secondments.

EXCEPTIONAL CIRCUMSTANCES

(Acting up and honorarium payments)

1. There may be occasions where a member of the Corporate Management Board [or nominated Officer] and the Group Manager HR/OD [or nominated officer] will determine that exceptional circumstances occur. In these cases there may be a requirement to deviate from the normal procedures, e.g., where a senior officer is absented, without notice, from his/her duties and responsibilities.
2. Each case will be determined on its merits and any deviation to the protocol will be authorised by a second member of the Corporate Management Board and the Group Manager HR/OD.

AUTHORISATION

1. All honorarium payments must be agreed with the Human Resources/Organisational Development Service Unit and only the Human Resources/Organisational Development Service Unit may authorise payment.

REVIEW PERIOD

1. All honorarium payments will be subject to a review period of no less frequently than 3 months.

Issue Date: October 2013 Updated March 2019

Appendix G

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

www.bridgend.gov.uk



BRIDGEND COUNCIL

SINGLE STATUS / JOB EVALUATION

COLLECTIVE AGREEMENT

Working in partnership



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1. **Introduction**

- 1.1 The Council is legally required to carry out a review of its pay and grading structure and Part 3 terms and conditions under the 1997 national Single Status Agreement.
- 1.2 The purpose of this is to ensure employees covered by the Green Book receive the same terms and conditions of employment and any pay differential can be objectively justified.
- 1.3 This document sets out the terms of a collective agreement between Bridgend Council and the trade unions recognised for the purpose of negotiating on NJC pay and terms and conditions, UNISON, GMB and UNITE.
- 1.4 The agreement covers both a new pay and grading structure and any locally negotiated changes to “Part 3” terms and conditions covered by the Green Book.

2. **Scope**

- 2.1 The Single Status legislation covers all employees on NJC terms and conditions. It does not cover JNC Officers, Youth and Community workers, Teachers and those employees on Soulbury terms and conditions.
- 2.2 The legislation also does not cover employees who are on Craft terms and conditions (Red Book). However, it has been locally agreed that these employees are covered by this collective agreement.

3. **Principles and Objectives**

- 3.1 Develop a new pay and grading structure and agree terms and conditions covered by Part 3 of the Green Book that are both affordable and sustainable.
- 3.2 Ensure the pay and grading structure and terms and conditions are fair and equitable, thereby removing the pay inequality between male and female employees.
- 3.3 Ensure the Council can robustly defend any future equal pay claims post implementation.
- 3.4 The Council has elected to use the Greater London Provincial (GLPC) Job Evaluation scheme.
- 3.5 A partnership approach between the recognised trade unions, management, and the Job Evaluation team.
- 3.6 Develop benchmarks and job families for those areas of work that cover large numbers of employees in similar roles.

4. **Pay and Grading Structure**

- 4.1 The new pay structure uses spinal column points 5 to 55 and is made up of 16 grades of either 2 or 3 spinal points, illustrated below at current pay rates.

Table 1

Grade	JE Score		SCP Range		Min Salary	Max Salary
1	0	249	5	6	£12,312	£12,489
2	250	294	8	9	£13,189	£13,589
3	295	320	12	13	£15,039	£15,444
4	321	349	15	16	£16,054	£16,440
5	350	379	17	18	£16,830	£17,161
6	380	409	20	21	£18,453	£19,126
7	410	439	22	23	£19,621	£20,198
8	440	469	25	27	£21,519	£22,958
9	470	503	29	31	£24,646	£26,276
10	504	539	32	34	£27,052	£28,636
11	540	569	36	38	£30,011	£31,754
12	570	599	39	41	£32,800	£34,549
13	600	639	42	44	£35,430	£37,206
14	640	669	47	48	£39,855	£40,741
15	670	697	51	52	£43,361	£44,236
16	698+		54	55	£45,981	£46,855

5. Part 3 Terms and Conditions

All Part 3 terms and conditions are listed below.

Bank Holidays

- 5.1 Employees who work public and extra statutory holidays will in addition to their normal pay receive plain time rates of pay for all hours worked which equates to double time. Employees will also receive the actual hours worked as time in lieu.

Weekends

- 5.2 Employees that are rota'd to work on a Saturday and / or Sunday will be paid at time and a third.

Overtime

- 5.3 All overtime over 37 hours per week will be paid at time and a third.

Nights

- 5.4 Employees that are rota'd to work a night shift will be paid at time and a third. A night shift is between the hours of 10pm and 7.30am.

Standby for Non 24/7 Services

- 5.5 Employees on the standby rota will receive a payment of £32.94 per shift. There are 9 standby shifts a week, 5 shifts (Monday – Friday) and 2 shifts on Saturday and 2 shifts on Sunday. Should the employee be called out the hours worked will be paid at time and a third.

Emergency Response for Non 24/7 Services

- 5.6 Employees that are not on the standby rota and are called out to respond to an emergency will receive payment of £32.94. Should the employee be called out the hours worked will be paid at time and a third.

Special Rates for Cemeteries

- 5.7 All employees who carry out an exhumation will receive a payment of £150 per exhumation.

Sleeping in Duties

- 5.8 Employees that are required to sleep in on the premises will continue to receive a payment in line with the national agreement of £32.94 per night. Should the employee be awakened to work, the hours will be paid at time and a third.

Lettings

- 5.9 Current arrangements will continue at the time of signing. Any proposed changes will be subject to negotiation.

Approved Social Worker Payment

- 5.10 The Approved Social Worker payment will continue at the current rate of £1,907, 2 increments on top of the maximum of the Social Worker Grade. To receive this payment an employee must fulfil the following 2 criteria:

- Be in possession of a warrant
- Participate on the rota for Approved Social Worker duties

Shifts

5.11 Shift payments will cease to be paid.

Unsocial Hours

5.12 Unsocial hours payments will cease to be paid.

Market Supplements

5.13 All market supplements will cease and the current policy will terminate.

Bonus Payments

5.14 All bonus payments will cease.

Telephone Allowance

5.15 All telephone allowances will cease.

Other Job Related Allowances

5.16 The following allowances will cease.

- Autistic Unit allowance
- Special Class allowance
- Forensic Lead Allowance

Car Allowances

5.17 Essential car user allowances will cease to be paid.

5.18 The mileage rate for cars will be 47p per mile for the first 8,500 miles claimed in the tax year and 27p per mile for all mileage claimed over 8,500. The mileage rate for motorcycles will be 24p per mile.

Current Arrangements

5.19 First Aid Allowance will continue at the current rate of £104 per annum.

6. Assimilation into the New Pay Structure

- 6.1 Employees receiving a pay increase at implementation (greens) will be assimilated to the bottom point of their new grade. Employees will receive an annual increment until the maximum point of the new grade is reached.
- 6.2 Employees whose salary point decreases on implementation (reds) will be assimilated to the top point of their new grade. The difference between the current and new grade will be subject to the pay protection arrangement detailed in section 7.
- 6.3 Employees whose current pay is within their new JE grade (whites) will be assimilated to the same point in the new grade. Employees will receive an annual increment until the maximum point of the new grade is reached.
- 6.4 Existing honoraria will need to be recalculated in line with the new pay and grading structure.

7. **Pay Protection**

- 7.1 All current pay protection arrangements will cease following implementation.
- 7.2 Following implementation of the new pay and grading system pay protection will be paid to cover any detriment. It will last for either 12 or 18 months and be paid monthly as a separate element through employees pay. See below:
 - Employees that suffer a detriment below 25% will be offered 12 months pay protection.
 - Employees that suffer a detriment of 25% and above will be offered 18 months pay protection.
- 7.3 Pay protection will be treated as pensionable.
- 7.4 The following conditions apply if an employee moves to a different post within the Council during the period of protection:
 - If the pay of the new post is the same or higher than the protected (original) salary pay protection will end.
 - If the pay for the new post is less than the protected pay, pay protection will continue. Pay protection will only be paid to cover the differential between the protected (original) salary and the new (lower) salary.
- 7.5 An employee who suffers a detriment for any other reason than the implementation of the new pay and grading system will not receive any pay protection. Examples of when an employee may suffer a detriment are shown below (this list is not exhaustive):
 - Voluntary demotion,
 - Involuntary demotion [eg, following a disciplinary process or restructure]

- Voluntary decrease in hours

7.6 Employees that lose the essential user car allowance will receive a one off payment in the form of a one off lump sum, equivalent to one year's allowance.

7.7 All employees eligible for pay protection or the essential user payment will be required to sign a compromise agreement prior to implementation.

8. **Payments for employees who are gaining on Implementation of the New Pay & Grading System**

8.1 Recognising that the original implementation date for a new pay and grading structure will be later than 1 April 2013 employees who will receive an increase in salary will have that increase effective from 1 April 2013.

8.2 These monies will be paid in a lump sum post implementation.

8.3 The payment will be treated as pensionable

8.4 These employees will be required to sign a compromise agreement prior to implementation.

9. **Appeals Procedure**

9.1 Employees will be able to register an appeal against the outcome of the job evaluation exercise in line with the Appeals Procedure provided in Annex 1.

10. **Implementation Date**

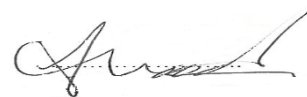
10.1 1st September 2013.

11. **Signatures and Date**

Bridgend Council Andrew Jolley (Assistant Chief Executive)



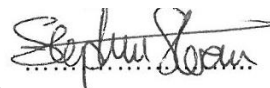
UNISON Andrew Woodman (Regional Officer)



GMB Kelly Andrews (Regional Officer)



UNITE Steve Sloan (Regional Officer)



BRIDGEND COUNCIL
SINGLE STATUS / JOB EVALUATION
COLLECTIVE AGREEMENT

ADDENDUM – January 2019

1. Introduction

- 1.1 The Council has previously complied with its statutory obligation to review its pay and grading structure and Part 3 terms and conditions under the 1997 National Single Status Agreement which relates to those employed under NJC terms and conditions.
- 1.2 At the conclusion of this review a Collective Agreement was entered into and the agreed scheme was implemented in September 2013.
- 1.3 The NJC pay agreement for 2018-2020 includes the introduction of a new pay spine on 1 April 2019.

2. Pay and Grading Structure

- 2.1 The existing pay structure ranges between spinal column points 6 - 55 comprising 16 grades, (each consisting of up to 3 increments).
- 2.2 The revised pay structure ranges between spinal column points 1 - 49 and will continue to comprise of 16 grades, (each consisting of up to 3 increments) as detailed below:

Old SCP	New SCP	Salary	Hourly Rate	Grades	
6/7	1	£17,364	£9.00	Grade 1	
8/9	2	£17,711	£9.18		Grade 2
10/11	3	£18,065	£9.36		
12/13	4	£18,426	£9.55	Grade 3	
14	5	£18,795	£9.74		
15/16	6	£19,171	£9.94		Grade 4
17/18	7	£19,554	£10.14	Grade 5	
19	8	£19,945	£10.34		
20	9	£20,344	£10.54		Grade 6
-	10*	£20,751	£10.76		
21	11	£21,166	£10.97		
22	12	£21,589	£11.19	Grade 7	
-	13*	£22,021	£11.41		
23	14	£22,462	£11.64		
24	15	£22,911	£11.88		
-	16*	£23,369	£12.11		
-	17	£23,836	£12.35		
25	18*	£24,313	£12.60		

Old SCP	New SCP	Salary	Hourly Rate	Grades	
32	26	£29,636	£15.36		Grade 10
33	27	£30,507	£15.81		
34	28	£31,371	£16.26		
35	29	£32,029	£16.60		
36	30	£32,878	£17.04	Grade 11	
37	31	£33,799	£17.52		
38	32	£34,788	£18.03		
39	33	£35,934	£18.63		Grade 12
40	34	£36,876	£19.11		
41	35	£37,849	£19.62		
42	36	£38,813	£20.12	Grade 13	
43	37	£39,782	£20.62		
44	38	£40,760	£21.13		
45	39	£41,675	£21.60		
46	40	£42,683	£22.12		
47	41	£43,662	£22.63		Grade 14
48	42	£44,632	£23.13		
49	43	£45,591	£23.63		

Old SCP	New SCP	Salary	Hourly Rate	Grades	
26	19	£24,799	£12.85		Grade 8
27	20	£25,295	£13.11		
-	21*	£25,801	£13.37		
28	22	£26,317	£13.64		
29	23	£26,999	£13.99	Grade 9	
30	24	£27,905	£14.46		
31	25	£28,785	£14.92		

Old SCP	New SCP	Salary	Hourly Rate	Grades	
50	44	£46,547	£24.13		
51	45	£47,503	£24.62	Grade 15	
52	46	£48,461	£25.12		
53	47	£49,417	£25.61		
54	48	£50,373	£26.11		Grade 16
55	49	£51,330	£26.61		

3. Implementation of Revised NJC Structure

3.1 The date of implementation is 1st April 2019.

3.2 Employees will assimilate across on the 1st April 2019 and then be awarded an increment where available in line with their contract.

4. Other conditions

4.1 All other terms and conditions remain as set out in the original collective agreement.

5. Signatures and Date

Bridgend Council Mark Shephard (Interim Chief Executive)



UNISON Lynne Hackett (Regional Officer)



GMB Kelly Andrews (Regional Officer)



UNITE Nicholas Blundell (Regional Officer)



BRIDGEND COUNCIL

SINGLE STATUS / JOB EVALUATION

COLLECTIVE AGREEMENT

ADDENDUM – JULY 2018

1. Introduction

- 1.1 The Council has previously complied with its statutory obligation to review its pay and grading structure and Part 3 terms and conditions under the 1997 National Single Status Agreement which relates to those employed under NJC terms and conditions.
- 1.2 At the conclusion of this review a Collective Agreement was entered into and the agreed scheme was implemented in September 2013.
- 1.3 As part of a recent senior management review a decision has been taken to alter the JNC pay structure. This will allow movement between the NJC and JNC pay structures. To enable this a cap will need to be introduced to the NJC pay structure at Grade 16.

