

COUNCIL - WEDNESDAY, 18 JULY 2018

MINUTES OF A MEETING OF THE COUNCIL HELD IN COUNCIL CHAMBER - CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON WEDNESDAY, 18 JULY 2018 AT 15:00

Present

Councillor JR McCarthy – Chairperson

S Aspey	SE Baldwin	TH Beedle	JPD Blundell
NA Burnett	MC Clarke	N Clarke	RJ Collins
HJ David	P Davies	PA Davies	SK Dendy
DK Edwards	T Giffard	RM Granville	CA Green
DG Howells	A Hussain	RM James	B Jones
M Jones	DRW Lewis	JE Lewis	DG Owen
D Patel	RL Penhale-Thomas	AA Pucella	JC Radcliffe
KL Rowlands	RMI Shaw	SG Smith	JC Spanswick
RME Stirman	G Thomas	JH Tildesley MBE	E Venables
SR Vidal	MC Voisey	LM Walters	KJ Watts
CA Webster	DBF White	PJ White	A Williams
AJ Williams	HM Williams	JE Williams	

Apologies for Absence

J Gebbie, MJ Kearn, B Sedgebeer, CE Smith, T Thomas and RE Young

Officers:

Susan Cooper	Corporate Director - Social Services & Wellbeing
Jackie Davies	Head of Adult Social Care
Mark Galvin	Senior Democratic Services Officer - Committees
Lindsay Harvey	Corporate Director Education and Family Support
Laura Kinsey	Head of Children's Social Care
Greg Lane	Head of Democratic Services
Darren Mepham	Chief Executive
Michael Pitman	Business & Administrative Apprentice
Andrew Rees	Senior Democratic Services Officer - Committees
Zak Shell	Head of Neighbourhood Services
Kelly Watson	Head of Legal & Regulatory Services

202. DECLARATIONS OF INTEREST

None.

203. APPROVAL OF MINUTES

RESOLVED: That the minutes of the meeting of Council of 20 June 2018 be approved as a true and accurate record.

204. TO RECEIVE ANNOUNCEMENTS FROM:

Mayor

The Mayor informed Council of the official engagements which he and his Consort had attended in the past month which included attending a blessing of Betws Primary School and the 100th birthday celebration of Mrs Elsie Criddle. The Mayor and Consort had

attended three school production shows and the Festival of Learning, the symposium and the Bridgend learner's day. They had also attended the INSPIRED for life awards and a RAF presentation with Madelaine Moon MP. Further events had been attended with Pyle and Kenfig community youth service, Judging a "just giving" competition at Pencoed comprehensive, Dogs Trust Summer Fun Day, Key stage 3 awards at CCYD, record of Achievement Ceremony at Ysgol Bryn Castell, Samaritans AGM, Brackla Fun Day, Maesteg Children's Choir Annual Concert, Little fingers Kidz family fun day in Evanstown, Happy 4th July Event at Vine Christian Centre, South Wales Fire and Rescue service awards, Caerphilly Civic service, Samtampa & Prince Edward of Wales Exhibition, Splice and Child family project, Bridgend County Show, Pencoed Choir Annual concert, Neath Port Talbot Civic Service, Tondu Primary Citizenship Award Ceremony, Celebration evening at Ysgol Bryn Castell.

Deputy Leader

The Deputy Leader informed Members of the efforts to boost recycling in the Wildmill area to tackle issues with waste and fly tipping around communal bin areas, with the provision of additional recycling bins in the Tairfelin area to create new dedicated collection points for refuse and purple bags. Similar improvements have already had a positive effect in the Glanffornwg part of the estate, where recycling points were moved to make them more accessible and easier to use. He also informed Members that education officers have been speaking to residents to raise awareness throughout the community. Two additional recycling stations will be added at Glanffornwg. By the end of the summer, improvements will have been made in all parts of Wildmill, and the impact that new collection points have made on residents in Maesyfelin and Trem Garth will be reviewed.

The Deputy Leader announced that Keep Wales Tidy had awarded Green Flag status to eight facilities within the County Borough to mark the high standard of park and green spaces at Bryngarw Country Park, Coychurch Crematorium, Maesteg Welfare Park, Wilderness Lake in Porthcawl, Glanrhyd Hospital, Caerau Market Garden, the Badgers Brook Allotments and the Wilderness Allotment Association.

