

MINUTES OF A MEETING OF BRIDGEND COUNTY BOROUGH COUNCIL HELD IN THE COUNCIL CHAMBER, CIVIC OFFICES, ANGEL STREET, BRIDGEND ON WEDNESDAY, 3 APRIL 2013 AT 3.00PM

Present:-

Councillor M Thomas - Mayor and Chairperson

<u>Councillors</u>	<u>Councillors</u>	<u>Councillors</u>	<u>Councillors</u>
S Aspey	D M Hughes	H E Morgan	J H Tildesley MBE
M W Butcher	E M Hughes	L C Morgan	H J Townsend
N Clarke	C J James	M E J Nott OBE	K J Watts
G Davies	R M James	D G Owen	C Westwood
G W Davies MBE	R D Jenkins	G Phillips	D B F White
P A Davies	P John	C Rees	P J White
E Dodd	B Jones	C L Reeves	H M Williams
D K Edwards	M Jones	M Reeves	R Williams
E P Foley	D R W Lewis	G Thomas	M Winter
C A Green	J E Lewis	R L Thomas	R E Young
M Gregory	J R McCarthy		

Officers:

D Mepham	- Chief Executive
H Anthony	- Corporate Director - Children
S Brindle	- Corporate Director - Wellbeing
M Shephard	- Interim Corporate Director - Communities
P A Jolley	- Assistant Chief Executive Legal and Regulatory Services and Monitoring Officer
N Young	- Assistant Chief Executive - Performance and Section 151 Officer
M A Galvin	- Senior Democratic Services Officer - Committees
G P Jones	- Head of Democratic Services (Electronic Back-up)

145 MAYOR'S OPENING ANNOUNCEMENT

The Mayor read out the following announcement that had previously been circulated to staff by the Leader

“ I am sorry to inform fellow Councillors that Ann Sage, the wife of Deputy Leader Councillor David Sage, sadly passed away in the early hours of Sunday morning.

Ann had fought a long and courageous battle with cancer and died peacefully at the Y Bwthyn Newydd Macmillan Specialist Palliative Care Unit in Bridgend.

Dave and Ann's family have been very grateful of the many kind words, good wishes and support by Members and staff throughout Ann's illness. I am sure you will join me in sending our thoughts and sympathies to Dave at this sad time.

Funeral arrangements will be confirmed later this week. In the meantime, the Cabinet office will be glad to collect any cards and messages”.

The Mayor asked those present to stand for a minutes silence as a mark of respect to Ann Sage, Councillor David Sage and their family.

146 MINUTES OF PREVIOUS MEETING

RESOLVED: That the minutes of the following meetings of the Council, be approved as a true and accurate record, subject to the amendments as shown:-

Extraordinary Meeting - 27 February 2013
Ordinary Meeting - 6 March 2013

Ordinary Meeting Minute 135 add the following declaration of prejudicial interest

Councillor M W Butcher - As her son-in-law worked for the Authority.

Ordinary Meeting Minute 135 amend the following declaration of interest shown as follows:-

Councillor G Phillips - As his wife worked for the Authority.

147 APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members:-

Councillor J C Spanswick - Work commitments
Councillor A Owen - Work commitments
Councillor H J David - Holiday
Councillor C Jones - Holiday
Councillor D Pugh - Work commitments
Councillor D Sage - Personal reasons
Councillor P James - Unwell
Councillor E Venables - Family commitments
Councillor L Ellis - Unwell

148 DECLARATIONS OF INTEREST

The following declarations of interest were made:-

Councillor D B F White - Agenda Item 6(a)(ii) Pay Policy Statement 2013/14 . A personal interest as his wife works for the Authority.

Councillor R Williams - Agenda Item 6(a)(iii) Corporate Plan 2013-17. Prejudicial interest as Mayor of Pencoed Town Council, who had been involved in the draft Corporate Plan as a consultee. Councillor Williams left the meeting when this item was being considered.

Councillor J McCarthy - Agenda Item 6(a)(iii) Corporate Plan 2013-17. Prejudicial interest as a Member of Pencoed Town Council, who had been involved in the draft Corporate Plan as a consultee. Councillor McCarthy left the meeting when this item was being considered.