2. Pay and Grading Structure

- 2.1 The existing pay structure ranges between spinal column points 6 -55 comprising 16 grades, (each consisting of up to 3 increments).
- 2.2 Each grade has a corresponding JE score, however, Grade 16 (ie JE score 698 and above) is currently uncapped as there has previously been no progression past this point.
- 2.3 The amended pay structure will place a cap of 728 on Grade 16. Posts which are evaluated above 728 will move onto the JNC pay structure and associated terms and conditions, which are not covered by the collective agreement.
- 2.4 The amended senior management pay and grading structure (which includes JNC & NJC) is illustrated below and are based on salaries as at 31.03.18.

Designation	Grade	Point 1	Point 2	Point 3	Point 4	JE Score
Chief Executive	25	£124,781	£127,763	£130,745	£133,725	986+
Deputy Chief Executive	24	£111,737	£114,408	£117,143	£119,943	954-984
Corporate Director [1]	23	£101,381	£103,681	£103,904	£106,159	922-952
Corporate Director [2]	22	£87,582	£89,570	£91,604	£93,684	890-920
Head of Service [1]	21	£76,039	£77,762	£79,487	£81,210	858-888
Head of Service [2]	20	£68,477	£70,030	£71,618	£73,242	826-856
Head of Service [3]	19	£62,379	£63,329	£64,293	£65,273	794-824
Group Manager [1] JNC	18	£58,395	£59,525	£60,677	£61,851	762-792
Group Manager [2] JNC	17	£52,487	£53,502	£54,537	£55,593	730-760
Group Manager [3] NJC	16	£48,417	£49,336			698-728

3. Implementation of New NJC Structure

- 3.1 The implementation date for applying the cap to Grade 16 is 1st April 2018.
- 3.2 All Grade 16 postholders will be invited to complete a job description questionnaire for evaluation based on current duties.
- 3.3 Grade 16 posts that are subject to restructure proposals prior to implementation date will be considered as part of the restructure.
- 3.4 Employees will be able to register an appeal in accordance with the appeal process as set out at paragraph 9 of the original collective agreement.

4. Other conditions

- 4.1 All other terms and conditions remain as set out in the original collective agreement.

5. Signatures and Date

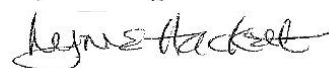
Bridgend Council

Darren Mepham (Chief Executive)



UNISON

Lynne Hackett (Regional Officer)



GMB

Kelly Andrews (Regional Officer)



UNITE

Nicholas Blundell (Regional Officer)



BRIDGEND COUNCIL
SINGLE STATUS / JOB EVALUATION
COLLECTIVE AGREEMENT

ADDENDUM – January 2023

6. Introduction

- 6.1 The Council has previously complied with its statutory obligation to review its pay and grading structure and Part 3 terms and conditions under the 1997 National Single Status Agreement which relates to those employed under NJC terms and conditions.
- 6.2 At the conclusion of this review a Collective Agreement was entered into and the agreed scheme was implemented in September 2013.
- 6.3 An addendum to the collective agreement was agreed in January 2019, in preparation for the introduction of the new pay spine on 1 April 2019.

7. Pay and Grading Structure

- 7.1 The existing pay structure ranges between spinal column points 1 - 49 comprising of 16 grades. As part of the 2022/23 pay award, the NJC agreed that with effect from 1 April 2023 spinal column point 1 will be permanently deleted from the NJC pay spine.
- 7.2 The revised pay structure will therefore range between spinal column points 2 - 49 and will continue to comprise of 16 grades, as detailed below:

SCP	Grades			SCP	Grades	
2	Grade 1			26		
3		Grade 2		27		Grade 10
4	Grade 3			28		
5				29		
6		Grade 4		30	Grade 11	
7	Grade 5			31		
8				32		
9		Grade 6		33		Grade 12
10				34		
11				35		
12	Grade 7			36	Grade 13	
13				37		
14				38		
15				39		
16				40		
17				41		Grade 14
18		Grade 8		42		
19				43		
20				44		
21				45	Grade 15	
22				46		

23	Grade 9			47		
24				48		Grade 16
25				49		

8. Implementation of Revised NJC Structure

3.1 The date of implementation is 1st April 2023.

4. Market Supplement

4.1 The Market Supplement policy has been approved by Council in October 2021 to consider factors such as market pay rates or fluctuating demand for skills in the marketplace. Market Supplements will be used as an exception rather than the rule and must be considered through submission of a robust business case comprising clear objective evidence on all relevant factors.

5. Other conditions

5.1 All other terms and conditions remain as set out in the original collective agreement and previous addendum.

6. Signatures and Date

Signature:



Date: 20/02/2023

Bridgend County Borough Council

Mark Shephard (Chief Executive)

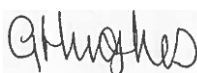
UNISON

Rachel Price (Regional Officer)



GMB

Greg Hughes (Regional Officer)



UNITE

Zoe Codd (Regional Officer)



MARKET SUPPLEMENT POLICY

SCOPE STATEMENT

This Policy applies to all employees of Bridgend County Borough Council except:

- Those employed under the Conditions of Service for School Teachers in England and Wales
- Those employed under the JNC Grade 19 and above.
- Those employed under Soulbury Terms and Conditions and Youth Terms and Conditions.

Date of Issue: October 2021

DOCUMENT CONTROL	
Document Title:	Market Supplement Policy
Previous Publication Date:	N/A
DOCUMENT APPROVAL	
This document received approval from:	Date:
Group Manager HR/OD	
Trade Unions	
Corporate Management Board	
Council	20.10.2021
REVISION HISTORY	
Revision History:	New Policy

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4. Reviewing Market Supplement	7
5. Appeal	7
6. Policy Review	7

1. Introduction

- 1.1 Market supplements are a way of tackling recruitment and/or retention issues by temporarily increasing the pay awarded to a post, without altering the determined job evaluation grade. There can be occasions, due to changing trends in the labour markets that the grade for a post, as determined by job evaluation, does not meet the “going rate” for a particular job or occupation. A shortage of people with particular skills – both locally and nationally – may drive up the going rate and create challenges in recruiting and retaining staff.
- 1.2 This market supplement policy is required as the council’s job evaluation scheme and grading structure do not take into account market factors such as market pay rates or fluctuating demand for skills in the market place. It is therefore occasionally necessary to pay a market supplement in addition to the base salary in order to recruit or retain staff. It should be noted however that a market supplement must be the absolute exception rather than the rule.
- 1.3 Market supplements will be made on the basis that they are objectively justified, e.g. where there are demonstrable recruitment and/or retention difficulties and it can be shown that these will be eradicated or mitigated against by the payment of this supplement.
- 1.4 Base salary is not the only factor which influences the council’s ability to recruit and retain employees. The remuneration package should be part of an overall total reward strategy and the need for market supplements should be considered in this context.

2. Principles

- 2.1 Any market supplement must be objectively justifiable and will be applied according to the following principles:
 - 2.1.1 The decision to pay a market supplement will only be taken when all other non-pay related measures to successfully recruit to a vacant post or retain employees in current posts have been reasonably explored and evidenced.
 - 2.1.2 The decision to pay a market supplement must be supported by a robust business case and approved in accordance with an authorisation process – see point 3.1.1.
 - 2.1.3 Prior to the completion of any application for a market supplement, the Head of Service must confirm that the job description/personal specification for the post is up-to-date. The Job Evaluation Team

will also need to verify that an evaluation accompanies the current version of the job description. If the job description needs to be changed to reflect the present duties and responsibilities, then the changes will need to be evaluated in order to determine the appropriate grade for the post.

- 2.1.4 Market supplements will apply for 2 years and will be subject to review after 18 months. It is the responsibility of the Head of Service to ensure that it is reviewed after 18 months. Should evidence at that time not justify a market supplement continuing then the payment will cease at the original end date.
- 2.1.5 If a post attracting a market supplement is subsequently re-graded to a higher grade, the market supplement will be reviewed.
- 2.1.6 Market supplements will not be increased in line with annual pay awards.
- 2.1.7 The cost of market supplements will be met from service budgets will be included as part of the annual budget preparation process.
- 2.1.8 Where a market supplement is introduced for a specific post, it will apply to all existing post holders with the same Job Description.
- 2.1.9 Market supplements should be clearly indicated in job adverts
- 2.1.10 Information on market supplements will be reported to CMB on a quarterly basis.

3. Process to Pay a Market Supplement

- 3.1 There has to be clear justification for the need of a market supplement. The relevant Directorate / Service will be required to demonstrate:
 - Difficulties in attracting and/or retaining staff; -
 - High levels of business risk; -
 - Relevant market data reflecting significant difference in levels of pay.
- 3.1.1 The business case will be provided by the Head of Service, which is then signed off by the CMB Member together with input from Finance and Human Resources.
- 3.1.2 The business case should cover the following:
 - Evidence to show that pay is the primary issue;
 - Details of other attempts to resolve the issue;

- Market data showing the difference between the salaries offered and the external market rate.

3.1.3 Once the business case and application form has been completed it should be submitted to the Chief Officer – Legal and Regulatory Services, Human Resources and Corporate Policy for approval or rejection. Should the application be made from Legal, HR & Regulatory Service then the application will be submitted to the Chief Executive, who will delegate to a member of Corporate Management Board (CMB). Trade Unions are also to be notified at this time.

3.1.4 The decision should then be communicated back to the CMB Member and if they are dissatisfied with the outcome then they can refer the matter to CMB for final decision – see Appeals section.

3.1.5 If an employee in receipt of a market supplement is promoted or appointed to another role which is not subject to a market supplement, the supplement will cease with effect from the date of their commencement in the new role.

3.1.6 The value of the supplement will be the difference between the maximum of the current grade range and the determined market rate. This may need to take into account any allowances that apply to BCBC and competitor employer posts.

3.2 **Other pay arrangements include:**

- The amount of any market supplement should be clearly identified as a separate payment and not incorporated in the basic grade/rate of pay for the post. It will not alter the grade of the post determined by the job evaluation process.
- Part-time employees will receive a payment pro-rata to their contractual hours.
- The payment will be subject to statutory deductions.
- Market supplements form part of an employee's pay and will be pensionable.
- Market Supplement will not be included for enhanced payments, overtime, call out, etc.

4. **Reviewing the Market Supplement**

- 4.1.1. All market supplements will be reviewed after 18 months. The purpose of the review is to establish whether there have been any changes in the labour market in respect of particular posts and skills sets.
- 4.1.2 The review will be undertaken by the appropriate Head of Service, along with colleagues in Finance and Human Resources as per the original application process, with approval from the CMB Member.
- 4.1.3 A review will take place if a post in receipt of a market supplement is re-graded as a result of a re-evaluation of changed duties.
- 4.1.4 A review will also take place when a post holder(s) leaves a post prior to the end of the formal review period, subject to all posts with the same job description being vacant.

5 Appeals

- 5.1.1 The corporate CMB Member who supports the market supplement application can request that CMB reviews the decision. The CMB Member will need to present why they feel the decision is inappropriate and provide supporting evidence.
- 5.1.2 Any appeal should be made to the Chief Officer – Legal and Regulatory Services, Human Resources and Corporate Policy within 20 working days of receiving the outcome of the review. The appeal must be in writing and should include the reasons for dissatisfaction and supporting evidence and documents.

6 Policy Review

- 6.1 This policy will be periodically reviewed in line with procedures, in order that it remains appropriate to the Council's operation, is best practice and meets legal requirements.

Market Supplement Application Form

Job Title	
Department	
Service	
Post Holders	
Current JD/PS to be attached	
Is the current JD/PS up to date?	
Business Case	
<p>Business Case should consider the relevance of the following points for the market supplement:</p> <p>Recruitment Summary</p> <ul style="list-style-type: none"> • Number of times the post has been advertised (including dates advertised) • Number of responses to each advertisement • Level of vacancies • Assessment of the quantity of responses • Assessment of the quality of responses • Turnover statistics for the post • Supporting data from exit interviews • Articles in professional bodies' journals / websites, press etc re skills shortages and / or evidence from national surveys <p>Other Options</p> <p>What evidence is there that pay (and not some other factor) is causing the recruitment/retention problems being experienced?</p> <p>What recruitment / retention initiatives have been tried / exhausted?</p> <p>Have alternatives to paying a market supplement been considered?</p> <p>Is filling the post</p> <ul style="list-style-type: none"> • Market Pay Rates • Supporting Information <p>Market Supplement</p>	

<ul style="list-style-type: none"> • What appears to be the 'going rate' for the job? • Is this the 'going rate' for the job locally, regionally, nationally or occupational labour market? • What sources have been used to obtain this data? 	
Market Supplement Rate	
Period for Payment (Max 2 Years):	
Human Resource Input	
Approved HR:	
Finance Input	
Approved Finance:	
Approved Head of Service	
Approved CMB Member	

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

RELATED PARTY TRANSACTIONS 2022-23 & STATEMENT OF ACCOUNTS

1. Purpose of report

- 1.1 The purpose of this report is to inform Council of the requirement for Members to formally declare any related party transactions for the 2022-23 financial year by completing the declaration attached at **Appendix A**, even if it is a nil return, and that this must be completed no earlier than 31 March 2023 and returned by Wednesday 12 April 2023.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:
- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The preparation of the Statement of Accounts is a requirement of the Accounts and Audit (Wales) (Amendment) Regulations 2018 as amended and its content is defined by the Chartered Institute of Public Finance and Accountancy (CIPFA's) 'Code of Practice on Local Authority Accounting in the United Kingdom 2022-23' (the Code).
- 3.2 The Code states that "Authorities shall identify related party relationships and transactions, identify outstanding balances between the authority and its related parties, and identify the circumstances in which disclosures are required". Any related party transactions must then be disclosed within the Statement of Accounts.

