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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 yn Siambr y Cyngor, Swyddfeydd Dinesig, Stryd Yr Angel, Penybont Ar Ogwr CF31 4WB ar **Dydd Mercher, 20 Mawrth 2019 am 15:00.**

#### **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 - 18  
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 20/02/19
4. I dderbyn cyhoeddiadau oddi wrth:  
(i) Maer (neu'r person sy'n llywyddu)  
(ii) Aelodau'r Cabinet  
(iii) Prif Weithredwr  
(iv) Swyddog Monitro
5. I dderbyn adroddiad yr Arweinydd
6. Newid Ffin y Byrddau Iechyd 19 - 34
7. Rhaglen Moderneiddio Ysgolion - Band B - Rhaglen Gyfalaf 35 - 46
8. Datganiad Polisi Cyflog 2019/20 47 - 70
9. Adroddiadau Gwybodaeth i'w Nodi 71 - 78

Ffôn/Tel: 01656 643643

Facs/Fax: 01656 668126

Ebost/Email: [talktous@bridgend.gov.uk](mailto:talktous@bridgend.gov.uk)

Negeseuon SMS/ SMS Messaging: 07581 157014

[Twitter@bridgendCBC](https://twitter.com/bridgendCBC)

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10. I Dderbyn y Cwestiynau Dilydol wrth:

**Cynghorydd C Webster i'r Aelod Cabinet – Addysg ac Adfywio**

Sut mae'r Aelod Cabinet yn cynnig lleihau nifer y plant sydd â datganiadau anghenion addysgol arbennig sy'n cael eu gwahardd o'r ysgol?

**Cynghorydd T Giffard i'r Arweinydd**

Fel cyfranogwr a buddsoddwr sylweddol ym Margen Ddinesig Prifddinas-Ranbarth Caerdydd, a allai'r Arweinydd amlinellu'r prosiectau a gadarnhawyd hyd yma a fydd yn elwa pobl Bwrdeistref Sirol Pen-y-bont ar Ogwr?

**Cynghorydd T Thomas i'r Aelod Cabinet Gwasanaethau Cymdeithasol a Chymorth Cynnar**

A all yr aelod cabinet perthnasol amlinellu beth a wnaed i leihau cyfraddau ysmegu yn y fwrdeistref sirol ar gyfer y rhai hynny sy'n ceisio rhoi'r gorau iddi?

**Cynghorydd A Hussain i'r Dirprwy Arweinydd**

Yn Lloegr, methodd 40% o larymau mwg wedi'u pweru gan fatri a 22% wedi'u pweru gan drydan mewn tai preswyl. Dengys ystadegau diwydiant bod mwy nag un o bob pump o berchnogion tai byth yn profi eu larymau a bod 1:10 heb larwm mwg sy'n gweithio.

Yng Nghymru, ymatebodd Gwasanaethau Tân ac Achub Cymru i 8,271 o danau mewn tai preswyl rhwng 2017 -18, cynnydd o 25% ac mewn 3:10 o'r rhain nid oedd larwm mwg wedi ei osod.

Mae Cymdeithas Llywodraeth Leol (CLIL), sy'n cynrychioli dros 370 o gynghorau ac awdurdodau tân yng Nghymru a Lloegr, yn annog preswylwyr i brynu larymau mwg a gwirio eu bod yn gweithio yn rheolaidd.

A ydym ni'n ymwybodol o'r ystadegau ar gyfer larymau mwg diffygiol yma yn Sir Pen-y-bont ar Ogwr a beth yw ein polisi i gadw ein trigolion yn ddiogel?

**Cynghorydd MC Voisey i'r Aelod Cabinet Cymunedau**

A wnaiff yr aelod cabinet hysbysu'r Cyngor ynghylch nifer yr hysbysiadau cosb gorfodol a gyflwynwyd, ynghyd â'u gwerth, yn ystod y 12 mis diwethaf ar gyfer:

- Troseddau parcio
- Baw Cŵn
- Sbwriel a thipio anghyfreithlon
- Diffyg cydymffurfio â rheoliadau casglu gwastraff.

11. 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.

12. Gwahardd y Cyhoedd

Nid oedd y cofnodion ac adroddiadau sy'n ymwneud â'r eitemau canlynol yn cael eu cyhoeddi, gan fod eu bod yn cynnwys gwybodaeth eithriadig fel y'i diffinnir ym Mharagraffau 14 a 16 o Ran 4 a Pharagraff 21 o Ran 5, Atodlen 12A, Deddf Llywodraeth Leol 1972, fel y'i

newidiwyd gan Orchymyn Llywodraeth Leol (Cymru) 2007 (Mynediad at Wybodaeth) (Amrywio).