Councillor G Phillips - Agenda Item 6(a)(ii) Pay Policy Statement 2013/14 . A personal interest as his wife works for the Authority.

- P A Jolley - Assistant Chief Executive Legal and Regulatory Services - Agenda Item 6(a)(ii) - Appointment process and change of Establishment. Prejudicial interest, due to his position possibly being affected by the provisions of the report. The Assistant Chief Executive - Legal and Regulatory and Monitoring Officer left the meeting whilst this item was being considered.

149 MAYOR'S ANNOUNCEMENTS

The Mayor made the following announcements:-

She referred to the latest Bridgemembers magazine which had been circulated. She was delighted that there was so much positive news in this including about her Mayor's Citizenship Awards which was a lovely event last month. She congratulated all the very worthy winners, including Councillor Norah Clarke and Councillor David Pugh.

Councillor Mal Reeves has suggested a new column for Bridgemembers looking at the work many Members do when they are not acting as Councillors. If any Member wished to feature their 'day job' in a forthcoming Bridgemembers edition, then she asked them to use the contact details in the magazine.

The Mayor asked Members to tell their constituents that they could discover more about Bridgend County Borough's rich and fascinating history at a special event being held at Pencoed College on Saturday 6 April between 10.00am and 1.30pm. The free 'This is YOUR Heritage 2013' event is being supported by Reach, Bridgend County Borough Council's rural development programme, and will show what local life was like through the ages. An interactive timeline, fun workshops, displays and talks from local history groups, traditional craft stalls and activities will all create an interesting morning that delves into Bridgend County Borough's past.

The Mayor extended her congratulations to several local schools:-

First to Coychurch Primary for achieving the Investors in Families Award. Also to Mynydd Cynffig Junior School's "Repair Racers" team for winning the South Wales Formula 1 Primary Challenge 2013 competition at the Waterfront Museum, Swansea at the United Kingdom competition which takes place in Coventry in June 2013.

The Mayor congratulated Brynteg Comprehensive for becoming the Wales Young Consumers of the Year champions 2013, after seeing off teams from nine other Welsh schools to bring the title back to Bridgend County Borough for the first time. Brynteg now go onto to represent Wales at the UK Final of the competition in Brighton on Wednesday 19 June, where they will face the champions from the English, Scottish and Northern Ireland competitions. A big thank you also went to the Trading Standards team for all the support they were giving Brynteg with this.

The Mayor welcomed two special members of staff to the Chamber. They were Louise Kerton and Ceri Terry who won awards at the Local Authority Catering Association's Welsh regional awards, held at the Vale Hotel recently.

Louise won the Welsh Outstanding Achievement Management Award. She has worked for the Council for 15 years having initially started as a cook at Nottage Primary Schools and in 2009 became the catering team manager, and was nominated by her own team for the way that she has led them and delivered an excellent service despite economic uncertainty. Colleagues praised her for her forward thinking and managerial strengths.

The Mayor added that Ceri had fought off tough competition to win the Welsh Outstanding Achievement Frontline Award. Ceri, a complete perfectionist, had set an excellent example, providing the highest possible quality of catering for vulnerable adults who receive the meals at home service, as well as pupils in special needs schools and primary schools.

Members and Officers congratulated both these employees and the Mayor invited them to receive their awards and be photographed.

Finally, the Mayor advised of some recent events she had been involved in during March;

1. Bryntirion School Assembly;
2. 14-19 Learning Pathways event, Pencoed College;
3. Pencoed School prize giving award and Easter concert;
4. Blaengarw primary visit to the Council Chamber;
5. A birthday celebration for two people who had recently reached 100 and 104 years of age respectively;
6. Mayor's Citizenship Awards;
7. A Norwegian choir who recently performed in the Council Chamber;
8. Cardiff University Motivational Award;
9. Looked After Children awards, Porthcawl;
10. Four Counties Youth Orchestra;
11. Bridge Mentoring Open Day, Arc (for service veterans)
12. Bryncethin RFC - welcoming a rugby team from New York, USA

She also thanked Members for the contributions they had given after the last Council meeting toward her charity.