4. Current situation/proposal

- 4.1 The requirement to declare related party transactions is not new within the Statement of Accounts. Audit Wales scrutinise these returns closely as part of their audit of the Statement of Accounts and have recommended that:

"The Council should:

- formally remind all councillors of the importance of completing and submitting their annual related party return by the deadline set by the Finance Department; and

- ensure that any outstanding related party returns are always pursued promptly.”

4.2 This report is therefore to inform Members of the requirement to complete the declaration attached at **Appendix A** with reference to the guidance attached at **Appendix B** by Wednesday 12 April 2023. It is essential that this form is completed **as at 31 March 2023** and covers the full financial year or period for which the individual was a Member of the Council. Members should note that a copy of this declaration will be emailed separately to their Bridgend County Borough Council email address for completion and return.

5. Effect upon policy framework and procedure rules

5.1 There is no effect upon the policy framework and the procedure rules arising from this report.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 Any related party transactions will be shown as a disclosure note within the Authority's Statement of Accounts.

9. Recommendations

9.1 That Council notes the requirement for Members to:

- formally declare any related party transactions for the 2022-23 financial year;
- complete and date the return no earlier than 31 March 2023;
- submit the return by Wednesday 12 April 2023.

Carys Lord
Chief Officer – Finance, Performance and Change
1 March 2023

Contact Officer: Nigel Smith
Group Manager Chief Accountant

Telephone: (01656) 643605

E-mail: nigel.smith@bridgend.gov.uk

Postal Address Civic Offices
Angel Street
Bridgend
CF31 4WB

Background documents: None

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**BRIDGEND COUNTY BOROUGH COUNCIL CLOSURE OF ACCOUNTS
2022-23 DECLARATION OF RELATED PARTY TRANSACTIONS**

Name: _____ (Please print)

I declare that I or a close family member are an owner, Director, senior manager or a major shareholder of the following organisations:

Name of organisation	Own position in organisation	Family member position in organisation
<i>Eg. AN Other Consulting Services</i>	<i>none</i>	<i>Brother – Company Director</i>
<i>Eg. ABC Ltd</i>	<i>Director</i>	<i>Wife – Company Secretary</i>
<i>Eg. XYZ Rugby Club</i>	<i>Member</i>	
<i>X Comprehensive School</i>	<i>LEA Governor</i>	

(please continue on a separate sheet if necessary)



2. Any personal transactions with the Council (exclude any Council salaries and expenses)		Self	Family Member (please specify)
<u>Nature of transaction</u>	<u>Value</u>		
<i>Foster Care Allowances</i>	<u>XX</u>		<i>Sister is a Foster Carer</i>

I declare that, to the best of my knowledge, the above information is accurate and complete.

Signed:

Date: _____

DEADLINE FOR RETURN 12TH APRIL 2023

**** PLEASE RETURN SCANNED COMPLETED AND SIGNED FORMS VIA EMAIL TO THE BELOW****

EMAIL: financialcontrol@bridgend.gov.uk



Bridgend County Borough Council Related Party Transactions Guidance Note

Requirement for Members to declare Related Party Transactions 2022-23

Background

1. The Council is required to provide information within its Statutory Annual Accounts of arrangements and/or transactions where Members (and senior officers) **or close members of their families** have a significant influence over organisations that the Council has a relationship with, be that the giving of grant funding, provision of services or an ability to manage the operations and/or financial activities of that organisation; OR that organisation is able to influence or control activities of the Council.
2. **A relationship** with an entity would occur where you or a close member of your family:
 - Has control or joint control over the organisation
 - Has significant influence over the organisation; or
 - Is a member of the key management personnel of the organisation or a parent of the organisation
3. **Close members of the family** of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with that organisation and include:
 - Your children and spouse or domestic partner
 - Children of your spouse or domestic partner
 - Dependents of you, your spouse or domestic partner
4. **The information disclosed** must be auditable and you must provide written confirmation of whether at any time during the period **1 April 2022 to 31 March 2023**:
 - You and/or a close family member **met any of the circumstances set out at paragraph 2 above; and/or**
 - You and/or a close family member had any financial transactions (excluding salary or work-based expenses paid by the Council) with the Council

Examples:

Examples of arrangements which may require disclosure include:

- You own a company or have a major shareholding* in a company;
- Any close members of your family who own a company or have a major shareholding in a company;
- You or a close member of your family is a member of the senior management of a company/organisation;
- You or a close member of your family hold a position of influence within an organisation;
- You or a close member of your family receive income from the Council that is not based on salary, allowances or expenses;
- You or a close member of the family are a member of the board of trustees of a local charity – either in a personal or professional capacity;
- You or a close member of the family may be an employee of an organisation that receives financial benefits from the Council.

ANY arrangements with a company you are a Director of or own must be disclosed even if there have been no financial transactions for that company during the year (either with or outside of Bridgend CBC)

*No specific limit has been given for what constitutes a major shareholding therefore any such roles must be declared.

What you need to do

ALL Members and Chief Officers (including all temporary arrangements in place during the year), are required to sign a declaration which discloses any related party relationships held and also identify any transactions that occurred during the financial year from **1st April 2022 to 31st March 2023**.



Bridgend County Borough Council Related Party Transactions Guidance Note

**** If you are unsure it is better to disclose it and Finance will assess whether it needs to be included in the Statement of Accounts ****

Are there any exceptions?

Yes. Where transactions are common to all individuals, they need not be declared. For example, there is no need to declare payments of **council tax, rent or housing benefit**, which are transactions that would occur regardless of whether the individual was a related party to the authority.

This principle can be applied to cover any payment or benefit which arises under circumstances for which there is a statutory scheme for which the Council has established eligibility criteria e.g.

- Cost of living grant
- Winter fuel grants
- planning consents or
- concessionary bus passes

Any queries?

If you feel unable to complete the declaration or have any doubts about any aspect of what is required, please contact:

Eilish Thomas, Finance Manager, Financial Control and Closing Team, (Tel.no 01656 643359)

E-mail: eilish.thomas@bridgend.gov.uk

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY

PENSION POLICIES

1. Purpose of report

1.1 The purpose of this report is to seek approval of the Discretions Policy, Early Retirement, Ill Health Retirement and Redundancy Policy and Flexible Retirement Policy.

2. Connection to corporate well-being objectives / other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

3.1 The Council has a number of pension related policies. These are reviewed from time to time to ensure they meet legislative requirements, Local Government Pension Scheme (LGPS) Regulations and the requirements of the Authority.

3.2 Reviews have been undertaken on the Discretions Policy, Early Retirement, Ill Health Retirement and Redundancy Policy and Flexible Retirement Policy and a small number of changes have been proposed.

3.3 Trade Union colleagues have been consulted on the proposed amended policies. GMB, Unison and Unite have confirmed their agreement.

4. Current situation/proposal

Discretions Policy

4.1 The Local Government Pension Scheme contains many areas where the employer, or the Administering Authority, can or must exercise a discretion.

4.2 In reviewing this policy, it is proposed to introduce a Shared Cost Additional Voluntary Contribution (SCAVC) pension arrangement for LGPS members. This will be

implemented through a salary sacrifice scheme, which means that employees will receive tax and national insurance relief, whilst the employer will also make savings through reduced employer national insurance contributions.

Early Retirement, Ill Health Retirement and Redundancy Policy

- 4.3 This policy covers a range of provisions including pension provisions which can apply in circumstances relating to early retirement, ill health retirement and redundancy.
- 4.4 The revised policy has been updated to reflect the current organisational structure and strengthens the position in relation to re-engagement of leavers under certain circumstances.

Flexible Retirement Policy

- 4.5 The Council is committed to providing more choice and flexibility to employees who wish to transition into retirement or stay in work beyond retirement age. The provisions of this policy are based on employee choice and needs of the service and allow employees to draw their pension at any time after the age of 55 years whilst continuing to work.
- 4.6 The revised policy provides more flexibility for part-time employees to apply for flexible retirement and has been updated to reflect the current organisational structure.

5. Effect upon policy framework and procedure rules

- 5.1 This report proposes a number of changes to the Discretions Policy, Early Retirement, Ill Health Retirement and Redundancy Policy and Flexible Retirement Policy.

6. Equality Act 2010 implications

- 6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It is therefore not necessary to carry out a full EIA on these policies or proposal.
- 6.2 The action necessary under employment and pension legislation meets the Council's statutory duties in respect of equalities.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Authority should work to deliver well-being outcomes for people. The following is a summary to show how the five ways of working to achieve the well-being goals have been considered in this report:

- **Long Term** – Pension policies assist employees to plan for the future.

- **Prevention** – The council, like other local authorities, automatically enrolls all eligible new employees into the LGPS.

Integration – The LGPS is a national pension scheme for working in local government.

- **Collaboration** – The council continues to work with the Rhondda Cynon Taf Pension Fund.
- **Involvement** – The recognised trade unions have been consulted on the proposed amended policies. GMB, Unison and Unite have confirmed their agreement.

8. Financial implications

8.1 There are no additional costs to implement these revised policies.

9. Recommendations

9.1 It is recommended that Council approves:

- the Discretions Policy (**Appendix 1**)
- the Early Retirement, Ill Health Retirement and Redundancy Policy (**Appendix 2**)
- the Flexible Retirement Policy (**Appendix 3**)

Kelly Watson
Chief Officer Legal, HR and Regulatory Services

1 March 2023

Contact officer: Paul Miles
HR Service Centre Manager

Telephone: (01656) 643212

Email: paul.miles@bridgend.gov.uk

Postal address: Civic Offices, Angel Street, Bridgend

Background documents: None

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LOCAL GOVERNMENT PENSION SCHEME DISCRETIONS POLICY

SCOPE STATEMENT

This Policy applies to all members of the Local Government Pension Scheme (or those non-LGPS members who are eligible for membership) excluding:

- Those employed by Governing Bodies in educational establishments under delegated powers.

Date of Issue: April 2023

DOCUMENT CONTROL	
Document Title	Local Government Pension Scheme Discretions Policy
Previous Publication Date	1 April 2016
DOCUMENT APPROVAL	
This document received approval from:	
Group Manager HR & OD	30 November 2022
Trade Unions	15 February 2023
Corporate Management Board	14 February 2023
Cabinet/Council	
REVISION HISTORY	
Revision History	

Document Title	Local Government Pension Scheme Discretions Policy	Department	HR&OD
Publication date	April 2023	Review Date	

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3. Optional Discretions.....	5

Document Title	Local Government Pension Scheme Discretions Policy	Department	HR&OD
Publication date	April 2023	Review Date	

1. Introduction

- 1.1 Local Government Pension Scheme legislation contains a number of clauses where the employer has a discretion in how the scheme is applied within that Council. This document sets out the use of the discretions available to the Council under the terms of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and the 2014 Local Government Pension Scheme Regulations for active employees and the 1995, 1997, and 2007 Local Government Pension Scheme regulations for ex-employees with a deferred benefit.
- 1.2 In formulating and reviewing its policy, Bridgend County Borough Council must have regard to the extent to which the exercise of its discretionary powers could lead to serious loss of confidence in the public service.
- 1.3 The discretions exercised will come into operation on the 15 April 2023 and will continue in force until such time as the Council resolves that it should be discontinued or amended.
- 1.4 Whilst this Policy Statement sets out the general position, this Council must consider every application on its merit. Where there are extraordinary or justifiable circumstances, a departure from policy may be appropriate. This would need to be approved by the Group Manager - Human Resources and Organisational Development.

2. Mandatory Discretions

2.1 Power of Employing Authority to Award Additional Pension

Employers may resolve to award additional pension.

Policy:

Bridgend County Borough Council will allow active employees to convert the full amount of the compensatory payment into additional pension, where a compensatory lump sum on termination of employment is due.

2.2 Power of Employing Authority to award Additional Pension

An employing authority may resolve to award an active member additional pension of not more than £7,352 a year

Policy:

Bridgend County Borough Council will not allow such awards.

2.3 Flexible Retirement

An employing authority will determine whether to grant a member, who has attained the age of 55 and has reduced the hours they work, or the grade in which they are employed, their request to receive all or part of their benefits, and whether to waive part of the actuarial reduction on benefits paid on flexible retirement.

Policy:

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Document Title	Local Government Pension Scheme Discretions Policy	Department	HR&OD
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This has been approved and published as the Flexible Retirement Policy.

2.4 Employer consent to apply the '85 year rule' for active employees voluntarily drawing their benefits on or after age 55 and before age 60

Active employees who wish to retire from age 55 onwards can request that the Council apply the 85 year rule and waive the actuarial reduction in full or part, if they are eligible. To be eligible, the employee's LGPS Service and their age must equal 85 years or more, and they must have joined the pension scheme before 1st October 2006.