The Deputy Leader also announced that positive feedback had been received from the recent Festival of Learning. The festival had been designed to showcase new and innovative learning and teaching methods, and encouraged schools to share their experiences and knowledge while establishing new training opportunities for teachers and staff. More than 800 teachers, pupils, educators, trainers and employers gathered for the festival, and up to 100 school-based workshops were held which demonstrated how latest modern classroom developments can be used to benefit local children. The Festival featured a keynote address by the from Children's Commissioner Dr Sally Holland, and also included a symposium which focused upon how the health and well-being of pupils can be developed, maintained and improved, and a learner's day where pupils from local schools offered stalls, displays and practical demonstrations of some of the techniques that are in use. Joining the Council, Welsh Government, Estyn, the Office of the Children's Commissioner and local schools for the festival were organisations that included Bridgend College, Cardiff University, the University of South Wales, the Central South Consortium Joint Education Service, Public Health Wales, Wellbeing In Secondary Education and the Art of Brilliance. He expressed his gratitude to everyone who had helped organise the festival.

Cabinet Member Social Services and Early Help

The Cabinet Member Social Services and Early Help asked Members to inform their constituents that applications are now open for places at the County Borough's two new Extra Care developments. He stated that Ty Llwynderw, which is taking shape at the

site of the former Maesteg Lower Comprehensive School, and Ty Ynysawdre, which is being developed next to Coleg Cymunedol Y Dderwen, are set to be completed this Autumn. Both schemes are being built in partnership with Linc Cymru and will enable tenants to continue to live independently and meet people's changing needs as they grow older. A total of 45 one or two bedroom Extra Care flats are available across the two developments and applicants must be a Bridgend County Borough resident, be in the main over 65 years old, and must already have a social services' plan of care and support or be waiting for an assessment.

The Cabinet Member Social Services and Early Help announced that Linc Cymru had organised a community consultation event last week where they discussed their proposals for establishing the Sunnyside Wellness Village on the site of the former council offices and magistrate's court. Featuring an all-new doctor's surgery, pharmacy, dental practice, community clinics and supported housing, the proposal is being led by Linc Cymru in partnership with ABMU Health Board.

The Cabinet Member Social Services and Early Help announced that Maesteg Canoe Club has been recognised for its focus upon disability and inclusion. The club has won a Gold-category in sport award for its efforts which recognises the club's motivation, commitment and enthusiasm towards changing the lives of disabled people through the power of sport.

Cabinet Member Wellbeing and Future Generations

The Cabinet Member Wellbeing and Future Generations was pleased to inform Members that the winners of Bridgend County Borough Council's first ever 'Inspired for Life' awards were revealed last week. Designed to celebrate local Champions, groups and organisations who have helped improve the health and wellbeing of people in their communities, the awards covered five different categories. She congratulated Maesteg Alternative Curriculum Base at Maesteg Comprehensive for winning the Innovation category and to Community Furniture Aid for the 'Made A Difference' category. Simon Green of Bridgend Coalition for Disabled People was successful in the 'Power Of One' category, Geoff Cheetham of SHOUT won the 'Above and Beyond' award, and the 'Young Volunteer' category award was presented to Nora Hardy from Bryntirion Comprehensive School. The Cabinet Member Wellbeing and Future Generations was delighted that the call for people to nominate unsung heroes and heroes who work for the good of others, drew a massive response and she thanked the all the nominees and congratulated the winners.

The Cabinet Member Wellbeing and Future Generations congratulated Pencoed Comprehensive School for winning the Best Team Identity Award and coming third in the Development Class at this year's 'F1 In Schools' competition, which aims to encourage young engineers. She stated that the all-girl team designed, developed and manufactured a 'mini-car' and pit display using the team name of 'Nemesis Inferno'. As a result of their efforts, the girls have won sponsorship from the Sinclair Group who will support them in their future aspirations. Other local teams competed with the likes of Brynteg Comprehensive also making it to the finals. The The Cabinet Member Wellbeing and Future Generations stated that encouraging more females into STEM careers is a national priority, and she commended schools for inspiring their pupils to develop skills that are required in the engineering industry.

The Cabinet Member Wellbeing and Future Generations asked Members to remind their constituents that the School's Out programme is offering a wide range of free activities designed to keep children fit, healthy and occupied during the summer holidays. The programme was launched last weekend and the programme is organised by the Council in partnership with Awen, Halo, Menter Bro Ogwr and local town and community councils.