Finally, the Mayor extended birthday wishes to Councillor R D Jenkins who was 70 years of age tomorrow.

150 CABINET MEMBER ANNOUCEMENTS

Cabinet Member - Resources

The Cabinet Member - Resources advised of the following up and coming Pre-Council Presentations, Training Sessions and Events:-

Pre-Council Presentations

<u>Date</u>	<u>Subject</u>	<u>Venue</u>
1 May 2013	To receive a presentation from the Domestic Abuse Co-ordinator, Bethan Gaylard.	2.00pm Council Chamber

Training Sessions

18 April 2013	<u>Waste Management Seminar</u> This Seminar will be used to inform Members of: <ul style="list-style-type: none">• Progress on the waste strategy to date• Existing contractual arrangements• Key issues and risks	10.00am - 12 noon Council Chamber
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	<ul style="list-style-type: none"> • New initiatives • Future proposals 	
Future Sessions to be confirmed	<ul style="list-style-type: none"> • Personal Development Reviews • Domestic Abuse awareness workshop • Social Services Bill • Social Media Training (provided by WLGA in May) 	

151 CHIEF EXECUTIVE ANNOUNCEMENTS

The Chief Executive announced that he had been in post for just over six months, and he wished to share the targets he had been set for the year ahead with Members.

1. To work with the Cabinet and lead the Corporate Management Board to deliver the Council's priorities as set out in the Corporate Plan within the agreed budget for 2013/14.
2. Ensure that the changes and improvements required to deliver the Council's savings targets are effective and that the related political, managerial and staffing issues are addressed.
3. This is a broad programme of work that in practice will be shared with CMB and senior managers. However, specific elements where it is anticipated that the Chief Executive will take a particularly active personal role over the 12 month period include:-
 - (a) Post Estyn inspection plan and championing the planned improvement of the Education service;
 - (b) Corporate change management board incorporating the Medium Term Financial Plan;
 - (c) Public Protection collaboration with the Vale of Glamorgan and Cardiff;
 - (d) Western Bay Health and Social Care collaboration.
4. Develop a more sustainable long term relationship with the voluntary sector.
5. Ensure effective delivery of improvements as identified through own reviews and the activities of external regulators. In particular this will include responding to the 2013 Estyn inspection and subsequent monitoring visits.
6. Complete a review of senior management, taking into account of existing and known vacancies.

Last week the Chief Executive stated that he had held a second session for his senior team in which discussion ensued on the draft corporate plan and the help communities could give in achieving the Plan's improvement objectives. Once the Corporate Plan was agreed these would be shared with Members.

A very informative session had also been held on the progress of the Job Evaluation project. Since achieving the collective agreement, the JE team have been working hard to plan and prepare for September's implementation date. In addition, arrangements were being made for those employees who will receive an increase on 1 September to have this paid as if the original implementation date of 1 April had been achieved.

Employees who are due to go down in salary from September will have their pay protected for either 12 or 18 months from that date. The Chief Executive hoped

Members were clear on the progress of the project but he would be gladly meet with anyone requiring further information.

Finally, the Chief Executive stated that Members will be familiar with the Council's very strong reputation for collaborative working and he had a number of items on that front.

The Council had been successful in relation to two bids to the Welsh Government's Regional Collaborative Fund which will allow the Authority to work closely with colleagues in the Vale and Cardiff to deliver some of the Public Protection and regulatory services, and also with partners in the Western Bay region to develop an integrated health and social care programme. Both of these projects will require considerable development and work but they demonstrated Bridgend's very positive approach to working in partnership at a regional level.

152 LEADER'S REPORT

The Leader referred to Bridgemembers and the launch of the new Civil Parking Enforcement scheme this week. This scheme is one which seeks to improve community safety and accessibility and deter people from becoming problem parkers. He believed this will provide easier access for motorists, shoppers, businesses, pedestrians, cyclists, disabled people, parents with pushchairs, delivery drivers, public transport and the emergency services. The service was being launched in partnership with the Vale of Glamorgan Council. A 'frequently asked questions' page on the website was available should constituents have any queries regarding this.