Policy:

Bridgend County Borough Council will consider each case on its own merits.

3. Optional Discretions

3.1 Contributions Payable by Active Members

Employers will determine the contribution rate payable based on actual pensionable pay for existing members at the commencement of their membership. Where there has been a permanent material change to the terms and conditions of a member's employment which affect their pensionable pay in the course of a financial year, their employing authority may determine that the contribution rate to be applied in their case is not to be calculated.

Policy:

Bridgend County Borough Council will undertake an annual review of employees who are members of the LGPS on 1 April each year, after incremental progression increases and pay awards have been applied. Where a pay award is applied retrospectively the bandings are not revised until the following 1 April. Where an employee moves to a new position within the Council, the banding is revised and new starters during a financial year are allocated to the banding appropriate to their commencement salary.

3.2 Shared Cost Additional Voluntary Contribution

Employers may choose to contribute to a shared cost additional voluntary contribution scheme (SCAVC). Employers will need to establish eligibility and how much the employer and employee will jointly contribute.

Policy:

Bridgend County Borough Council supports the introduction of a SCAVC Scheme.

3.3 Forfeiture of pension rights after conviction of employment-related offences

A person is not entitled to a repayment of contributions under regulation 46 if he/she left employment because of an offence of a fraudulent character, or grave misconduct in connection with his/her employment.

The Council may direct the payment out of the appropriate fund to the employee or, in a case of an offence of a fraudulent character, to him or to his spouse, civil

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partner, nominated cohabiting partner or any dependant of his, of a sum equal to all or part of his contributions.

Policy:

The Council can direct the payment out of all or part of the contributions.

3.4 Extension to Internal Disputes Resolution Panel (IDRP) Appeal

Employers may decide to extend the six-month period to lodge a Stage One appeal under the IDRP process

Policy:

Bridgend County Borough Council will not extend the six- month period to lodge a Stage One appeal *unless* the appeal relates to access to pension benefits on the grounds of ill-health or other extenuating circumstances that may justify an extension.

3.5 Forfeiture of pension rights after conviction of employment-related offences

If a member is convicted of a relevant offence, his/her former employing authority may apply to the Secretary of State who may issue a forfeiture certificate.

A relevant offence is an offence, committed in connection with an employment in which the person convicted is a member, and because of which he/she has left that employment.

Policy:

Bridgend County Borough Council will consider applying for a Forfeiture Certificate basing each case on its own merits.

3.6 Recovery of Monetary Obligation

The employer has discretion as to whether to recover from the Pension Fund any monetary obligation or, the value of the members' benefits (other than transferred in pension rights or Additional Voluntary Contributions), whichever is less, where the obligation was incurred as a result of a criminal, negligent or fraudulent act or omission in connection with the employment and, as a result of which, the person has left employment.

Policy:

Bridgend County Borough Council will seek to recover funds where there has been a criminal, negligent or fraudulent act and there is a monetary obligation arising from the act or omission.

3.7 Inward Transfers of Pension Rights

A member who has previous pension rights in a different pension scheme may transfer some or all their former pension rights, provided they opt to do so within twelve months of joining the scheme. The employer has discretion to extend the twelve-month limit.

Policy:

Bridgend County Borough Council will not extend the twelve-month limit.

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3.8 Final Pay: Fees

Where an employee's pensionable pay consists of or includes fees, normally fees are averaged over the three-year period leading up to the date the employee leaves active membership of the scheme. The employer has the discretion to allow the member to select the average of any three consecutive years ending 31 March in the ten years prior to leaving.

Policy:

Bridgend County Borough Council will allow members to average their earnings over three consecutive year endings 31 March in the ten years prior to leaving.

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EARLY RETIREMENT ILL-HEALTH RETIREMENT AND REDUNDANCY POLICY

SCOPE STATEMENT

This Policy applies to all members of the Local Government Pension Scheme (or those non-LGPS members who are eligible for membership) excluding:

- Those employed by Governing Bodies in educational establishments under delegated powers.

Date of Issue: April 2023

DOCUMENT CONTROL	
Document Title	Early Retirement, Ill Health Retirement & Redundancy Policy
Previous Publication Date	1 April 2016
DOCUMENT APPROVAL	
This document received approval from:	Date
Group Manager HR & OD	30 November 2022
Trade Unions	15 February 2023
Corporate Management Board	14 February 2023
Cabinet/Council	
REVISION HISTORY	
Revision History	

Document Title	Early Retirement, Ill Health Retirement & Redundancy Policy	Department	HR&OD
Publication date	April 2023	Review Date	

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Document Title	Early Retirement, Ill Health Retirement & Redundancy Policy	Department	HR&OD
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1. Introduction

- 1.1 This policy statement is made in accordance with regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and the Local Government Pension Scheme Regulations 2013 which require each Local Government Pension Scheme (LGPS) employer to formulate and review its policy on early retirement.
- 1.2 This policy will be reviewed under these provisions and in order to meet other relevant statutory legislation. If the Council decides to change its policy, it will publish a statement of the amended policy within one month of the date of its decision.
- 1.3 In formulating and reviewing its policy, the Council
- (a) has regard to the extent to which the exercise of its discretionary powers (in accordance with the policy), unless properly limited, could lead to a serious loss of confidence in the public service;
 - (b) is satisfied that the policy is workable, affordable and reasonable having regard to the foreseeable costs;
 - (c) has regard to service delivery needs; and
 - (d) recognises the need for consistency, fairness and equity in employee relations.

2. General Principles

- 2.1 The Council's application of this policy will have regard to an employee's entitlement under this policy and appropriate pension legislation.
- 2.2 Applications and proposals under these schemes will be made to an Early Retirement Panel constituted by the Chief Officer - Finance, Performance & Change, Chief Officer - Legal & Regulatory Services, HR & Corporate Policy; and the Group Manager - Human Resources and Organisational Development, or their nominated officers.
- 2.3 All applications for early retirement will be considered objectively

Section 1 – Schemes

3. SCHEME A - VOLUNTARY EARLY RETIREMENT (The 85 Year Rule)

- 3.1 The Local Government Pension Scheme (Amendment) Regulations 2006 removed the 85 Year Rule with effect from 1 October 2006. However, these Regulations allow for a measure of protection for existing scheme members as at 30 September 2006.
- 3.2 Scheme A only applies to those employees protected by the LGPS (Amendment) (No 2) Regulations 2006.
- 3.3 This scheme applies to those employees who are 55 years of age and over (if protected) who apply to retire early and elect to receive immediate payment of retirement benefits.
- 3.4 An employee who qualifies and whose total age and service (both in whole years) is 85 years or more will receive pension and lump sum benefits based upon actual service, which may be subject to actuarial reductions; as determined on the merits of the individual application by the Voluntary Early Retirement (VER) Panel.

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Document Title	Early Retirement, Ill Health Retirement & Redundancy Policy	Department	HR&OD
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4. SCHEME A - VOLUNTARY EARLY RETIREMENT (Employee Request)

4.1 Employees who are eligible under this scheme and are aged *over 55* will be allowed to retire voluntarily and early under the following scheme.

4.2 Pension and retirement grant will be reduced by an amount shown as appropriate in guidance issued by the Government actuary.

5. SCHEME B - EARLY RETIREMENT IN THE INTEREST OF THE EFFICIENCY OF THE SERVICE

5.1 This scheme will apply to those employees who qualify for early release of pension under the Local Government Pension Scheme Regulations 2013 and subsequent legislation and in respect of whom the Council determines that retirement would be in the interests of the efficiency of the service, in that it would meet one of the following criteria:

- **Criterion A:** Retirement would be **beneficial to service delivery and would produce measurable net savings** to the salary bill over a maximum period of five years or would permit a **fundamental improvement to the delivery of services**, which would not be possible by other means such as redeployment, retraining etc. This must take into account any capitalised cost to the pension fund and any additional costs arising from any associated restructuring or re-grading exercise – to be stated at the time of the proposal.

- **Criterion B:** There are **compelling personal reasons** to release an individual (e.g., on grounds of compassion) **and release would permit significant service delivery improvements.**

5.2 The calculation of any compensatory payment will be based on average weekly earnings.

5.3 Those employees who retire early under this scheme will qualify for benefits in line with the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006, or where appropriate Regulation 52 of the Local Government Pension Scheme Regulations 2013, as outlined below.

IF QUALIFYING UNDER CRITERION A

5.4 The employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and

- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service) and

- (c) an award of a compensatory payment based upon actual wage and a multiplication factor of 1.2 applied to the formula for Statutory Redundancy Pay equivalent to a maximum of 36 weeks.

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5.5 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment due into additional pension.

IF QUALIFYING UNDER CRITERION B

5.6 An employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and
- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service)

5.7 In very exceptional circumstances an award of a compensatory lump sum payment based upon actual wage and a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 weeks' pay may be approved by the VER Panel.

5.8 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

6. SCHEME C – EARLY RETIREMENT IN THE INTEREST OF THE EFFICIENCY OF THE SERVICE WITH REDUNDANCY

6.1 This scheme will apply to pensionable employees who are eligible to retire early under the Local Government Pension Scheme Regulations 2013, but who have not reached normal retirement age and whose post becomes redundant in the interest of the efficiency of the service.

6.2 Those employees who qualify will be offered benefits in line with Parts II and III of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006.

6.3 An employee who retires under this scheme will be entitled to receive:

- (a) an annual retirement pension; and
- (b) a lump sum retiring allowance (as appropriate)
(each calculated on the basis of reckonable service), together with
- (c) a statutory redundancy payment calculated in accordance with Regulation 5(2) of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006. Payment will therefore be based upon average weekly wage to a maximum of 30 weeks' pay according to age and service; and
- (d) a compensatory lump sum payment based upon a multiplication factor of 1.2 applied to the formula for statutory redundancy pay equivalent to a maximum of 36 weeks' pay.

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6.4 The employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

6.5 To qualify for redundancy and compensatory payment employees must have a minimum of two years' qualifying service.

7. SCHEME D – REDUNDANCY (Voluntary or Involuntary)

7.1 This scheme will apply to those employees whose redundancy will produce measurable net savings, who have a minimum two years' qualifying employment, and who are:

- (a) LGPS Members (or those non-LGPS Members who are eligible for membership) who **do not qualify for early release of pension benefits** under the LGPS Regulations 2013; or
- (b) LGPS Members (or those non-LGPS Members who are eligible for membership) **who are over the permitted age for early retirement.**

7.2 An employee who retires under this scheme will be entitled to receive:

- (a) a statutory redundancy payment calculated in accordance with Regulation 5(2) of the Local Government (Early Termination of Employment) (Discretionary Payments) (England and Wales) Regulations 2006. Payment will therefore be based upon average weekly wage to a maximum of 30 weeks' pay according to age and service; and
- (b) a compensatory lump sum payment based upon a multiplication factor of 1.83 applied to the formula for statutory redundancy pay equivalent to a maximum of 55 weeks' pay.

7.3 An employee may request, before leaving and whilst an active member of the pension scheme, to convert the full amount of the compensatory payment into additional pension.

7.4 Exceptions to this scheme outlined above include:

- employees over the permitted age (55 years) to qualify for early release of pension who have opted out of the LGPS in the one-year period prior to termination on the grounds of redundancy; and
- re-employed pensioners who return to work following early retirement.

7.5 In these instances a compensatory payment will be based upon the average weekly wage to a maximum of 66 weeks according to age and service (a maximum of 30 weeks statutory redundancy pay and 36 weeks compensatory payment in total).

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7.6 Subject to a minimum of 2 years' service, LGPS members who are under the permitted age to qualify for early release of pension (55 years) who are made redundant, will be entitled to preserved pension benefits.

8. SCHEME ON RETIREMENT ON THE GROUNDS OF ILL-HEALTH

8.1 The scheme will apply to all employees who have a minimum of 2 years membership of the Local Government Pension Scheme who become permanently or semi permanently unable to work due to ill-health. Any retirement on the grounds of ill-health will be dealt with in line with the Council's policy for managing attendance.

8.2 An employee who is absent from duty will be referred to the Council's Medical Adviser in line with the Council's corporate policy and procedure.

8.3 The Council's Medical Adviser, in consultation with the employee's physician where appropriate, will provide medical opinion regarding the employee's continued employment.

9. Termination of employment

9.1 If an employee is unable to discharge the duties of the post for which they are employed they will, wherever possible, be offered appropriate alternative employment, in line with the procedure outlined in the paragraph 5.1 of the Redundancy and Redeployment Protocol.

10 Ill-health retirement – seeking medical advice

10.1 In instances where the Council has determined that the employment of a scheme member is to be terminated, the employee will be referred to an independent registered medical adviser for a medical opinion on whether the employee is permanently incapable of discharging efficiently their duties of employment or that they are not immediately capable of undertaking any gainful employment.

10.2 The independent registered medical adviser will be required to certify whether the employee is capable of obtaining gainful employment before normal retirement age. If there is no such prospect, then a Tier 1 retirement with full enhancement to benefit is awarded. If there is no prospect of them undertaking gainful employment within 3 years of leaving employment but is likely to undertake gainful employment before normal retirement age, then a Tier 2 retirement with 25% of full enhancement to benefit is awarded. If there is a realistic prospect of obtaining gainful employment within 3 years, then a Tier 3 retirement is awarded without enhancement until such employment is obtained.

10.3 Tier 3 retirements are for a maximum duration of 3 years and are subject to review after 18 months. The retiree is obliged to inform the Council of changes to his/her employment status and repay any overpayment of pension so identified where employment has commenced.