This year's School's Out Programme also includes the Park Lives initiative, Active 4 Life sessions, free swimming and much more. The full programme of activities will be available on the Council website from Friday 20 July, and more information about the Summer Reading Challenge is available from Bridgend Library.

Monitoring Officer

The Monitoring Officer requested that Members note a change to the date of the next meeting of the Audit Committee from 13 September to 6 September 2018. The change is being made at the request of the Chairperson and members of the Audit Committee have been consulted on the change of date.

Chief Executive

The Chief Executive welcomed Mr Greg Lane, the newly appointed Head of Democratic Services to his first meeting of the Council.

The Chief Executive announced that the Leader had previously updated Council on the consultations and discussions led by Welsh Government over the changes to the health board boundaries. He stated that Members will be aware that the Cabinet Secretaries agreed that the administration of health services in the Bridgend locality will move from ABMU to Cwm Taf with effect from 1 April next year.

He informed Members that a joint programme board had been established, co-chaired by the chairs of the two health boards. It includes both health board Chief Executives as well as the Leader of this Council and himself. He stated that this Council also has provision for the Director of Social Services and the Cabinet Member Social Services and Wellbeing to attend to ensure that this Council is represented. Initial meetings had been positive and productive and he outlined the principles which had been agreed to guide this project.

1. Continuity of the quality and delivery of patient care will be central to all actions and decision-making.
2. Both Health Boards will work together and with Welsh Government to ensure that neither population nor organisation is disadvantaged by the operational or financial consequences of the changes. By neither population it would mean the new Cwm Taf population across Merthyr, RCT and Bridgend and the new ABMU population across Swansea and Neath and Port Talbot.
3. The commissioning responsibility for Health services for the Neath Port-Talbot and Swansea populations will be retained, in full, by ABMU. The continuity of any services into Neath Port Talbot Hospital from Bridgend is confirmed with service level agreements being put in place as appropriate.
4. The commissioning responsibility for Health services for the Bridgend population will transfer in its entirety to Cwm Taf UHB from 1 April 2019.
5. The provider responsibility for all NHS services to the Bridgend population will transfer to Cwm Taf UHB from 1 April 2019 unless there is a jointly agreed legitimate reason that the provision of a particular service should remain with ABMU either in the short-term (to mitigate de-stabilisation during the transition period) or on a more substantive basis where, for example:
 - A given service is part of a specialist service that ABMU already provides to the wider population.

- A single low volume or highly specialised service is currently provided to the Bridgend population from Swansea or Neath Port Talbot (or vice versa) and the critical mass is so small that legitimate concerns are raised about sustainability if disaggregated.
6. In all such instances, the commissioning responsibilities of Cwm Taf UHB for the population would need to be discharged through an appropriate SLA.

The Chief Executive stated that this Council's involvement in the Board is important and gives the Leader and he (and the Director and Cabinet Member) the opportunity to influence and speak for Bridgend both in terms of the interests of its population and with regard to the integration of services with health both now and going forward. Much of the work of the Board is concerned with the internal workings of the two health organisations. However the Corporate Director Social Services and Wellbeing is leading the strands of work that relate to partnerships across the two health board areas. The Chief Executive informed Council that as a health board Cwm Taf are ambitious and as a Council BCBC is ambitious and he looked forward to both parties working closely together.

The Chief Executive informed Council that it would be advertising for the role of Director of Education and Family Support. He stated that the current Director Lindsay Harvey was appointed by the Council in an interim capacity when his predecessor was seconded to the Welsh Government and who has subsequently left and taken up a role as Children's Commissioner in Jersey and will not be returning to her post. He stated there is a need to appoint to the substantive role and that role will be advertised this month. The advert will also make reference to the exploration of a combined education service with Merthyr Council, but would be a BCBC appointment. The Appointments Committee will be convened to oversee that process and make the final decision on appointment following an assessment centre process.

The Chief Executive also informed Council that he and the Interim Head of Finance are reviewing the substantive head of service role and he was taking further advice on the market before an advertisement is placed for that role and he would keep all Members advised on how that work progresses.