Os, yn dilyn cymhwyso'r prawf budd y cyhoedd yn yr Is-Bwyllgor yn penderfynu yn unol â'r Ddeddf i ystyried yr eitemau hyn yn breifat, bydd y cyhoedd yn cael eu gwahardd o'r cyfarfod yn ystod ystyriaeth o'r fath.

13. Costau Dileu Swyddi ac Ymddeoliad Cynnar sy'n fwy na £100,000

79 - 82

Yn ddiffuant

**K Watson**

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

**Dosbarthiad:**

Cynghowrwyr

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  
J Gebbie  
T Giffard  
RM Granville  
CA Green  
DG Howells

Cynghorwyr

A Hussain  
RM James  
B Jones  
M Jones  
MJ Kearns  
DRW Lewis  
JE Lewis  
JR McCarthy  
DG Owen  
D Patel  
RL Penhale-Thomas  
AA Pucella  
JC Radcliffe  
KL Rowlands  
B Sedgebeer  
RMI Shaw  
CE Smith  
SG Smith

Cynghorwyr

JC Spanswick  
RME Stirman  
G Thomas  
T 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  
RE Young

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CYNGOR - DYDD MERCHER, 20 CHWEFROR 2019

COFNODION CYFARFOD Y CYNGOR A GYNHALIWIYD YN SIAMBR Y CYNGOR,  
SWYDDFEYDD DINESIG, STRYD YR ANGEL, PENYBONT AR OGWR CF31 4WB AR DYDD  
MERCHER, 20 CHWEFROR 2019 AM 15:00

## Presennol

Y Cynghorydd JR McCarthy – Cadeirydd

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	J Gebbie	T Giffard	RM Granville
CA Green	DG Howells	A Hussain	RM James
B Jones	M Jones	MJ Kearn	DRW Lewis
JE Lewis	DG Owen	D Patel	RL Penhale-Thomas
AA Pucella	KL Rowlands	B Sedgebeer	RMI Shaw
CE Smith	SG Smith	JC Spanswick	RME Stirman
G Thomas	T 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	RE Young

## Ymddiheuriadau am Absenoldeb

JC Radcliffe

## Swyddogion:

Susan Cooper	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Deborah Exton	Rheolwr Grŵp Cynllunio Ariannol a Rheoli Cyllidebaue
Mark Galvin	Uwch Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Gill Lewis	Pennaeth Cyllid a Swyddog 151 Dros Dro
Michael Pitman	Prentys Busnes Gweinyddol Gwasanaethau Democrataidd
Andrew Rees	Uwch Swyddog Gwasanaethau Democrataidd - Pwyllgorau
Mark Shephard	Prif Weithredwr Dros Dro
Kelly Watson	Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol a Swyddog Monitro
Mary Williams	Rheolwr Grŵp - Phrif Gyfrifydd

## 276. DATGANIADAU O FUDDIANT

Gwnaed y Datganiadau o Fuddiant canlynol:

Datganodd y Cynghorydd E Venables fuddiant rhagfarnus yn eitem 10 yr agenda – Y Dreth Gyngor: Gostyngiad Dewisol yn y Dreth Gyngor ar Eiddo Gwag ac Ail Gartrefi oherwydd bod ganddi eiddo gwag sy'n destun profiant. Tynnodd y Cynghorydd Venables yn ôl o'r cyfarfod tra bod yr eitem hon yn cael ei hystyried.

Datganodd y Cynghorydd L Walters fuddiant rhagfarnus yn eitem 10 yr agenda – Y Dreth Gyngor: Gostyngiad Dewisol yn y Dreth Gyngor ar Eiddo Gwag ac Ail Gartrefi oherwydd ei bod hi'n gwerthu eiddo gwag sy'n destun profiant ar hyn o bryd. Tynnodd y Cynghorydd Walters yn ôl o'r cyfarfod tra bod yr eitem hon yn cael ei hystyried.

Datganodd y Cynghorydd C Webster fuddiant personol yn eitem 7 yr agenda – Strategaeth Ariannol Tymor Canolig 2019-20 i 2022-23 gan fod ei mab yn cael trafniadaeth ysgol i ysgol arbenigol y tu allan i'r sir.

Datganodd y Cynghorydd B Jones fuddiant personol yn eitem 10 yr agenda – Y Dreth Gyngor: Gostyngiad Dewisol yn y Dreth Gyngor ar Eiddo Gwag ac Ail Gartrefi oherwydd bod gan ei frawd eiddo gwag.

Datganodd y Cynghorydd G Thomas fuddiant rhagfarnus yn eitem 10 yr agenda – Y Dreth Gyngor: Gostyngiad Dewisol yn y Dreth Gyngor ar Eiddo Gwag ac Ail Gartrefi oherwydd gadawyd cyfran o eiddo gwag iddo sy'n destun profiant. Tynnodd y Cynghorydd Thomas yn ôl o'r cyfarfod tra bod yr eitem hon yn cael ei hystyried.