10.4 The employee may be referred back to an independent registered medical adviser with a view to reviewing the Tier awarded.

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- 10.5 Employees who have less than 2 years total pension membership will receive a refund of contributions.
- 10.6 An employee who has over 2 years total pension membership will be entitled to immediate payment of a pension and a tax-free lump sum (as appropriate). These benefits are calculated in the same way as normal retirement benefits and increased in line with the Tier awarded to compensate for early retirement.
- 10.7 The enhancement to pension will be in accordance with the Local Government Pension Scheme Regulations.
- 10.8 The retired employee will be eligible to a period of notice in accordance with the individual's contractual rights, or statutory entitlement whichever is the greater. Where it would be impractical to serve such notice, e.g., due to a person's continued absence, a payment in lieu of notice will be payable.

Section 2 – Dependant’s Benefits

- 11 The LGPS Regulations provide for certain benefits to be payable on the death of a scheme member.
- 11.1 Benefits are payable, when qualifying conditions are met, to the spouse, civil partner or cohabiting partner, together with dependent children’s pensions.

Death in service

- 11.2 If an employee were to die in service as a member of the LGPS, subject to qualifying conditions, following benefits are applicable:
 - A lump sum death grant of three times the assumed pensionable pay no matter how long they had been a member of the scheme.
 - If the employee had accrued 3 months total membership or if they had brought a transfer value into the scheme then there would be a long-term pension payable to the spouse, civil partner or nominated cohabiting partner.
 - Pensions for eligible children: A long-term children's pension would be payable for so long as eligible children remain following an employee's death. Eligible children are defined as children to the age of 18, together with those in full time education or vocational training up to a maximum of age 23.

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Section 3 – Miscellaneous Provisions

12 GENERAL CONDITIONS

Reduction in pension benefits

- 12.1 If any employee is entitled to compensation upon retirement under any other Regulations, their pension and lump sum retiring allowances under this scheme could be reduced in accordance with the provisions of such regulations, or the regulations of the Local Government Pension Scheme.

Making application under the Schemes

- 12.2 An employee wishing to retire under Scheme A (The 85 Year Rule) must make a written request to the appropriate Corporate Director or Chief Officer for initial consideration prior to submission to the VER Panel.
- 12.3 Any proposal under Schemes B, C or D will be initiated by the appropriate Corporate Director or Chief Officer.
- 12.4 Should the number of approved applications under Scheme A (The 85 Year Rule) need to be limited for financial or other reasons, selection will be on the basis of economy, effectiveness and the efficiency of the service.

Notice periods

- 12.5 In normal circumstances the retiring or redundant employee will serve a notice period in accordance with the individual's contractual rights or statutory entitlement, whichever is the greater, although the entitlement to notice (or pay in lieu of notice) may be waived by the employee concerned. Only in cases where operational considerations make it impracticable for a period of notice to be served (e.g., closure of an establishment) will pay in lieu of notice be made.

Re-engagement of those in receipt of Pension

- 12.6 Employees whose employment terminates under Scheme A may only be re-engaged with the specific approval of the Group Manager Human Resources and Organisational Development. The same restriction will apply in the respect of the placement via employment agencies.

12.7 Re-engagement of those in receipt of Pension and been made redundant

In instances of termination under Scheme B and C employees will be prevented from being re-engaged until the expiration of a period equivalent to the discretionary element of the redundancy payment and may only be re-engaged with the specific approval of the Group Manager Human Resources and Organisational Development. The same restriction will apply in the respect of the placement via employment agencies.

Re-engagement of employees made redundant

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12.8 In instances of termination under Scheme D employees will be prevented from being re-engaged until the expiration of a period equivalent to the discretionary element of the redundancy payment. The same restriction will apply in the respect of the placement via employment agencies.

Internal Dispute Resolution Procedure (IDRP)

12.9 When a decision is made under the LGPS Regulations relating to the rights or liabilities of an employee under the scheme, that employee must be notified of the decision as soon as is reasonably practicable.

12.10 If the decision is disputed by the employee they should first contact the employing department who should review their decision after taking appropriate advice.

12.11 The notification sent to the employee must contain the address from which they may request an appeals application form to make an appeal against the decision under the formal Internal Disputes Resolution Procedure (IDRP).

12.12 The Internal Dispute Resolution Procedure (IDRP) will apply to prospective and active members of the LGPS and to others, such as deferred members, pensioner members and pension credit members, whose position may be affected by decisions of the Council.

12.13 On receipt of an appeal application form the Group Manager Human Resources and Organisational Development will pass the appeal to the nominated person(s) for adjudication under stage 1 of the appeals procedure.

Implementation of Policy Statement

12.14 The revised schemes will come into operation on the 15 April 2023 and will continue in force until such time as the Council resolves that it should be discontinued or amended.

12.15 Nothing in this policy statement or its schemes can override the statutory provisions of the Local Government Superannuation Acts, or any other relevant legislation or regulations.

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FLEXIBLE RETIREMENT POLICY

SCOPE STATEMENT

This Policy applies to all members of the Local Government Pension Scheme (or those non-LGPS members who are eligible for membership) excluding:

- Those employed by Governing Bodies in educational establishments under delegated powers.

Date of Issue: April 2023

DOCUMENT CONTROL	
Document Title	Flexible Retirement Policy
Previous Publication Date	1 April 2016
DOCUMENT APPROVAL	
This document received approval from:	Date
Group Manager HR & OD	30 November 2022
Trade Unions	15 February 2023
Corporate Management Board	14 February 2023
Cabinet/Council	
REVISION HISTORY	
Revision History	

Document Title	Flexible Retirement Policy	Department	HR&OD
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1. Introduction

- 1.1 The Council is committed to providing more choice and flexibility to employees who wish to transition into retirement or stay in work beyond retirement age.
- 1.2 The provisions of this policy are based on employee choice and needs of the service.
- 1.3 Flexible retirement occurs where an employee draws their pension at any time after the age of 55 years and carries on working.
- 1.4 Applications from full-time employees will need to reflect a proposal to reduce contractual hours normally by a minimum of 40%. This will apply to an existing or alternative position at the same or a lower grade.
- 1.5 Applications from part-time employees need to reflect a proposal to reduce contractual hours. Each case will be considered on its own merits.
- 1.6 Costs associated with early release of pension will be reflected in the actuarial reduction of retirement benefits to the employee.
- 1.7 In exceptional circumstances subject to a satisfactory business case the service may decide to waive part or all of the actuarial reduction that would have been applied to the early payment of retirement benefits. The cost of this will be met by the service.

2. Procedure for Application

- 2.1 The employee should send a written request to their manager, copied to Human Resources, at least six months before their proposed retirement date.
- 2.2 The manager will consider the business case for the request following consultation with Human Resources. The manager may give provisional support where it is considered that there is no detrimental effect on service delivery or team members.
- 2.3 An estimate will be obtained from pension fund to understand any costs that cannot be met by the employee due to historical protections.
- 2.4 The Voluntary Early Retirement (VER) Panel has the discretion to approve or not approve the request.

3. Pension Implications

- 3.1 Where an employee varies their working arrangement, they may elect to continue to pay pension contributions based on their new contractual arrangements. Pension rights accrued before the reduction in hours will be unaffected by the change.
- 3.2 Employees who remain in the scheme should be aware that a reduction in hours prior to normal retirement age may also affect their ill-health benefits, or redundancy

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and compensation payments if they are made redundant or leave on efficiency grounds.

- 3.3 Employees should be mindful of the decisions they have to take before the date when their pension becomes payable (this is known as a “benefit crystallisation event”) and the tax implications of those decisions. Any tax liability incurred by such decisions is for the employee to resolve with His Majesty’s Revenue & Customs (www.hmrc.gov.uk).
- 3.4 In all cases where employees receive pension benefits whilst working, they must seek advice as to how flexible retirement will affect their net pay and pension entitlement. This is important, as an employee’s pension will normally be actuarially reduced if paid before normal retirement age. In addition, any job held while in receipt of pension benefits may attract a higher rate of tax. The employee may seek pay and pension figures from Human Resources and is encouraged to seek independent financial advice prior to pursuing flexible retirement.
- 3.5 Pension benefits will be determined by LGPS regulations.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE MONITORING OFFICER

INDEPENDENT REMUNERATION PANEL FOR WALES ANNUAL REPORT 2023/24

1. Purpose of report

- 1.1 The purpose of this report is to advise Council of the Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its elected members for the 2023/24 municipal year.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 The Independent Remuneration Panel for Wales has acknowledged the need to ensure that financial barriers do not stand in the way of attracting more people to serve in local government. The active participation of all members contributes to the achievement of the following corporate well-being objectives under the Wellbeing of Future Generations (Wales) Act 2015:

Supporting a successful sustainable economy – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.

Helping people and communities to be more healthy and resilient - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.

Smarter use of resources – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 The Local Authorities (Allowances for Members) (Wales) Regulations 2007 provided for the establishment of the Independent Remuneration Panel for Wales (“the Panel”).
- 3.2 The Panel issued its draft Annual Report for consultation on 6 October 2022 for an eight-week period and held engagement events to support the consultation process. This year, the Panel had the opportunity to engage with a wider group of stakeholders at the three Welsh Government “Diversity in Democracy” events and

workshops. The draft Annual Report was also considered by the Democratic Services Committee on 20 October 2022. Overall, the consultation responses supported the Panel's determinations and therefore no changes have been made in the final Determinations.

- 3.3 The Panel's Determinations for 2023/24 are shown at page 19 of the Annual Report (attached as **Appendix 1**). Section 153 of the Local Government (Wales) Measure 2011 empowers the Panel to require a relevant authority to comply with the requirements imposed on it by the Annual Report.
- 3.4 In making its determinations the Panel considered a range of benchmarks, including past, current and projected indices and actual figures and the known and forecast extent and impact of multiple economic and social factors. These included post Brexit and COVID-19 work environments and the cost of living, energy and climate crises.
- 3.5 Members are requested to note that the Panel has significantly reduced the size of their Report and made it more manageable to navigate. This approach is in line with the Panel's efforts to respect the challenges facing us in protecting our planet.

4. Current situation/proposal

- 4.1 The Panel's Annual Report 2023/24 proposes some changes to the current remuneration prescribed for elected members at Principal (County Borough) and Town and Community Council levels. The following paragraphs summarise the key elements of the Report applicable to principal councils.

4.2 The Basic Salary

- 4.2.1 Last year the Panel reset the basic salary to align with the 2020 Annual Survey of Hours and Earnings (ASHE) published by the Office of National Statistics. This reduced the imbalance that had arisen between the basic salary of members of principal councils and the average salaries of their constituents. The change took effect from the May 2022 local elections. Building on from this, the Panel has determined that for the financial year 1 April 2023 to 31 March 2023 it is right to retain a link between the basic salary of councillors and the average salaries of their constituents. The basic salary will be aligned with three fifths of the all Wales 2021 ASHE, the latest figure available at drafting. This will be £17,600 and represents an increase of 4.76% in the basic salary.

Determination 1

Basic salary in 2023/24 for elected members of principal councils shall be £17,600.

4.3 Salaries paid to Senior, Civic and Presiding members of principal councils

- 4.3.1 All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. The framework was revised last year and no changes to banding are proposed this year. Early next year the Panel will gather evidence from principal

councils to explore whether and how the workload of elected members has changed.

- 4.3.2 The limit on the number of senior salaries payable (“the cap”) will remain in place. The maximum number of senior salaries payable within each council remains as set out in the 2022 to 2023 Report: <https://www.gov.wales/independent-remuneration-panel-wales-annual-report-2022-2023.html>.

Determination 2:
The Panel has determined that senior salary levels in 2023/24 for members of principal councils shall be as outlined below.

Basic salary (payable to all elected members) £17,600			
	Group A Cardiff, Rhondda Cynon Taf, Swansea	Group B Bridgend, Caerphilly, Carmarthenshire, Conwy, Flintshire, Gwynedd, Newport, Neath Port Talbot, Pembrokeshire, Powys, Vale of Glamorgan, Wrexham	Group C Blaenau Gwent, Ceredigion, Denbighshire, Merthyr Tydfil, Monmouthshire, Torfaen, Isle of Anglesey
Senior salaries (inclusive of basic salary)			
Band 1 Leader	£66,000	£59,400	£56,100
Deputy Leader	£46,200	£41,580	£39,270
Band 2 Executive Members	£39,600	£35,640	£33,660
Band 3 Committee Chairs (if remunerated)		£26,400	
Band 4 Leader of Largest Opposition Group		£26,400	
Band 5 Leader of Other Political Groups		£21,340	

- 4.3.3 There are no further changes to the payments and benefits paid to elected members and therefore all other Determinations as set out in the 2022 to 2023 Report still stand and should be applied in 2023 to 2024, including those covering:

- Travel and subsistence
- Care and personal assistance
- Sickness absence
- Assistants to the Executive
- Additional salaries and Job sharing arrangements
- Co-opted members.

4.4 Joint Overview and Scrutiny Committees

- 4.4.1 The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800 and £4,400 for a vice-chair. There are no other changes.

Determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800 and £4,400 for a vice-Chair.

4.5 Compliance with Panel Requirements

- 4.5.1 The Authority must implement the Panel's determinations in this report from the date specified within the Annual Report (April 2023).