205. TO RECEIVE THE REPORT OF THE LEADER

The Leader reported that the Cabinet Secretary for Local Government and Public Services Alun Davies AM made a statement in the Assembly yesterday afternoon confirming the withdrawal of the merger map and his intention, following consultation feedback, to set up a working group chaired by Derek Vaughan MEP to consider how to take forward the reform agenda. The working group will have a majority local government membership and seek to agree what is possible in terms of reform, through greater collaboration or voluntary mergers, and ensure that adequate resources and powers are provided to local government to ensure the sustainability of local public services. This approach had been welcomed and supported by the Leader of the WLGA Cllr Debbie Wilcox as it offered a return to the more collaborative approach to reform, broadly agreed with Mark Drakeford AM when he was Cabinet Secretary for Local Government. The Leader hoped some progress can be made by early Spring. He stated it was vital that financial sustainability is considered alongside reform, as the current crisis in large English County Councils shows austerity does not respect scale particularly as a consequence of the spiralling cost of social care.

The Leader announced that the Cabinet Secretary's statement yesterday also confirmed that Welsh Government will introduce a local government bill as planned, to introduce

voluntary merger powers, wider new powers for councils as well as votes for 16 & 17 year olds and other electoral reforms.

All Council Leaders will discuss these developments and the draft terms of reference further at Thursday's meeting of the WLGA Executive Board. He would keep Members informed of progress made.

The Leader also announced that as part of the pioneering Caerau mine-water scheme, children from schools in the Llynfi Valley have been learning about how the heat generated will be used to warm 150 homes. Around 200 pupils had taken part in recent workshops designed to explain the science, technology, engineering and mathematics behind the scheme and also learned about the valley's rich industrial history, and how mine workings at Caerau, Bryn Navigation, Garth, Coegnant, Oakwood, Maesteg and St John's could now be used to provide a safe, continuous, efficient and cost-effective form of heat for the local community.

The Leader announced that along with the Cabinet Member Communities, he had met the Cabinet Secretary for Energy, Planning and Rural Affairs Lesley Griffiths about how Welsh Government can help progress the minewater scheme to the next stage, and the potential as part of the Bridgend District Heat Network to develop the latest in IT infrastructure to support businesses in Bridgend town at the same time. He stated that the Council is also part of a consortium with Cenin to further develop its energy park at Stormy Down. This resulted in a visit from the Secretary of State for Wales and the UK Government's Minister of State for Energy and Clean Growth Claire Perry MP who was also very positive about the innovative energy initiatives in Bridgend. He also informed Council that Cabinet at its meeting on the previous day backed the consortium's bid to the UK Government's Industrial Challenge Fund. As the only SMART system energy demonstrator cluster in Wales and the most advanced in the UK, interest is being shown globally in the work which is being pioneered, trialled and developed in the local communities.

He and the Cabinet Member Communities had also met with the Cabinet Secretary for Economy and Transport to discuss maximising the benefits of the South Wales Metro and new Wales and Borders franchise for the communities of Bridgend. It was once again emphasised the importance of increasing the frequency of the Maesteg rail service not only to the Llynfi Valley but also to Valleys gateway communities, Bridgend, Pencoed and Llanharan and Pontyclun too. The Cabinet Secretary had explained that this was being considered by Transport for Wales and Keolis Amey and he was hoping to make an announcement soon. It was also stressed to the Cabinet Secretary the critical long term importance of removing the Pencoed level crossing, not only to improve safety, prevent the gridlock in the town centre and potential air quality issue for residents but also to improve the speed of all trains that travel west of Cardiff on the Great Western mainline. Welsh Government has commissioned work on how the speed of trains can be increased on the main line now that many of the engineering improvements, like track re-alignment that were due to be made at the same time of electrification have been cancelled. The Leader and Cabinet Member Communities also reiterated the case for the Brackla Park and Ride, additional capacity for park and ride at Pyle station and rapid bus links to communities that do not have direct rail services. Members would be kept informed of developments.

206. SOCIAL SERVICES ANNUAL REPORT 2017/18

The Corporate Director Social Services and Wellbeing presented the Social Services Annual Report for 2017/18 and requested Council note the judgements reached locally about social care services in Bridgend. She stated that this is the ninth Annual Report of the Director of Social Services and is based on the authority's self-assessment of the performance and delivery of social care services.