277. CYMERADWYO COFNODION

PENDERFYNIAD: Y dylai cofnodion cyfarfod y Cyngor a gynhaliwyd ar 23 Ionawr 2019 gael eu cymeradwyo fel cofnod gwir a chywir.

278. DERBYN CYHOEDDIADAU GAN:

Y Maer

Rhoddodd y Maer wybod i'r Cyngor am ymrwymadau yr oedd ef a'i Gydweddog wedi eu mynychu yn ystod y mis diwethaf, a oedd yn cynnwys cyngerdd elusen ar gyfer gofawyr ifanc a gynhaliwyd yn Theatr Sony, Pen-y-bont ar Ogwr, gwasanaeth diolchgarwch i nodi 30 mlynedd ers i Ymddiriedolaeth Hunangymorth Sandville gael ei chychwyn, Gemau OlympAge blynyddol y Gaeaf a chyflwyno tystysgrifau yng ngwobrau'r Coleg Paratoi Milwrol. Yn ogystal, roedd y Maer a'i gydweddog hefyd wedi mynychu cynhyrchiad Ysgol Porthcawl o'r sioe 'Oliver', gwasanaeth yr Holocaust yng Nghaerdydd, gwobrau Adeiladu Rhagoriaeth, beirniadu gwobrau Dinasyddiaeth, lansio gwobrau Cyn-filwyr Cymru yng Nghaerdydd, Caffi Darllen yn Ysgol Fabanod Bryntirion a lansio Cyflogaeth Pen-y-bont ar Ogwr.

Y Dirprwy Arweinydd

Rhoddodd y Dirprwy Arweinydd wybod i'r Cyngor am gynnydd wrth greu cyfleuster cymunedol newydd yng Nghlwb Bechgyn a Merched Nantymoel, a oedd yn golygu creu ymddiriedolaeth elusennol, a dywedodd y bydd y cyfleuster yn cael ei lansio'n swyddogol yn ddiweddarach yr wythnos hon. Bydd y cyfleuster yn ganolfan barhaol i'r tîm plismona cymunedol a bydd hefyd yn gweithredu fel Canolfan Dreftadaeth Cwm Ogwr ac atyniad ymwelwyr i gysylltu Parc Gwledig Bryngarw trwy Lwybr Treftadaeth newydd Cwm Ogwr. Byddai cyfleusterau hurio beiciau'n cael eu darparu ym Mryngarw hefyd ynghyd ag arddangosiadau gwybodaeth wedi'u cysylltu ag ap lleisiol ar hyd y llwybr. Dywedodd y byddai celfwaith cyhoeddus a seddau cymunedol newydd yn cael eu lleoli yn safle hen Ganolfan Berwyn hefyd.

Aelod y Cabinet dros Gymunedau

Dywedodd Aelod y Cabinet dros Gymunedau wrth y Cyngor fod preswylwyr Porthcawl yn cael eu gwahodd i fynychu sesiwn wybodaeth galw heibio lle y gallant helpu i ddylanwadu ar gam nesaf y gwaith ar amddiffynfeydd rhag llifogydd y dref. Bydd y cyfranogwyr yn gallu gofyn cwestiynau a chynnig adborth ar y cynigion, sy'n ategu cynlluniau adfywio ehangach Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr ar gyfer y dref. Bydd y sesiwn wybodaeth galw heibio yn cael ei chynnal ym Mhafiliwn y Grand ddydd Iau 28 Chwefror rhwng 1pm a 7pm.

Dywedodd wrth y Cyngor hefyd fod Gwobrau Adeiladu Rhagoriaeth blynyddol Rheoli Adeiladu Awdurdodau Lleol wedi cael eu cynnal yn ddiweddar i amlygu enghreifftiau rhagorol o ddatblygiad diogel, cynaliadwy, arloesol o ansawdd uchel yn y Fwrdeistref

Sirol. Dywedodd fod y tîm Rheoli Adeiladu yn cynnal 7,000 o archwiliadau bob blwyddyn ac y bydd yr enillwyr yn symud ymlaen i wobrau rhanbarthol de Cymru a gynhelir ym mis Ebrill.