The Leader advised that he was delighted to see the excellent progress at Maesteg Market's outdoor area which will reopen in June following its 2.5 million pound revamp. The new outdoor area features 13 retail units of various sizes which have been created alongside high-quality street furniture, public art and a new public space suitable for hosing local events. An improved waiting area has also been provided at the nearby bus station as part of the project. Between June and December we would be showcasing how the new public space can be used for the benefit of the local community with a series of events. In the meantime, any businesses or budding entrepreneurs who would be interested in having an indoor or an outdoor unit there, should inform the Communities Directorate accordingly.

It is now a year since the Council had worked in partnership with HALO to deliver leisure services in the County Borough. In this time, significant progress had been made on Bridgend Recreation Centre's multi-million pound refurbishment, the first phase of which includes a new 80 station gym, three new work out studios and new conference and meeting facilities. All Members have the chance to preview the new facilities before they are available to the public, as part of a series of hour long tours on week-days between the 18 - 26 April. Any Member interested should confirm this to the Communications Team now and they will pass on details to them of how to book this.

Finally, the Leader stated that as Members will be aware, there are serious concerns about the growing number of measles cases, especially in the Swansea and Neath Port Talbot areas. Cases in Bridgend County Borough are, by comparison, quite low but measures were required to prevent this spreading in the County Borough area. For this reason, health colleagues had arranged for a free MMR vaccination session to take place this Saturday, 6 April, from 10.00am - 4.00pm in the Princess of Wales Paediatric Out Patients department. Although this is primarily aimed at children, vaccinations are available for anyone born after 1970 and who has not had measles or been vaccinated against it. He asked Members to share this information with their constituents and for further information to look at the ABMU or Public Health Wales websites.

153 APPOINTMENT PROCESS AND CHANGE OF ESTABLISHMENT

The Chief Executive submitted a report which advised Council of the consultation process undertaken on the proposal to replace the post of Assistant Chief Executive - Performance with the post of Corporate Director - Resources at no additional cost, and to seek approval from Members to establish the process to make an appointment to that post and the role of Section 151 Officer.

The report gave certain background information, and confirmed that a 30 day consultation period had now been undertaken with JNC Officers on the above proposals.

The Chief Executive advised that out of this consultation process came two concerns, firstly, that the Corporate Director post should not be made permanent ahead of a fuller management review. The reasons for this were outlined in paragraph 4.2 of the report.

Secondly, JNC Officers had indicated a preference that the Corporate Director role is not designated as the Section 151 Officer, as this would maximise the opportunities for a wider range of staff to be re-deployed into that role. They had therefore requested an extension to the consultation process to consider these two issues further the Chief Executive added.

Paragraph 4.5 then gave reasons as to why on balance the Chief Executive, though having considered the request to extend the consultation process, ultimately considered that to not agree to this, as to delay appointment to the post may put the Authority at risk due to the significant future financial challenges and pressures that inevitably lay ahead in view of the current on-going economic climate.

The Chief Executive then referred to paragraph 4.7 of the report, which suggested a process to follow in respect of appointment to the position, should Members approve the re-designation of the post and recruit to this on a permanent basis.

He concluded his submission by confirming that a further Equality Impact Assessment had recently been undertaken, over and above the initial screening as referred to in paragraph 6.1, which confirmed that there were no equality implications in relation to the proposals contained in the report.

- RESOLVED:
- (1) That Council accepted the deletion of the post of Assistant Chief Executive - Performance and replaced this with the post of Corporate Director - Resources.
 - (2) That Council authorised the appointment of the Corporate Director - Resources with Section 151 responsibility on a permanent basis and agreed the process as outlined in paragraph 4.7 of the report.

154 PAY POLICY STATEMENT 2013/14

The Chief Executive submitted a report confirming that the Council will be able to meet its legal obligation following the Localism Act 2011, which requires local authorities to produce and publish a Pay Policy Statement for 2012/13 and for each financial year thereafter.

The Assistant Chief Executive - Performance referred Members to the Pay Policy Statement for the Authority for 2013/14 attached at Appendix 'A' to the report.