The Corporate Director Social Services and Wellbeing informed Council that from October 2016, the Care Inspectorate Wales (CIW) changed the way they inspect children's and adult social services and authorities are inspected using the wellbeing outcomes of the Act

The Corporate Director Social Services and Wellbeing presented a summary of performance in Adult Social Care whereby 5177 adults had been supported in the community; the number of people who received a Telecare package had increased from 2921 in the previous year to 3162 in the current year. Demand for services in Adult Social Care had reduced slightly in 2017/18 with 7604 referrals being received compared to 7623 referrals received, in 2016/17. The number of people supported in residential / nursing care had reduced from 1493 to 986. The number of people diverted from mainstream services to help them remain independent for as long as possible had reduced from 167 in the previous year to 116 in the current year, plus 857 attendances at the drop in clinic at ARC.

The Corporate Director Social Services and Wellbeing presented a summary of performance in Children's Social Care, whereby 6677 new contacts had been received during the year. The number of children on the child protection register had reduced from 175 in the previous year to 169 in the current year. The number of looked after children had reduced from 98 in the previous year to 70 in the current year and the number of carers receiving support from the local authority and its partners at 31st March had reduced from 131 to 116.

The Corporate Director Social Services and Wellbeing highlighted the key actions for 2018/19.

The Corporate Director Social Services and Wellbeing informed Council that the authority had commissioned a short film through the Western Bay partnership of the experiences of staff and service users which Members then viewed.

A member of Council questioned what had been the negative impact of the Council making savings of £12m in social care. The Corporate Director Social Services and Wellbeing commented that the negative side of the savings made had not yet been seen as the Directorate had modernised and transformed the way services are delivered by enabling people to remain independent. She stated that the development of the extra care model is a more cost effective way of delivering services than residential care.

A member of Council asked whether the outturn for the Directorate will be on target. The Corporate Director Social Services and Wellbeing informed Council that the financial plan is very closely monitored and good progress is being made. The financial plan is reported to the Chief Executive and Section 151 Officer. She stated that an increase in the number of children coming into care and with complex needs would have a detrimental impact on the budget. Work is being undertaken with partners to access regional funding in order to draw down grant funding to the benefit of the County Borough and it was aimed that this would continue with the realignment of the health board boundary. The Corporate Director Social Services and Wellbeing anticipated that the budget would remain on target.

A member of Council referred to the pressures facing social work staff and questioned the training in place to retain staff. The Corporate Director Social Services and Wellbeing stated that the Council has been shortlisted for a social care accolade for the training of its staff. She emphasised the importance of recruitment and retention of staff

and that the number of agency staff had reduced. She stated that the Team as a whole had responded well to the challenges it faced.

A member of Council commented that there remains a sustained demand for the services provided by the Directorate and that many services are volatile in nature and questioned how services can be sustained in order to meet the requirements of the Medium Term Financial Strategy and there needs to be cross party recognition of this. The Leader commented that Councils across Wales were faced with reductions in Revenue Support Grant, which was unsustainable and he urged all Members to contact AMs regarding the pressures on budgets faced by the Council. He thanked frontline staff for having to make difficult decisions each day.

The Cabinet Member Social Services and Early Help on behalf of the Cabinet thanked the Corporate Director, the Heads of Service and all staff in the Directorate for the way it had responded to the challenges and had remodelled services.

A member of Council commented that there needed to be a recognition that services could not continue in the face of budget constraints and that difficult choices would need to be made.

RESOLVED That Council approved the Director of Social Services' Annual Report for 2017/18.

207. REVIEW OF POLITICAL BALANCE - CHANGES TO COMMITTEE MEMBERSHIP

The Monitoring Officer advised Council of the outcome of a review of the political balance of the Authority resulting from a change to the membership of the Independent Alliance Group and sought approval of the revised political balance. She also sought a nomination from the Plaid Cymru Group to sit on Subject Overview and Scrutiny Committee 2 and for the Llynfi Independents Group to relinquish a seat on that Committee, to reflect a required change in the political balance of Committees.

The Monitoring Officer informed Council that following the review of political balance, the membership of committees has been updated to reflect the composition of the Council.

RESOLVED That Council:

- (a) Noted the change to the political composition of the Council;
- (b) Approved the allocation of seats to political groups in accordance with the political balance rules as set out in Appendix 1 of the report;
- (c) Appointed Councillor T Thomas from the Plaid Cymru Group to sit on Subject Overview and Scrutiny Committee 2 to replace the relinquished Llynfi Independents seat.

208. AMENDMENT TO THE CONSTITUTION AND SCHEME OF DELEGATION OF FUNCTIONS - REVISED CONTRACT PROCEDURE RULES

The Monitoring Officer sought approval to amend the Constitution to incorporate the revised Contract Procedure Rules and amend the Scheme of Delegation of Functions in relation to Council functions allocated to each Chief Officer.