Gobeithiai y byddai'r Aelodau'n croesawu'r Cynllun Ynni Clyfar a gymeradwywyd gan y Cabinet ddoe. Dywedodd fod y Fwrdeistref Sirol yn un o dair ardal yn unig a ddewiswyd gan Lywodraeth y Deyrnas Unedig (DU) i arloesi cynlluniau ynni carbon isel, ac yr amcangyfrifir y gallai hyd at £7.4 biliwn gynyddu'r economi leol erbyn 2050. Mae prosiectau sy'n cael eu datblygu yn cynnwys rhwydwaith gwres Pen-y-bont ar Ogwr i gysylltu cartrefi ac adeiladau cyhoeddus, a chynllun Dŵr Mwynglawdd Caerau sy'n defnyddio dŵr tanddaear fel ffynhonnell wres i gynhesu cartrefi yng Nghwm Llynfi. Y Cyngor yw'r awdurdod lleol cyntaf yng Nghymru i ddatblygu strategaeth ynni o'r fath a bwriedir iddi weithredu fel catalydd i Fwrdeistref Sirol Pen-y-bont ar Ogwr dyfu i fod yn barth arloesi carbon isel. Yn ogystal, mae gwaith wedi cael ei wneud gyda'r Catapult Systemau Ynni i dreialu math o reolaeth ynni ddatblygedig ar gyfer y cartref, a allai ddod yn nodwedd gyffredin mewn cartrefi yn ystod y degawd nesaf.

#### Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar

Cyhoeddodd Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar fod Mr Clive Richards o Gefn Cribwr wedi marw'n ddiweddar. Roedd Mr Richards wedi dod i gyfarfod diweddar Pwyllgor Rhianta Corfforaethol y Cabinet i drafod ei brofiadau fel gofalwr maeth tymor hir ar gyfer yr awdurdod. Byddai llythyr cydymdeimlo'n cael ei anfon at deulu Mr Richards ar ran y Cyngor.

Soniodd wrth yr Aelodau hefyd am y gwaith sydd wedi cael ei wneud i sefydlu cymunedau sy'n deall dementia lle mae pobl yn fwy ystyriol, goddefgar a chefnogol o'r cyflwr. Roedd yn falch iawn o roi gwybod i'r Aelodau fod chwe pherson ifanc yn eu harddegau o Ysgol Gyfun Gatholig yr Archesgob McGrath ym Mracla wedi achub y blaen trwy arwain ymgyrch i wneud eu cymuned yn fwy addas i bobl sy'n byw gyda dementia, gan gwblhau hyfforddiant arbenigol. O ganlyniad i hyn, fe'u cydnabuwyd yn Hyrwyddwyr Dementia gan y Gymdeithas Clefyd Alzheimer. Mae'r myfyrwyr yn gwneud defnydd da o'r hyfforddiant hwn trwy gynyddu ymwybyddiaeth ymhlith eu cyd-fyfyrwyr, busnesau lleol a phreswylwyr. Maen nhw wedi cynnal sesiwn wybodaeth leol ac wedi ffurfio partneriaeth â Thîm Rhwydwaith Cymunedol Integredig y Dwyrain, sy'n cynnwys staff o'r cyngor a Bwrdd Iechyd Prifysgol Abertawe Bro Morgannwg (ABMU), i gynnal sesiynau ychwanegol a helpu i ledaenu ymwybyddiaeth. Roedd yn falch iawn o glywed am bobl ifanc yn cymryd rhan yn y fenter Deall Dementia a gobeithiai y byddai'r Aelodau'n dangos eu cefnogaeth iddynt pan fyddant yn ymweld â'r Cyngor ym mis Mawrth i helpu i nodi Diwrnod Gwaith Cymdeithasol y Byd.

#### Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol

Roedd Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol yn falch iawn â chanlyniadau ymgynghoriad cyhoeddus diweddar ynglŷn â chynigion i sefydlu canolfan adnoddau dysgu yn Ysgol Gynradd Gymraeg Calon y Cymoedd ar gyfer disgyblion ag anhwylderau'r sbectwm awtistiaeth (ASD). Roedd mwyafrif llethol yr ymatebwyr i'r ymgynghoriad o blaid datblygu cyfleuster ar gyfer disgyblion ag ASD, a dywedodd Estyn fod y cynigion yn dangos sail resymegol eglur. Hon fydd yr ysgol gynradd Gymraeg gyntaf yn y Fwrdeistref Sirol i gynnwys cyfleuster o'r fath, ac yn sgil y ffaith bod un eisoes wedi'i sefydlu yn Ysgol Gyfun Gymraeg Llangynwyd, bydd disgyblion yn gallu trosglwyddo'n ddidrafferth gan barhau i dderbyn eu haddysg yn yr iaith o'u dewis. Dywedodd y bydd hyn o gymorth mawr i blant ag ASD ac y bydd yn helpu i leihau'r straen sy'n gysylltiedig â newid o'r fath.