She confirmed that the data in respect of pay scales (point 4.1.1) and pay relativities (point 7.3) was based on current pay arrangements, which would change on implementation of the new Pay and Grading system, and this Pay Policy Statement would then need to be reviewed ahead of the standard annual review timetable.

- RESOLVED: (1) That Council adopted the Pay Policy Statement as attached at Appendix A to the report.
- (2) That it confirmed its commitment to review the Pay Policy Statement following the implementation of the new Pay and Grading System.

155 CORPORATE PLAN 2013-17

The Chief Executive presented a report, that detailed at Appendix A, the Council's draft Corporate Plan 2013-17 for consideration and approval.

The report confirmed that the Authority's current Corporate Plan will cease to be in effect from April 2013 and that local authorities in Wales were obliged to set improvement objectives for each forthcoming year or for more than one reporting year.

The Chief Executive confirmed that the Council proposed to develop a four year Corporate Plan, that will run concurrently with its Medium Term Financial Strategy.

The Chief Executive then confirmed that the Draft Corporate Plan 2013-17, sets out the key outcomes the Council was seeking to achieve for its constituents, and these were itemised in Paragraph 4.1 of the report. These would be shared with local partners through the newly introduced Single Integrated Partnership Plan the Chief Executive added.

The Chief Executive then explained that the draft Corporate Plan 2013-17 had identified six improvement priorities to be achieved over the next four year period, with a vision of "working together to improved lives in the Bridgend County Borough". These improvement priorities were detailed below, and would be the Council's improvement objectives under the Local Government (Wales) Measure 2009:-

- Working together to develop the local economy;
- Working together to raise ambitions and drive up educational achievement;
- Working with children and families to tackle problems early;
- Working together to help vulnerable people to stay independent;
- Working together to tackle health issues and encourage healthy lifestyles;
- Working together to make the best use of our resources.

The Chief Executive confirmed that steps would be taken to ensure delivery of the improvement objectives, and key indicators would be introduced to measure success.

He added that Directorate Business plans were being developed, which would include key priorities that would be linked to the Plan.

The Plan would be reviewed annually to ensure that its components reflect local aspirations, are affordable and complement national priorities, as well as meet statutory and regulatory requirements.

The Chief Executive concluded his submission by elaborating upon the consultation exercise conducted in order to successfully develop the Plan, which had been considerable. Details of this were included in the report. Feedback on this exercise would be published in due course.

In relation to positive changes proposed for children and families, a Member asked if the Multi-Agency teams that were being established would all be in place and operational within 2013/14.

The Corporate Director - Children and Corporate Director - Wellbeing, each in turn, confirmed the present position with regard to the Multi Agency teams being introduced to support both Children's and Adult Services.

The Corporate Director - Children advised that a facility would be opening in Pyle in April and that further teams would eventually be in place in Sunnyside Offices Bridgend and at Coleg Cymnedol y Dderwen school when it opened in September 2013. Until the facilities were provided, virtual teams would operate she added.

The Corporate Director - Wellbeing stated that the Multi Agency teams in his Directorate, would assist in the support of Health and Social Care Teams. These facilities would also be provided in Pyle and Sunnyside offices, as well as a facility that was already in place in Bryncethin Depot on the Valleys 2 Coast site.

In response to a further question, the Corporate Director - Wellbeing confirmed that a satellite hub would be provided in the Llynfi Valley, with Maesteg hospital being a possible location for this.

A Member noted from page 23 of the draft Plan, that by 2017 at least two thirds of young people should achieve a minimum of 5 GCSE's grade A - C (or equivalent) including Welsh/English and Mathematics, at the end of their statutory secondary education and that by September 2014 at least 60% of pupils should have attained these qualifications. She asked what the percentage was currently.

The Corporate Director - Children stated that the current pupil average for obtaining these qualifications was approximately 50%, and that it was hoped to achieve a 5% increase year on year between now and 2017.

In relation to the gap in terms of success in education (particularly English and numeracy) for children who do not receive school meals compared to those that do, a Member asked what this presently was, and how it compared to previous.