The Monitoring Officer reported that a number of changes a number of changes have been made to the existing Contract Procedure Rules to ensure compliance with the provisions of the Public Contracts Regulations 2015 and to modernise the way the Council procure goods, services and works. She stated that Cabinet at its meeting on 19 June 2018 approved the revised Contract Procedure Rules to take effect from 1st August 2018.

RESOLVED That Council:

- Noted the revised Contract Procedure Rules to take effect from 1st August 2018;
- Approved the amendment to the Constitution to incorporate the revised Contract Procedure Rules;
- Approved the amendment to the Scheme of Delegations as set out in paragraph 4.4 of this report.

209. **CARDIFF CAPITAL REGION CITY DEAL - JOINT OVERVIEW AND SCRUTINY COMMITTEE**

The Chief Executive reported on a proposal to establish a Joint Overview and Scrutiny Committee for the Cardiff Capital Region City Deal (CCRD). He stated that the CCRD Joint Cabinet at its meeting on 20 November 2017 considered a report which detailed proposals for the establishment of a Joint Overview and Scrutiny Committee. It was subsequently determined by the Joint Cabinet that this authority would be the Host Authority.

The Chief Executive apprised Council of the background and information on the proposal together with the draft Terms of Reference. He stated that a report containing details of the proposal would be considered by each of the participating authorities' appropriate scrutiny committee prior to it being endorsed by Council in accordance with Statutory Guidance, issued under the Local Government (Wales) Measure 2011.

He informed Council that the Corporate Overview and Scrutiny Committee at its meeting on 18 June 2018 had considered the Regional Joint Cabinet report, the draft Terms of Reference and the nomination of a non-executive Member to sit on the JOSOC.

RESOLVED That Council:

- (a) Considered the report and appendices and approved the establishment of a Joint Overview and Scrutiny Committee for the Cardiff Capital Region City Deal (CCRD JOSOC);
- (b) Approved the nomination of Councillor J-P B Blundell to represent the authority on the CCRD JOSOC;
- (c) Noted that it will be a decision for each of the ten authorities if it wished to establish the JOSOC proposed.

210. **TO RECEIVE THE FOLLOWING QUESTION FROM: COUNCILLOR ALTAF HUSSAIN TO THE CABINET MEMBER COMMUNITIES**

Question to the Cabinet Member Communities from Councillor A Hussain

"Increasing Council Tax, axing subsidies to half of Council support bus routes, 60% cut to the budget of public toilets and smarter use of resources (as it's called) – can the Cabinet Member let the Council know what we are offering the residents of the Bridgend County in return."

Response

“The Authority is still spending in excess of £250m net providing a considerable number of different public services, and despite the ongoing austerity measures and significant budget savings local authorities such as BCBC have had to contend with for what is now a considerable number of years, we continue in the main to deliver both good and valuable services to the public, and have in the majority of cases continued to do so, even if this is by finding alternative ways of delivering such services (despite having less resource to do so.) For further details regarding the extent of the Council’s budget allocation and service areas this has been committed to, as well as where cuts have been made in order to achieve the required savings it has had to make under the MTFS, the Member can refer to the report entitled Medium Term Financial Strategy 2018-19 to 2021-22 and Council Tax 2018-19, that was approved by full Council at its meeting dated 28 February 2018.”

Councillor Hussain asked a supplementary question in that he believed that the Cabinet Member had failed to ask the question, as in winter months, residents complain about the gritting of roads. In summer months, residents complain about grass cutting and throughout the year, residents complain about potholes. He asked the Cabinet Member what are the priorities and how are the issues being tackled.

The Cabinet Member Social Services and Early Help on behalf of the Cabinet Member Communities commented that the Council had to make smarter use of its resources and work as efficiently as possible. He stated that the Council has one of the leanest management structures of local authorities in Wales in having 3 Corporate Directors. He informed Council that 75% of the authority’s budget is staff costs and it was likely the Council would have to find an additional £7m to meet staff and teachers pay award and demographic pressures. He stated that Cabinet would have to make difficult decisions in relation to spending on services, whether to close some services or reduce spending in some areas. He urged Members to seek the support of AMs in seeking the end of austerity measures.

211. **URGENT ITEMS**

There were no urgent items.

The meeting closed at 16:37