Cyhoeddodd Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol fod trefniadau ar waith i weithredu cynllun Cynnig Gofal Plant newydd Llywodraeth Cymru ym Mwrdeistref Sirol Pen-y-bont ar Ogwr. Diben y cynllun yw darparu cymorth ariannol tuag at gostau gofal plant i rieni sy'n gweithio, a bydd yn cynnig tri deg awr yr wythnos o ofal plant ac addysg gynnar a ariennir am hyd at bedwar deg wyth wythnos y flwyddyn. Bydd ar gael i rieni cymwys sy'n gweithio o'r tymor ar ôl pen-blwydd plentyn yn dair oed hyd at y mis Medi yn dilyn ei ben-blwydd yn bedair oed. Oherwydd bod plant yn gallu dechrau mynd i'r ysgol o dair blwydd oed yn y Fwrdeistref Sirol, prif fantais y cynllun yw'r ffaith bod y cynnig hefyd ar gael ar gyfer gofal plant yn ystod naw wythnos o wyliau'r ysgol. Bydd dyddiad dechrau'r cynllun yn cael ei gyhoeddi'n fuan iawn, a rhoddir diweddariad arall i'r Aelodau pan fydd y manylion terfynol wedi cael eu cadarnhau.

#### Aelod y Cabinet dros Addysg ac Adfywio

Rhoddodd Aelod y Cabinet dros Addysg ac Adfywio ddiweddariad i'r Aelodau ar y datblygiadau diweddaraf mewn perthynas â'r Ganolfan Chwaraeon Dŵr yn Rest Bay. Mae'r gwaith o adeiladu'r ganolfan yn mynd rhagddo'n dda, ac mae'r holl gyflwyniadau a dderbyniwyd gan ddarpar denantiaid y café bistro newydd, sydd wedi'i leoli i fyny'r grisiau, a'r ciosg hufen iâ i lawr y grisiau, wedi cael eu prosesu, a'r cynigion a ffefrir wedi'u hamlygu. Byddai'n parhau i roi gwybod i'r Aelodau am ddatblygiadau.

Llongyfarchodd Aelod y Cabinet dros Addysg ac Adfywio egin wneuthurwyr rhaglen ddogfen o Ysgol Bryn Castell sydd wedi bod yn gweithio gyda Ffilm Cymru i greu darn byr ynglŷn â democratiaeth, ac sydd wedi cael eu henwebu am wobwr genedlaethol. Dywedodd y bydd eu hymdrechion yn cael eu dangos mewn digwyddiad mawr ei fri yn yr Odeon yn Leicester Square yn Llundain fis nesaf, lle y'u henwebwyd am wobwr 'Rhoglen Ddogfen Orau' yng ngwobrau 'Into Film'. Mae eu ffilm yn dilyn grŵp o bobl ifanc sy'n amlinellu newidiadau maen nhw'n bwriadu eu gwneud i'w bywydau ac yn eu dilyn wrth iddynt ymweld â swyddfeydd y Cyngor i drafod sut gallant gyflawni hyn gyda Chynghorwyr ac Aelodau Seneddol, ac mae hefyd yn cynnwys interliwd gerddorol.

Cyhoeddodd y bydd yr Aelodau'n ymwybodol bod Estyn ar fin arolygu sut mae Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr yn cefnogi ysgolion a darpariaeth addysg. Mae eu swyddogion yn y Cyngor yr wythnos hon i gynnal arolygiad rhagarweiniol, a byddant yn dychwelyd ym mis Mawrth i gynnal arolygiad llawn. Dywedodd mai addysg yw un o brif flaenoriaethau'r Cyngor hwn o hyd, a'i fod yn falch o'r ffordd y mae ysgolion lleol yn cael eu cefnogi. Byddai'r Aelodau'n cael rhagor o fanylion am yr arolygiad cyn gynted ag y bydd y canfyddiadau'n hysbys.

#### Prif Weithredwr Dros Dro

Cyhoeddodd y Prif Weithredwr Dros Dro fod yr Archwilydd Cyffredinol wedi dweud y byddai'n anodd iawn cynllunio o flaen llaw pe na cheir cytundeb Brexit, ac felly ei fod wedi sefydlu Bwrdd Prosiect i ystyried y risgiau hynny.

#### 279. DERBYN ADRODDIAD YR ARWEINYDD

Dywedodd yr Arweinydd ei fod wedi mynychu digwyddiad lansio'r prosiect Cyflogadwyedd Pen-y-bont ar Ogwr yn ddiweddar, sef prosiect a gynlluniwyd i helpu pobl i oresgyn rhwystrau a allai eu hatal rhag datblygu sgiliau newydd a chael gwaith. Dywedodd fod helpu pobl i ddychwelyd i waith yn arwain at fuddion niferus ac amrywiol, ac o fewn yr uned deulu, fod torri cylch diweithdra'n rhoi esiampl gadarnhaol i blant ac yn helpu i ddarparu modelau rôl sy'n hanfodol i'w datblygiad llwyddiannus. Mae hefyd yn lleihau'r ddibyniaeth ar wasanaethau cyhoeddus wrth i aelwydydd ddod yn gryfach yn economaidd. Bydd digwyddiad Ysgol Fusnes Dros Dro yn cael ei gynnal fis nesaf i



helpu pobl i gael gwybod mwy am sefydlu eu busnes eu hunain. Anogodd yr Aelodau i gysylltu â thîm Cyflogadwyedd Pen-y-bont ar Ogwr os hoffent ddysgu mwy am y fenter.