- 4.5.2 The Panel will monitor the compliance with the determinations in its Annual Report by relevant authorities against the following requirements:

- (i) The Authority must maintain an annual Schedule of Member Remuneration;
- (ii) The Authority must make arrangements for the Schedule's publication within the Authority area and send the Schedule to the Panel as soon as practicable and not later than 31 July in the year to which it applies;
- (iii) Any amendments to the Schedule made during the year must be conveyed to the Panel as soon as possible after the amendment is made;
- (iv) The Authority must make arrangements for publication within the Authority area of the total sum paid by it to each member and co-opted member in respect of salary (basic, senior and civic), allowances, fees and reimbursements in a Statement of Payments as soon as practicable and no later than 30 September following the close of the year to which it relates. It must be submitted to the Panel no later than that date.

5. Effect upon policy framework and procedure rules

- 5.1 There is no effect upon the policy framework and procedure rules in respect of this report.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the

preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. No Equality Impact Assessment has been undertaken as the Panel has the power under the Local Government (Wales) Measure 2011 to set members allowances. This report is supportive of the equalities implications for elected members by including care, family and other allowances. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The Annual Report contributes to the well-being goals identified in the Act. It is consistent with the five ways of working as defined within the sustainable development principle in the Act to encourage more diverse representation among Councillors and Co-opted Members. A more representative group should be better able to take into account the well-being goals when reviewing services and policies and consider the positive and negative impacts upon future generations, long term community resilience and economic, environmental and social capital.

8. Financial implications

- 8.1 The changes to the remuneration of Elected Members for the 2023-24 financial year will increase the financial commitment required from this Authority. Some of the cost may be negated by members electing to forgo some or all of their salaries or choosing not to opt into the Local Government Pension Scheme. Only an individual member may communicate in writing to the Monitoring Officer if, as an individual, they wish to decline all or part of the payment to which they are entitled. The additional costs will be met from the centrally held provision for pay and price increases during the 2023-24 financial year.

9. Recommendations

It is recommended that Council note the Annual Report for 2023/24 and approve:

- 9.1 The adoption of the relevant Determinations of the Panel contained within the Annual Report (attached as **Appendix 1**);
- 9.2 Those posts (shown in the revised Members' Schedule of Remuneration at Schedule 1 of **Appendix 2**) who will receive a senior / civic salary;
- 9.3 The revised Members' Schedule of Remuneration (**Appendix 2**) and for it to become effective from 1 April 2023;
- 9.4 That the Members' Schedule of Remuneration be updated with any changes to senior / civic salary positions subsequently made by Council during the 2023/24 municipal year.

Kelly Watson
Monitoring Officer
1 March 2023

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Background documents: None



Independent Remuneration Panel for Wales

Annual Report

February 2023

Annual Report 2023 to 2024

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3. Deliberations and Determinations	6
4. Consultation and Summary of Determinations	15

Section 1: Introduction

This is the Final Annual Report of the Independent Remuneration Panel for Wales, setting the Decisions and Determinations on pay, expenses and benefits for elected members of principal councils, community and town councils, National Park Authorities and Fire and Rescue Authorities for implementation from April 2023.

This is my first Report as Chair of the Panel, having been appointed in June 2022. I would like to take this opportunity to thank John Bader, the outgoing Chair, for his service over many years and who led the Panel through two significant pieces of work last year – the [Independent 10 Year Review of the Panel](#) and restoring the link between elected members salaries and average earnings in Wales. I also thank Joe Stockley for his service and I am pleased to announce the appointment of Bev Smith in June this year. Saz Willey, Vice Chair, and Ruth Glazzard continued to lead the work of the Panel during this period of change and I thank them for the support they have given both Bev and I, as new members. Ruth Glazzard stood down from the Panel at the end of 2022, when she took up a new Public Appointment. The Public Bodies Unit is currently recruiting for a new Panel member.

This year the Panel has continued to focus on and take forward the recommendations from the [Ten-Year Review](#). There are four key strands to this work – review the way we work, set out a three year strategy for the Panel, improve how we communicate and engage with stakeholders and build a robust evidence base to inform decisions.

We have embarked on the recommended Effectiveness Review of the way we work and have started developing our longer-term strategy with Panel Development Days in August and February. We have agreed that our mission is to deliver a fair and accountable reward framework for Wales, to support communities to have their voices heard within our local democratic bodies. We will use our expertise and professionalism to build trusting, sustainable partnerships to inform our work and deliver the changes Wales needs.

We aim to improve the way we communicate and engage both with our immediate stakeholders and the general public. As a first step we now publish a summary of our monthly meetings on our [website](#), but recognise there is much more to do. We aim to improve the accessibility and ease of use of our website and develop it into a more useful resource tool for people. We intend it to be an easy-to-use store of information on our Determinations, and, building on our current [Frequently Asked Questions](#) page, develop our Guidance on how all decisions should be applied.

Whilst we are an independent body, we will continue to work collaboratively with key stakeholders engaged in promoting participation in local democracy. The Welsh Government published research exploring the barriers to standing for elected office and the changing role of the councillor and held a series of events across Wales to highlight and discuss the findings.

We took an active part in these events, hosting seminars on remuneration and the changing role of local councillors. We welcomed the opportunity to share knowledge, experience, and best practice across a range of subjects and particularly the focus

on developing a shared understanding of how we can take collective action to increase diversity in local democracy.

The Panel has decided that this year will be a year of consolidation. Major changes were put in place last year, and a significant uplift in salary levels was agreed. We wish to allow time for last year's Determinations to bed in and to allow the Panel to continue its development of a research and evidence base to inform future decisions and move to a longer term planning cycle. This report reflects that decision.

During the past few years, we have been considering the structure of our reports and how we can make them more accessible to all. We have concluded that much of the information published replicates previous years, often without significant change. For this report we decided to focus on the changes made as a result of the proposals. We have therefore decided that the majority of the content set out in previous reports will be removed from the report and placed on the Panel's website. We will make arrangements for those who are unable to access the website.

This change has significantly reduced the size of the report and made it more manageable to navigate. This approach is also in line with our efforts to respect the challenges facing us in protecting our planet.

We included an online survey in this year's Draft Annual Report for the first time and would like to thank everyone who took the time to complete this, or send in written responses to our consultation questions and comments on the Draft report.

Panel Membership

Frances Duffy, Chair
Saz Willey, Vice Chair
Bev Smith

Detailed information about the members can be found on the website: [Panel website](#)

Section 2: Role and responsibilities of the Panel

Role of the Panel

The Panel is responsible for setting the levels and arrangements for the remuneration of members of the following organisations.

- Principal councils – county and county borough councils
- Community and town councils
- National Park Authorities
- Fire and Rescue Authorities
- Corporate Joint Committees

The Panel is an independent body and is able to make decisions about:

- The salary structure within which members are remunerated
- The type and nature of allowances to be paid to members
- Whether payments are mandatory or allow a level of local flexibility
- Arrangements in respect of family absence
- Arrangements for monitoring compliance with the Panel's decisions

The Panel is an independent organisation and the organisations listed above are required, by law, to implement the decisions it makes. There is no requirement set by the Panel for principal councils to vote on the Determinations. The Panel also sets out Guidance on how its Determinations should be applied, and all councils must have due regard to this Guidance. The current guidance is set out in the [2022 to 2023 Annual Report, Annex 2 "The Regulations"](#). This guidance is still applicable.

The Panel is also consultee for proposed changes to the pay of principal council Chief Executives.

Principles

The work of the Panel is underpinned by a set of principles which guides its approach, methodology and decision making. They are:

- **Upholding trust and confidence** – Citizens rightly expect that all those who choose to serve in local authorities uphold the public trust by embracing the values and ethics implicit in such public service.
- **Simplicity** – The Framework is clear and understandable.
- **Remuneration** – The Framework provides for payment to members of authorities who carry a responsibility for serving their communities. The level of payment should not act as a barrier to taking up or continuing in the post.
- **Diversity** – Democracy is strengthened when the membership of authorities adequately reflects the demographic and cultural make-up of the communities such authorities serve.

- **Accountability** - Taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest.
- **Fairness** - The Framework will be capable of being applied consistently to members of all authorities within the Panel's remit as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable.
- **Quality** - The Panel recognises that the complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement.
- **Transparency** - Transparency of members' remuneration is in the public interest.

Section 3: Summary of Deliberations and Determinations

Methodology

Each year the Panel engages with members of the bodies for which it sets remuneration levels, officers within those organisations and clerks. The Panel also engages with relevant membership bodies including Welsh Local Government Association, One Voice Wales and the Society for Local Council Clerks. It does this through a range of meetings which, at the moment, remain mostly online. The Panel has continued with these discussions. They provide an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. They have also provided an opportunity for discussion about emerging situations which the Panel has considered in its decision making.

The draft report was published widely and members of the public encouraged to and have provided valuable feedback and we welcome this. This year, the Panel had the opportunity to engage with a wider group of stakeholders at the three Welsh Government “Diversity in Democracy” events and workshops.

The Panel also considers feedback from the publishing of the Annual Report in the previous year. The changes made in last year’s Report, in particular the uplift in the basic salary, seem to have been well received by stakeholders. The issues raised with the Panel have all been centred around the detail of the Determinations, asking for guidance on how they should be applied or asking for points of clarification where the text of the Report was unclear.

The Panel has therefore agreed to review the format and structure of the main Report and make better use of the Panel website to provide information and guidance.

The Panel has a duty to set payments that are fair and that encourage and enable democratic participation. It must also take account of affordability and acceptability.

In making its determinations the Panel considered a range of benchmarks, including past, current and projected indices and actual figures and the known and forecast extent and impact of multiple economic and social factors. These included post Brexit and COVID work environments and the cost of living, energy and climate crises.

Consultation on the draft Annual Report

The Panel produced and issued a draft report on 6 October 2022 for an eight-week consultation, which closed on 1 December 2022.

In addition, as part of the consultation process, stakeholders were invited to answer five questions using an online survey or by return email. A total of 89 responses were received online, whilst 44 were submitted by email to the IRP Mailbox. The

Panel would like to thank everyone who contributed to the consultation. A summary of the responses is included in section 4.

Overall, the responses supported the Panel's determinations and so no changes have been made in the final Determinations. In some areas the wording of the Determinations has been strengthened to clarify areas of uncertainty raised through the consultation, primarily a restatement of the ability for members, on an individual basis, to opt out of part or all of their remuneration.

In addition, the consultation responses, highlighted a few areas that the Panel will consider in their forward work programme for this year. The forward work programme will be published on the Panel's website at the end of March.

Following consideration of the views received in response to its consultation the Panel now makes its final determinations.

Panel's Determinations for 2023 to 2024

Basic salary for elected members of principal councils: Determination 1

The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of three days a week. The Panel regularly reviews this time commitment and no changes are proposed for 2023 to 2024.

Last year the Panel reset the basic salary to align with the [2020 Annual Survey of Hours and Earnings \(ASHE\)](#) published by the Office of National Statistics. This reduced the imbalance that had arisen between the basic salary of members of principal councils and the average salaries of their constituents. The change took effect from the May 2022 local elections. The rationale for this significant step can be found in last year's Annual Report and a detailed explanatory paper setting out the historical context and analysis is available on the Panel's website.

Building on this decision the Panel has determined that for the financial year 1 April 2023 to 31 March 2024 it is right to retain a link between the basic salary of councillors and the average salaries of their constituents. **The basic salary will be aligned with three fifths of the all Wales 2021 ASHE, the latest figure available at drafting. This will be £17,600. This will represent a 4.76% increase in the basic salary.**

Salaries paid to Senior, Civic and Presiding members of principal councils: Determination 2

The limit on the number of senior salaries payable ("the cap") will remain in place. At the 2022 local elections boundary reviews changed the number of members for some councils. The Panel adjusted the senior salary cap for these councils in its 2022 to 2023 Annual Report. As there are no further changes for 2023 to 2024, the

maximum number of senior salaries payable within each council remains as set out in the 2022 to 2023 [Report](#).

All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. The framework was revised last year after a review of differentials and market comparators. No changes to banding are proposed this year. Early next year the Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed.

The [ASHE 2021](#) increase applies to the role element of Band 1 and Band 2 salaries – leader, deputy leader and executive members.

To complete the last year’s realignment of the framework, Band 3 and Band 4 salary holders will receive a small increase to the role element of their pay and the role element of Band 5 pay will remain frozen. The increase in basic salary will apply.

The salary of a leader of the largest (Group A) council will therefore be £66,000. All other payments have been decided in reference to this and are set out in Table 1.

Table 1 – Salaries payable to Basic, Senior, Civic and Presiding members of principal councils

Description	Remuneration		
Elected members of principal councils			
Basic salary (payable to all elected members)	£17,600		
Senior salaries (inclusive of basic salary)	Group A	Group B	Group C
Band 1:			
Leader	£66,000	£59,400	£56,100
Deputy Leader	£46,200	£41,580	£39,270
Band 2:			
Executive members	£39,600	£35,640	£33,660
Band 3:			
Committee Chairs (if remunerated): Civic Head Presiding Officer	£26,400		
Band 4:			
Leader of largest Opposition Group	£26,400		
Band 5:			
Leader of Other Political Groups Deputy Civic Head	£21,340		
Deputy Presiding Member – no role payment	£17,600		

Group A: Cardiff, Rhondda Cynon Taf, Swansea

Group B: Bridgend, Caerphilly, Carmarthenshire, Conwy, Flintshire, Gwynedd, Newport, Neath Port Talbot, Pembrokeshire, Powys, Vale of Glamorgan, Wrexham

Group C: Blaenau Gwent, Ceredigion, Denbighshire, Merthyr Tydfil, Monmouthshire, Torfaen, Isle of Anglesey

There are no further changes to the payments and benefits paid to elected members and therefore all other Determinations from 2022 to 2023 still stand and should be applied in 2023 to 2024, including those covering:

- Travel and subsistence;
- Care and personal assistance;
- Sickness absence;
- Corporate Joint Committees,
- Assistants to the Executive,
- Additional salaries and Job sharing arrangements and
- Co-opted members

Salaries for Joint Overview and Scrutiny Committees: Determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800.