The Corporate Director - Children advised that she would obtain this information and send it to the Member outside of the meeting.

A Member noted from page 49 of the Plan, the savings made and/or proposed through the Value Wales Collaboration Programme. He asked if there was data available to show savings made to date (or those that were proposed) in respect of other collaborative projects.

The Assistant Chief Executive - Performance advised that collaborative savings from other joint working initiatives (across the Authority) had not been itemised in the Draft Plan, however, information on these could be derived from individual Directorate Business Plans.

RESOLVED: That Council approved and adopted the Corporate Plan 2013-17, attached as Appendix 'A' to the report.

156 VOLUNTARY CAP ON INDEMNITIES

The Monitoring Officer presented a report that informed Members of proposals made by the Minister for Local Government and Communities regarding a voluntary cap on indemnities provided to Members.

The report advised that in accordance with legislation, local authorities may, but do not have to, provide an indemnity for Members in respect of legal costs incurred in relation to misconduct proceedings brought against them under the Local Government Act 2000.

The Monitoring Officer stated that the Public Services Ombudsman for Wales has raised concern in respect of the level of indemnities that some Members have received, and he has therefore expressed the view, that he would be prepared to agree to a voluntary cap on legal costs in such matters.

Paragraph 4.2 of the report mentioned that following consultation with the WLGA a voluntary cap of £20k on the level of indemnity offered by authorities to Members subject to proceedings be introduced, and a number of authorities had responded positively to this proposal.

He advised that the Standards Committee has the function of determining whether an indemnity is provided, and this indemnity would be repaid by a Member should he/she be unsuccessful in any matter.

RESOLVED: That Council approved the adoption of a voluntary cap of £20k on the level of indemnity offered for Member Code of Conduct proceedings.

157 PUBLICATION OF THE REGISTER OF MEMBERS INTERESTS

The Monitoring Officer submitted a report, to advise Council that the Register of Members' Interests will be published on the Council's website.

The report outlined some background information, and confirmed that the Register of Members Interests was currently kept in a paper format and was available for public inspection during Council office hours.

The Monitoring Officer explained that in order to demonstrate the Authority's commitments to openness, accountability and high ethical standards, it was recommended that the above information be published on the Council's website to allow such information to be more readily accessible. He stressed that the on-line register will be in addition to, rather than replacing the statutory paper version available for public inspection on request.

RESOLVED: That Council approved the publication of Members' interests on the Council's website.

158 LOCAL RESOLUTION FOR DETERMINATION OF CONDUCT COMPLAINTS

The Monitoring Officer presented a report, that provided Members with a draft Local Resolution Project for the determination of complaints made by a Member against another Member in response to the Ombudsman's recent guidance.

The report gave some background information, which confirmed that the Public Services Ombudsman for Wales had revised his guidance for Members, so as to encourage a Member to seek to resolve a minor complaint made against another Member informally at a local level i.e. within their Authority. This meant alleviating some considerable pressure from the Ombudsman, given that a third of complaints received related to complaints regarding low level behavioural issues.

The Monitoring Officer confirmed that a number of neighbouring authorities had developed their own local protocols for the determination of 'low-level complaints', without the need for referral to the Ombudsman.

A copy of a suggested draft Local Protocol setting out what is expected of Members and the procedure by which complaints may be dealt with in-house was set out at Appendix A to the report.

The Monitoring Officer concluded his report by emphasising that Members would still have the ability to take a complaint directly to the Ombudsman if they so wished, and

that legislation did not formally create the ability for sanctions to be imposed under a local Protocol, however, it was recommended that all Members agreed to abide by the protocol, should it be approved.

RESOLVED: That Council noted the report, and approved the adoption of the draft Local Resolutions Protocol attached at Appendix A to the report.

159 INFORMATION REPORT FOR NOTING

The Monitoring Officer submitted a report that notified Council of any information reports submitted for noting since its last ordinary meeting.

One such information report had been published since the last ordinary meeting and details of this were shown in Paragraph 4.1 of the report.

RESOLVED: That Council noted the publication of the document contained in Paragraph 4.1 of the report.

The meeting closed at 4.20pm.