Dywedodd yr Arweinydd wrth y Cyngor ei fod wedi rhoi diweddariad i'r Aelodau yn flaenorol ynglŷn â sut mae'r Cyngor yn cefnogi Bridgend Ford, a'i fod wedi cyfarfod â rheolwyr, staff ac undebau llafur yn y ffatri. Byddai'n dychwelyd i gyfarfod â nhw eto yn fuan iawn a byddai'n rhoi diweddariad arall i'r Aelodau cyn gynted ag y byddai'r cyfarfod hwnnw wedi digwydd. Gobeithiai y byddai'r ffatri'n llwyddiannus yn ei chais i adeiladu cerbyd gyriant pedair olwyn newydd Ineos Automotive, ond pe byddai'r gwaethaf yn digwydd, mae cynlluniau fel Cyflogadwyedd Pen-y-bont ar Ogwr yn barod i helpu'r gweithwyr yr effeithir arnynt.

Dywedodd yr Arweinydd wrth yr Aelodau fod y Cyngor hefyd yn parhau i ymgysylltu ag ABMU ynglŷn ag Ysbyty Maesteg, a'i fod yn falch o weld bod y penderfyniad ynglŷn â gwasanaethau dydd wedi cael ei ohirio fel y bydd yr awdurdod iechyd newydd, sef Bwrdd Iechyd Prifysgol Cwm Taf, yn penderfynu yn y pen draw ar sut y bydd hyn yn cael ei ddarparu yn y dyfodol. Byddai'r Cyngor yn gweithio'n agos gyda nhw ar gynigion i wella rôl yr ysbyty yn y dyfodol.

280. CYNLLUN CORFFORAETHOL 2018-2022 ADOLYGWYD AR GYFER 2019-20

Ceisiodd y Prif Weithredwr Dros Dro gymeradwyaeth ar gyfer Cynllun Corfforaethol 2018-22.

Dywedodd fod gan y Cyngor ddyletswydd i osod amcanion llesiant o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 ac i osod amcanion gwella o dan Fesur Llywodraeth Leol (Cymru) 2009. Dywedodd fod y Cynllun Corfforaethol presennol ar gyfer 2018-22 yn amlinellu tri amcan llesiant corfforaethol a'i fod wedi cael ei adolygu ar gyfer 2019-20. Wrth adolygu'r Cynllun, mae'r Cyngor wedi datblygu ei amcanion llesiant ymhellach a bydd y blaenoriaethau hyn, wedi iddynt gael eu cymeradwyo, yn ffurfio amcanion llesiant y Cyngor o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 a'i amcanion gwella o dan Fesur Llywodraeth Leol (Cymru) 2009.

Adroddodd y Prif Weithredwr Dros Dro fod y Pwyllgor Trosolwg a Chraffu Corfforaethol wedi ystyried y cynllun drafft diwygiedig ar 14 Ionawr 2019 ac wedi gwneud cyfres o sylwadau adeiladol ynglŷn â newidiadau ac ychwanegiadau. Rhoddwyd ystyriaeth i'r sylwadau a, lle bynnag y bo'n ymarferol, gwnaed diwygiadau priodol i'r Cynllun drafft. Ystyriodd y Cabinet Gynllun Corfforaethol 2018-2022, a ddiwygiwyd ar gyfer 2019-20, ar 12 Chwefror 2019. Bydd y Cynllun yn cael ei adolygu'n flynyddol gan ystyried amgylchiadau sy'n newid a chynnydd a wnaed tuag at yr amcanion llesiant er mwyn sicrhau y bodlonir gofynion Mesur Llywodraeth Leol (Cymru) 2009 a Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015. Wedi iddynt gael eu cymeradwyo, bydd y Cynllun yn disodli'r Cynllun Corfforaethol presennol ac yn cael ei gefnogi gan y Strategaeth Ariannol Tymor Canolig, cynlluniau busnes Cyfarwyddiaethol a chynlluniau gwasanaeth.