The salary of vice-chair will be £4,400.

There are no other changes.

Contribution to costs and expenses of members of Community and Town Councils: Determination 4

Last year the Panel carried out a major review of the remuneration framework for community and town councils and undertook a comprehensive consultation exercise with the sector. The Framework was updated then and this year the Panel has decided to make limited but important changes.

The Panel recognise that all members of community and town councils necessarily spend time working from home on council business. This was the case before and during COVID and is continuing. As a result, members have extra domestic costs and also need office consumables.

The Panel considers members should not be out of pocket for carrying out their duties. However, an individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter. A community or town council member wishing to decline payments must themselves write to their proper officer to do so. Each community and town council must ensure that it does not create a climate which prevents persons accessing any monies to which they are entitled that may support them to participate in local democracy. Payments should be made efficiently and promptly.

Reimbursement for extra costs of working from home

All councils must pay their members £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home.

Reimbursement for consumables

Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

It is a matter for each council to make and record a policy decision in respect of when and how the payments are made and whether they are paid monthly, yearly or otherwise. The policy should also state whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

Guidance on taxation

It is not within the remit or authority of the Panel to provide specific advice on matters of taxation. Advice can be provided by One Voice Wales and guidance is available on the HMRC website.

The £156 should fall under the statutory provisions of section 316A ITEPA: [Income Tax \(Earnings and Pensions\) Act 2003 \(legislation.gov.uk\)](#) and the current amount that can be paid without attracting a tax liability is £6 per week: [Expenses and benefits: homeworking: Homeworking expenses and benefits that are exempt from tax - GOV.UK \(www.gov.uk\)](#).

The level of payments is set out in Table 2.

Table 2 – Payments to Community and Town Councils

Type of payment	Requirement
Group 1	Electorate over 14,000
Extra Costs Payment	Mandatory for all Members
Senior Role	Mandatory £500 for 1 member; optional for up to 7
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Costs of Care or Personal Assistance	Mandatory
Group 2	Electorate 10,000 to 13,999
Extra Costs Payment	Mandatory for all members
Senior Role	Mandatory for 1 member; optional up to 5
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory
Group 3	Electorate 5,000 to 9,999
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory
Group 4	Electorate 1,000 to 4,999
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory

Type of payment	Requirement
Group 5	Electorate less than 1,000
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory

Group number	Size of Electorate
Group 1	Electorate over 14,000
Group 2	10,000 to 13,999
Group 3	5,000 to 9,999
Group 4	1,000 to 4,999
Group 5	Under 1,000

There are no further changes to the payments and benefits paid to elected members and therefore all other Determinations from 2022 to 2023 still stand and should be applied in 2023 to 2024, including those covering:

- Payments for undertaking senior roles;
- Contributions towards costs of care and personal assistance;
- Reimbursement of travel and subsistence costs;
- Compensation for financial loss:
- Attendance allowance and
- Co-opted members

Payments to National Parks Authorities and Fire and Rescue Authorities: Determination 5

The three national parks in Wales - Brecon Beacons, Pembrokeshire Coast and Snowdonia were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a National Park Authority (NPA) for each park.

National Park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.

The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.

Payments will increase as a result of the uplift proposed for elected members of principal councils. Therefore, there will also be an uplift of 4.76% in the basic salary element.

The remuneration for Chairs will remain linked to a Band 3 senior salary of principal councils. Therefore there will be a small increase to the role element of their pay. Deputy Chairs, Committee Chairs and other senior roles will remain linked to Band 5. Therefore their role element of pay will remain frozen. The increase in basic salary will apply. Full details of the levels of remuneration for members of National Park Authorities and Fire and Rescue Authorities, is set out in Table 3.

Table 3 – Payments to National Parks Authorities and Fire and Rescue Authorities

National Parks Authorities	
Basic salary for ordinary member	£4,964
Chair	£13,764
Deputy Chair (where appointed)	£8,704
Committee Chair or other senior post	£8,704
Fire and Rescue Authorities	
Basic salary for ordinary member	£2,482
Chair	£11,282
Deputy Chair (where appointed)	£6,222
Committee Chair or other senior post	£6,222

All other Determinations for 2022 to 2023 will still stand and should be applied in 2023 to 2024, including those covering;

- Contributions towards costs of care and personal assistance;
- Reimbursement of travel and subsistence costs;

- Compensation for financial loss;
- Co-opted members and
- Restrictions on receiving double remuneration where a member holds more than one post.

Section 4: Consultation: Summary of Responses

The Panel produced and issued a draft report on 6 October 2022 for an eight-week consultation, which closed on 1 December 2022.

The website link and pdf version of the draft report was sent to:

- One Voice Wales
- Welsh Local Government Association
- Society for Local Council Clerks
- Principal councils
- Fire and Rescue Authorities
- National Park Authorities and
- Community and Town Councils.

Determination 1: Basic Salary increase

Not all councils commented. Three highlighted whether it was correct that members be given an increase during the current cost of living crisis. However, these accepted that personal circumstances of members need to be considered and therefore it should be a personal matter for members to determine themselves whether or not they accept the pay rise or make the choice to opt-out. The Panel considered this feedback, and, whilst mindful of the overall impact on council budgets, agreed that the increase in basic salary was an important factor in encouraging and supporting a diverse group of people to stand for election.

Determination 2: Senior Salaries

There were two key issues raised by stakeholders; firstly whether the level of remuneration adequately recognises the increasing responsibilities of principal council members and secondly whether the current maximum number of senior salaries ought to be reviewed. The Panel noted these points and will consider whether this area should be a focus of the future workplan.

Determination 3: Salaries for Joint Overview and Scrutiny Committees

No representations were received in relation to the salaries for Joint Overview and Scrutiny Committees.

Determination 4: Payments towards costs and expenses of members of Community and Town Councils

Over half of the responses highlighted a concern that the payments were mandatory and that their council did not wish to increase their precept to meet these costs. The fact that the Report did not restate that members can choose to decline their entitlement to payments was not helpful. However, other responses supported the payments.

Ten per cent of the responses received raised concerns about the costs of administration and fifteen responses raised questions about the correct treatment for tax purposes. One clerk also asked if the payments that members receive could be

published globally, similar to how the contribution to costs of care and personal assistance is publicised.

Other comments mentioned the need to encourage “green” travel and one queried the need for payments to be made for senior positions.

The Panel considered these responses and agreed to reiterate the policy on individual opt outs in the Final Report and to provide a link to helpful HMRC websites.

The Panel will continue to work with stakeholders to improve support and advice to Community and Town Councils.

Determination 5: Payments to National Parks Authorities and Fire and Rescue Authorities

No representations were made in relation to payments to members of National Parks Authorities and Fire and Rescue Authorities.

In addition, as part of the consultation process, stakeholders were invited to answer five questions via an online survey or by return email. A total of 89 responses were received online, whilst 48 were submitted by email to the IRP Mailbox.

Question 1

The Panel has continued to use the Annual Survey of Hours and Earnings (ASHE) published by the Office for National Statistics as the benchmark for setting the basic salary of elected members of principal councils. There is a corresponding proportionate increase proposed for the members of National Park and Fire and Rescue Authorities. The Panel has continued to refer to the last published ASHE which was 2021. Do you agree that the basic salary element should be referenced to the [ASHE 2021](#) data.

Responses

90% of those who answered this question agreed that the Panel should reference the basic salary element to the ASHE 2021 data. 3% did not agree whilst 7% had no opinion on this question

Question 2

The Panel has made changes to the payment of costs and expenses of members of community and town councils. Do you agree with the addition of the “consumables” element?

Responses

72% agreed to the addition of the ‘consumables’ element, whilst 25% did not agree to this additional payment.

The most common theme in the answers given to question two was whether this payment was now mandatory or if the payment was optional and that Councillors had the choice to forgo. The same question was asked of the £156 payment.

Question 3

The Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed to inform future Determinations. Are you content that the Panel should build this review into its future work plan and build the evidence base to support decisions?

Responses

97% of those who responded to this question agreed.

The majority of the answers highlighted the additional work that elected members now undertook in their role.

Community and town councils welcomed this as it would recognise the amount of work that the sector does.

Question 4

We have significantly reduced the size of the report this year to concentrate on key decisions made and intend to make more use of the website to provide easy to use guidance to users. This approach is also in line with our efforts to respect the challenges facing us in protecting our planet.

How would you like to access information and guidance from the Panel? (choose all that apply)

Responses

Summary report with links to detailed guidance	84
Easy to use guidance notes	71
Frequently asked questions	49
Website	54
Social media	16
Information events	25
Other	14

If other, please specify:

The proposed summary report, detailed guidance notes and frequently asked questions were welcomed. Other answers included seminars, online meetings and an information event.

Have you experienced any challenges accessing or understanding our guidance and information through our website? Please let us know how we can make it easier for you?

A simplified report and separate guidance document will help stakeholders find the information they require.

No stakeholders experienced any challenges accessing or understanding the guidance and information through the website

Question 5

The Panel intend to undertake a series of engagements with all relevant stakeholders over the next year as part of the development of its forward planning and building of its evidence and research strategy.

Have you any comments that would help the Panel shape this engagement?

For example, a preference for online polls, the holding of engagement events, virtual or face to face, which groups should be involved, how do we engage with prospective candidates etc.

Responses

The most popular answers given to this question were:

- online polls
- Virtual meetings
- Face to face meetings

There was a mixture of support for both online and in-person events. Some responses proposed that the Panel held regional engagement events so that several Councils could attend at the same time. Other comments received suggested these events would help to discuss any issues with the Panel in depth and for the Panel to receive a broader viewpoint and more comprehensive feedback on any proposals.

One Voice Wales offered support to the Panel in arranging any events in the Community and Town Council sector.

Summary of Determinations:

Determination 1:

The basic level of salary for elected members of principal councils will set at £17,600.

Determination 2:

The salary of a leader of the largest (Group A) council will be £66,000. All other payments have been decided in reference to this and are set out in Table 1.

Determination 3:

The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800.

The salary of vice-chair will be £4,400.

Determination 4:

Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. And councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

Determination 5:

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased by 4.76%. All payments are set out in Table 3.

Determination 6:

All other Determinations set out in the 2022 to 2023 [Annual Report](#) of the Panel remain valid and should be applied.

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The Report and other information about the Panel and its work are available on our website at:

[Independent Remuneration Panel for Wales](#)

BRIDGEND COUNTY BOROUGH COUNCIL

MEMBERS' SCHEDULE OF REMUNERATION

This Scheme is made under the Local Government (Wales) Measure 2011. With regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority not in receipt of a Senior Salary or Civic Salary as set out in **Schedule 1**.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

2. Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than fifty percent of the Members of the Authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.
- 2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which he/she has been nominated.
- 2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.

3. Election to Forgo Entitlement to Allowance

- 3.1 A Member may, by notice in writing delivered to the Monitoring Officer, elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of

the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure.

- 4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the Basic Salary.

5. Repayment of salaries, allowances or fees

- 5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

- (a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
- (b) ceases to be a Member of the Authority or Co-opted Member; or
- (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

6. Payments

- 6.1 Payments of all allowances will be made by the Chief Finance Officer by direct bank credit in instalments of one-twelfth of the Member's annual entitlement on the 18th of each month.
- 6.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.
- 6.3 All payments are subject to the appropriate tax and National Insurance deductions.

7. Dependents – Costs of Care

- 7.1 Reimbursement for the cost of Care shall be made to a Member or Co-opted Member, who has caring responsibility for dependent children or adults, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.
- 7.2 Costs of Care applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 7.3 Eligible Members may claim Care costs for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in **Schedule 1**. All claims for Care Costs should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Personal- Costs of Care

- 8.1 Reimbursement for the cost of Personal Care shall be paid to a Member or Co-opted Member, who has personal assistance costs, provided the Member incurs expenses in respect of personal assistance whilst undertaking 'approved' council duties.
- 8.2 Eligible Members may claim Personal Care costs for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in **Schedule 1**. All claims for Care costs should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

9. Family Absence

- 9.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from Authority meetings.
- 9.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 9.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 9.4 If the Authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 9.5 If the paid substitution results in the Authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

10. Sickness Absence

- 10.2 A senior salary holder on long term sickness can if the Authority determines continue to receive remuneration for the post held subject to the following provisions.
- 10.2 Long term sickness absence is defined as certified absences in excess of 4 weeks.
- 10.3 The maximum length of sickness absence is 26 weeks or until the individual's term of office ends, whichever is sooner (if reappointed any remaining balance of the 26 weeks will be included)
- 10.4 The Authority can if it so decides make a substitute appointment to cover the absence and the substitute will be eligible to be paid the senior salary appropriate to the post
- 10.5 If the paid substitution results in the Authority exceeding the maximum number of senior salaries payable, an addition will be allowed for the duration of the substitution.
- 10.6 If the Authority agrees to make a substitution the IRP must be informed within 14 days of the decision of the details, including the name of the post and the estimated length of the substitution. The Authority's Schedule of Remuneration must be amended accordingly.
- 10.7 Sickness absence does not apply to elected members who are not senior post holders.