Diolchodd yr Arweinydd i'r Pwyllgor Trosolwg a Chraffu Corfforaethol, a fu'n drwyadl iawn wrth graffu ar y Cynllun Corfforaethol ac a gyfrannodd at y Cynllun diwygiedig. Dywedodd fod y Cynllun yn cynnwys ymrwymiad i ddatblygu canolfan chwaraeon dŵr ym Mhorthcawl i'w wella fel cyrchfan i dwristiaid; ailddatblygu Neuadd Dref Maesteg yn ganolfan celfyddydau a diwylliannol, datblygu cynlluniau gwres carbon isel, ad-drefnu'r ystâd, datblygu'r rhaglen trawsnewid digideiddio a pharhau i fuddsoddi ym Mand B y Rhaglen Moderneiddio Ysgolion.

Gofynnodd Aelod o'r Cyngor pam nad oedd ffigurau nifer yr ymwelwyr wedi'u cynnwys ar gyfer canol tref Maesteg. Dywedodd yr Arweinydd nad oedd niferoedd ymwelwyr yn

cael eu mesur ym Maesteg ar hyn o bryd ac y byddai swyddogion yn darparu gwybodaeth i'r Aelodau am ymarferoldeb mesur nifer yr ymwelwyr. Dywedodd y Prif Weithredwr Dros Dro wrth y Cyngor nad oes modd o gyfrif nifer yr ymwelwyr yn gywir yng nghanol tref Maesteg gan nad oes camerâu yno, ond y gellid archwilio cost gosod camerâu.

**PENDERFYNIAD:** Cymeradwyodd a mabwysiadodd y Cyngor Gynllun Corfforaethol 2018-22, a adolygwyd ar gyfer 2019-20.

**281. STRATEGAETH ARIANNOL TYMOR CANOLIG 2019-20 I 2022-23**

Cyflwynwyd adroddiad ar y cyd y Prif Weithredwr Dros Dro a'r Swyddog Adran 151 Dros Dro ar y Strategaeth Ariannol Tymor Canolig 2019-20 i 2022-23, a oedd yn cynnwys rhagolwg ariannol ar gyfer 2019-23, cyllideb refeniw fanwl ar gyfer 2019-20 a Rhaglen Gyfalaf ar gyfer 2018-19 i 2028-29.

Adroddodd y Swyddog Adran 151 Dros Dro fod y Strategaeth Ariannol Tymor Canolig wedi cael ei harwain yn sylweddol gan flaenoriaethau'r Cyngor, ac er y bu gostyngiadau o flwyddyn i flwyddyn, bod Cyllid Allanol Cyfanredol (AEF) wedi golygu bod angen cwtogi'r gyllideb yn sylweddol iawn ar draws meysydd gwasanaeth. Mae'r Cyngor yn parhau i gyflawni swyddogaeth arwyddocaol iawn yn yr economi leol; mae'n gyfrifol am wariant gros blyneddol o oddeutu £400 miliwn, ac ef yw'r cyflogwr mwyaf yn y Fwrdeistref Sirol. Dywedodd y Swyddog Adran 151 Dros Dro wrth y Cyngor fod y Cynllun Corfforaethol yn cael ei gyflwyno i'r Cyngor i'w gymeradwyo ochr yn ochr â Strategaeth Ariannol Tymor Canolig 2019-23. Mae'r ddwy ddogfen yn cyd-fynd â'i gilydd, sy'n golygu bod modd gwneud cysylltiadau penodol rhwng blaenoriaethau'r Cyngor a'r adnoddau a fwriadwyd i'w cefnogi.

Dywedodd y Swyddog Adran 151 Dros Dro fod y Strategaeth Ariannol Tymor Canolig yn amlinellu'r egwyddorion a'r tybiaethau manwl sy'n sbarduno cyllideb a phenderfyniadau gwario'r Cyngor, a'r cyd-destun ariannol y mae'r Cyngor yn gweithredu ynddo, ac yn lliniaru unrhyw risgiau a phwysau ariannol wrth symud ymlaen, ar yr un pryd â manteisio ar unrhyw gyfleoedd a allai godi.