11. Co-optees' payments

- 11.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.

- 11.2 Co-optees' payments will be capped at a maximum of the equivalent of 10 full days a year for each committee to which an individual may be co-opted.
- 11.3 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 11.4 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 11.5 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 11.6 A half day meeting is defined as up to 4 hours.
- 11.7 A full day meeting is defined as over 4 hours.
- 11.8 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.
- 11.9 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

12. Travel and Subsistence Allowances

12.1 General Principles

- 12.2 Members, Co-opted Members and Members of Educational Appeals Panels may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have his/her claim abated by an appropriate amount.
- 12.3 Where possible Members should share transport.
- 12.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 12.5 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.
- 12.6 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.
- 12.7 "Approved duties" as set out in **Schedule 2** does not include constituency responsibilities.

13. Travel by Private Vehicle

- 13.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 13.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 13.3 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.
- 13.4 Mileage allowances can only be paid where claims are accompanied by VAT fuel receipts. The receipt date must be prior to the time/date of the journey for which allowances are being claimed.
- 14. Travel by Public Transport**
- 14.1 Rail/Coach Travel**
- Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. Unless otherwise authorised rail tickets will be second-class. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.
- 14.2 Taxi Fares**
- Taxi fares will only be reimbursed where their use has been authorised for cases of urgency or where no public transport is reasonably available. Re-imburement will be upon receipt only.
- 14.3 Air Fare**
- Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Monitoring Officer is required and tickets will be purchased by Democratic Services.
- 14.4 Travel Abroad**
- Travel abroad on the Authority's business will only be permitted where authorised by the Monitoring Officer. Democratic Services will arrange travel and accommodation.
- 14.5 Other Travel Expenses**
- Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imburement will be upon receipt only.
- 15. Overnight Accommodation**
- 15.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the Monitoring Officer.
- 15.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced. Where this is not possible a cheque payable to the establishment will be provided to the Member prior to travel.

- 15.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

16 Subsistence Allowance

- 16.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)
- 16.2 No provision is made for subsistence claims within the County Borough.

17. Claims and Payments

- 17.1 A claim for travel and subsistence allowances must be made in writing within two months of the end of the calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.
- 17.2 Allowances will be paid by the Chief Finance Officer by direct bank credit.

18. Pensions

- 18.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

19. Compliance

- 19.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members as set out in **Schedule 4**.

Members are reminded that expense claims are subject to both internal and external audit.

SCHEDULE 1

SCHEDULE OF REMUNERATION 2023-24

	MEMBERS ENTITLED TO BASIC SALARY	ANNUAL AMOUNT OF BASIC SALARY
	All non senior/civic salary holders:	£17,600

	SENIOR SALARIES ENTITLEMENTS		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Leader		£59,400
2.	Deputy Leader and Cabinet Member for Social Services		£41,580
3.	Cabinet Member for Regeneration		£35,640
4.	Cabinet Member for Education		£35,640
5.	Cabinet Member for Future Generations		£35,640
6.	Cabinet Member for Communities		£35,640
7.	Cabinet Member for Resources		£35,640
8.	Chairperson Overview and Scrutiny Subject Committee		£26,400
9.	Chairperson Overview and Scrutiny Subject Committee		£26,400
10.	Chairperson Overview and Scrutiny Subject Committee		£26,400
11.	Chairperson of Development Control Committee		£26,400
12.	Chairperson of Licensing Committee		£26,400
13.	Chairperson of Audit Committee		£26,400
14.	Chairperson of the Appeals Panel		£26,400
15.	Leader Of The Largest Opposition Group		£26,400
16.	Leader of an opposition group with at least 10% of the membership of the Council		£21,340
17.	Not currently used		
18.	Not currently used		
A maximum of 18 Senior salaries for Bridgend County Borough Council may be paid			

ENTITLEMENT TO CIVIC SALARIES	
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ROLE	MEMBER	ANNUAL AMOUNT OF CIVIC SALARY
Civic Head (Mayor)		£26,400
Deputy Civic Head (Deputy Mayor)		£21,340

ENTITLEMENT AS STATUTORY CO-OPTEEES		AMOUNT OF CO-OPTEEES ALLOWANCES
ROLE	MEMBER	
Chairperson Of Standards Committee		£268 Daily Fee £134 ½ Day Fee
Chairperson of Audit Committee	N/A	£268 Daily Fee £134 ½ Day Fee
Statutory Co-optees - Standards Committee, Scrutiny Committee – subject 1, Audit Committee, Crime and Disorder OVSC	<u>Standards:</u> <u>Scrutiny</u> Parent Governor (Special Schools) Parent Governor Representative (Secondary Schools) Parent Governor Representative (Primary Schools) Church Representative (Church in Wales) Church Representative (Roman Catholic Church) <u>Audit</u> Lay Members	£210 Daily Fee £105 ½ Day Fee
Statutory Co-optees -ordinary members of Standards Committee who also chair Standards Committees for Community Councils	Not Applicable	£238 Daily Fee £119 ½ Day Fee

MEMBERS ELIGIBLE TO RECEIVE COSTS OF CARE (Dependents/Personal Assistance)	
All Members	
<ul style="list-style-type: none"> • Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced. • Informal (unregistered) care costs to be paid up to a maximum rate equivalent to the Real UK Living Wage at the time the costs are incurred. 	

SCHEDULE 2

Approved duties: -

- attendance at a meeting of the Authority or of any committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;
- attendance at a meeting of any association of authorities of which the Authority is a member;
- attendance at any other meeting the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other Authorities;
- a duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;
- a duty undertaken in pursuance of a standing order which requires a Member or Members to be present when tender documents are opened;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority or its Cabinet;
- the following duties which have been approved by Council:
 - Approved conferences;
 - Rota visits to Social Services establishments;
 - Meetings with Senior Officers;
 - Attendance at Civic Offices to welcome school visits provided the school is within the Member's ward.

Where a local authority association or other outside body has its own scheme for the payment of allowances, the Member should claim his/her travelling and subsistence from the other body and not from the Authority.

SCHEDULE 3

Mileage Rates 2023-24

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Passenger supplement	05 pence per mile

Subsistence Allowance 2023/24

The day subsistence rate is up to a maximum of £28 and covers a 24 hour period and can be claimed for any meal if relevant provided such a claim is supported by receipts.

Re-imbusement of alcoholic drinks is not permitted.

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

SCHEDULE 4

Compliance

- The Authority will arrange for the publication on the council's website the total sum paid by it to each member and co-opted member in respect of salary, allowances, fees and reimbursements no later than 30 September following the close of the year to which it relates. In the interests of transparency this will include remuneration from all public service appointments held by elected members.
- The Authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The Authority will publish on the council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.
- The Authority will send a copy of the schedule to the Remuneration Panel no later than 31 July of the year to which the schedule refers.
- The Authority will maintain records of member/co-opted members attendance at meetings of council, cabinet and committees and other approved duties for which a member/co-opted member submits a claim for reimbursement.
- The Authority will arrange for the publication on the council's website of Annual Reports prepared by members.
- When the Authority agrees a paid substitution for family absence it will notify the Remuneration Panel within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF OFFICER - LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY

INFORMATION REPORT FOR NOTING

1. Purpose of report

- 1.1 The purpose of this report is to inform Council of the Information Report for noting that has been published since its last scheduled meeting.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:-

- **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 At a previous meeting of Council, it was resolved to approve a revised procedure for the presentation to Council of Information Reports for noting.

4. Current situation/proposal

4.1 Information Report

The following Information Report has been published since the last meeting of Council:-

<u>Title</u>	<u>Date Published</u>
Budget 2023-24	9 March 2023

4.2 Availability of Document

The document has been circulated to Elected Members electronically via email and placed on the Bridgend County Borough Council website. The document is available from the above date of publication.

5. Effect upon policy framework and procedure rules

- 5.1 This procedure has been adopted within the procedure rules of the Constitution.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

- 8.1 There are no financial implications regarding this report.

9. Recommendation

- 9.1 That Council acknowledges the publication of the document listed in this report.

K Watson

Chief Officer Legal and Regulatory Services, HR and Corporate Policy
March 2023

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Background documents: None.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

15 MARCH 2023

REPORT OF THE CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

BUDGET 2023-24

1. Purpose of report

- 1.1 The purpose of this report is to inform Council of the updated net budget requirement for 2023-24 following the Welsh Government's announcement of the Final Local Government Settlement on 28 February 2023, further to Council's approval of the original net budget requirement, based on the Provisional Local Government Settlement, at its meeting on 1 March 2023.

2. Connections to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

- 2.2 The allocation of budget determines the extent to which the Council's well-being objectives can be delivered. The Corporate Plan and Medium Term Financial Strategy (MTFS) identify the Council's service and resource priorities for the next four financial years, with particular focus on 2023-24.

3. Background

- 3.1 Members will recall that as part of the approval process for the Medium Term Financial Strategy (MTFS) 2023-24 to 2026-27 at the meeting of Council on 1 March 2023, approval was given for a net budget requirement of £342,047,227 in 2023-24. This was to be funded as follows:

	£	%
Revenue Support Grant	202,269,300	59.13
Non Domestic Rates	47,625,526	13.92
Council Tax Income	92,152,401	26.94
Total	342,047,227	100%

- 3.2 The report to Council also stated that the budget was based on the provisional settlement received in December 2022 and that whilst we did not anticipate any significant change in funding between the provisional and final settlement, there may be a change in respect of the potential transfer into the final local government settlement of the Fire and Rescue Authority (FRA) Scape grant, which funds increased employer costs related to FRA pensions. It was not envisaged that any changes would impact upon council tax.
- 3.3 The Welsh Government announced its Final Local Government Settlement on 28 February 2023. Only minor changes have been to the provisional settlement including incorporation of the Scape grant into the settlement and an adjustment in relation to specified bodies data (in this instance the Welsh Local Government Association, which provides services for local authorities). When announcing the final settlement the Minister for Local Government and Housing stated: *“Other than a small increase of £113 thousand to the distributable RSG as a result of .. adjustments to specified bodies data, I allocated all available funding into the provisional settlement to give as much early certainty as I could to authorities. I have no further funding currently available”*. The impact of these adjustments means an increase in the Revenue Support Grant (RSG) for the Council of £287,106 resulting in an increase in Aggregate External Finance (RSG plus share of Non Domestic Rates) for the Council from £249,894,826 to £250,181,932. Of the £287,106 increase, £280,314 relates to the transfer in of the Scape grant, with the balance of £6,792 arising as a result of the adjustment in relation to specified bodies.

4. Current situation/proposal

- 4.1 As a result of the change in RSG the Council’s net budget requirement will also increase, from £342,047,227 as approved by Council on 1 March 2023 to £342,334,333. A sum of £281,997 will be added to the budget to pay the Fire and Rescue Authority levy, increasing that budget to £8,522,690 for 2023-24, in line with the agreed contribution for 2023-24, as outlined in the MTFS report to Council on 1 March 2023. The remaining £5,109 will be added to the pay and price budgets. These changes result in a final net revenue budget of:

	Revised Budget 2022-23	Inter-Directorate Transfers (Pensions / Nat. Insurance)	Pay / Prices	Budget Pressures	Budget Reduction Proposals	Opening Revenue Budget 2023-24
	£000	£000	£000	£000	£000	£000
Service Directorate Budgets:						
Central Education & Family Support	27,497	-89	132	200	-40	27,700
Schools	110,437	-463	1,932		-2,118	109,788
Education and Family Support	137,934	-552	2,064	200	-2,158	137,488
Social Services & Wellbeing	84,956	-393	54	8,174	0	92,791
Communities	31,013	-115	22		-375	30,545
Chief Executives	23,489	-112	1	700	-75	24,003
Total Directorate Budgets	277,392	-1,172	2,141	9,074	-2,608	284,827
Council Wide Budgets:						
Capital Financing	7,203					7,203
Levies	8,210			979		9,189
Repairs and Maintenance	670					670
Council Tax Reduction Scheme	16,054					16,054
Apprenticeship Levy	650					650
Pension Related Costs	430					430
Insurance Premiums	1,363					1,363
Other Council Wide Budgets	7,542	1,172	11,909	1,325		21,948
Total Council Wide Budgets	42,122	1,172	11,909	2,304	0	57,507
Net Budget Requirement	319,514	0	14,050	11,378	-2,608	342,334

4.2 This will be funded as follows:

	£	%
Revenue Support Grant	202,556,406	59.17
Non Domestic Rates	47,625,526	13.91
Council Tax Income	92,152,401	26.92
Total	342,334,333	100%

4.3 No other changes to the budget are proposed.

5. Effect upon policy framework and procedure rules

5.1 The budget setting process is outlined within the Council's Constitution and Financial Procedure Rules.

6. Equality Act 2010 implications

6.1 The Equality Act 2010 implications for the Medium Term Financial Strategy 2023-24 to 2026-27 were included within the report to Council on 1 March 2023.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The Well-Being of Future Generations (Wales) Act 2015 Assessment for the Medium Term Financial Strategy 2023-24 to 2026-27 were included within the report to Council on 1 March 2023.

8. Financial implications

8.1 These are reflected within the report.

9. Recommendation

9.1 Council is asked to note the revised Net Budget Requirement of £342,334,333 for 2023-24.

Carys Lord
Chief Officer – Finance, Performance and Change and Section 151 Officer
March 2023

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Background Documents: None