Rhoddodd y Swyddog Adran 151 Dros Dro Drosolwg Ariannol Corfforaethol i'r Cabinet a dywedodd y bydd cyllideb gros y Cyngor oddeutu £420 miliwn ac mai'r gyllideb refeniw net a gynlluniwyd ar gyfer 2019-20 yw £270.809 miliwn. Amlinellodd y Cyd-destun Ariannol Strategol a dywedodd wrth y Cyngor fod y Strategaeth Ariannol Tymor Canolig wedi'i gosod yng nghyd-destun cynlluniau gwariant economaidd a chyhoeddus y DU, a blaenoriaethau a rhaglen ddeddfwriaethol Llywodraeth Cymru. Yn dilyn cyhoeddi'r setliad llywodraeth leol dros dro ym mis Hydref 2018, cyhoeddodd Canghellor y Trysorlys y bydd Llywodraeth Cymru yn derbyn £550 miliwn ychwanegol yn ystod y tair blynedd nesaf, ac y bydd Llywodraeth Cymru yn gallu penderfynu sut i wario'r dyraniad hwn. Cadarnhaodd Prif Weinidog Cymru ar y pryd becyn o gynigion cyllido ychwanegol ar gyfer llywodraeth leol, a fyddai'n cael eu cynnwys yn y gyllideb derfynol. Derbyniodd y Cyngor ei setliad terfynol gan Lywodraeth Cymru ym mis Rhagfyr 2018, a oedd yn golygu gostyngiad 0.1% mewn Cyllid Allanol Cyfanredol, neu £258,000, i'r Cyngor hwn. Gwrthbwysswyd hyn gan gyfrifoldebau newydd, ac amcangyfrifwyd mai'r gwir effaith i'r Cyngor fyddai gostyngiad o £1.182 miliwn neu -0.61% o gymharu â 2018-19, ac mai'r gwir sefyllfa i'r Cyngor hwn fyddai gostyngiad o -1.07% neu £2.07 miliwn.

Adroddodd y Swyddog Adran 151 Dros Dro fod Cyllideb Refeniw derfynol 2019-20 yn cynnwys cynnydd 5.4% yn y Dreth Gyngor yn y Strategaeth Ariannol Tymor Canolig a adroddwyd i'r Cabinet ym mis Tachwedd 2018, yr ystyriwyd ei fod yn angenrheidiol i ariannu'r pwysau sylweddol sy'n wynebu'r Cyngor, yn enwedig pwysau sylweddol o ran cyflogau, prisiau a phensiynau.

Adroddodd y Swyddog Adran 151 Dros Dro ar gymhariaeth rhwng y gyllideb a'r alldro rhagamcanol ar 31 Rhagfyr 2018, gan ddweud mai'r sefyllfa ragamcanol gyffredinol oedd tanwariant o £5.312 miliwn, yn cynnwys tanwariant net o £592,000 ar Gyfarwyddiaethau a thanwariant net o £6.642 miliwn ar gyllidebau corfforaethol, a wrthbwywyd gan gronfeydd wrth gefn net newydd wedi'u clustnodi o £1.922 miliwn. Dywedodd fod y sefyllfa hon yn well na'r disgwyl gan fod Llywodraeth Cymru wedi dyfarnu grantiau untro yn ddiweddar tuag at y costau sy'n gysylltiedig â chynnal gwasanaethau cymdeithasol cynaliadwy, a thuag at gyflogau athrawon ar gyfer 2018-19. Rhan Pen-y-bont ar Ogwr o'r grantiau oedd £620,528 ar gyfer gwasanaethau cymdeithasol a £718,701 ar gyfer cyflogau athrawon. Heb y rhain, byddai'r tanwariant net wedi bod yn £3.973 miliwn. Dywedodd hefyd fod y Strategaeth Ariannol Tymor Canolig yn cael ei hadolygu'n rheolaidd a'i diwygio wrth i wybodaeth ychwanegol ddod ar gael, a bod y manylion ar gyfer blynyddoedd i ddod yn cael eu datblygu dros gyfnod y strategaeth.

Rhoddodd y Swyddog Adran 151 Dros Dro wybod i'r Cyngor am ganlyniad yr ymgynghoriad ar y gyllideb, sef 'Ffurio Dyfodol Pen-y-bont ar Ogwr 2018', a dderbyniodd 5,288 o ryngweithiadau. O fewn y rhain, roedd 2,677 wedi cwblhau arolwg, sef 44% yn fwy na'r llynedd. Diolchodd hefyd i'r Panel Ymchwilio a Gwerthuso'r Gyllideb am helpu i hwyluso'r broses cynllunio'r gyllideb, a'r Pwyllgorau Trosolwg a Chraffu, a arweiniodd at wneud cyfres o argymhellion gan y Pwyllgor Trosolwg a Chraffu Corfforaethol i'w hystyried gan y Cabinet.

Adroddodd y Swyddog Adran 151 Dros Dro ar y senarios cwtogi'r gyllideb, a dywedodd mai'r senario fwyaf tebygol oedd gostyngiad posibl o £35.181 miliwn yn y gyllideb net yn ystod cyfnod y Strategaeth Ariannol Tymor Canolig. Amlygodd hefyd y cynnydd cyfredol mewn perthynas â nodi cynigion ar gyfer cwtogi'r gyllideb. Bydd nifer o gynigion ar gyfer 2020-21 ymlaen yn gofyn am ragor o wybodaeth a dadansoddi, ac nid ydynt wedi'u datblygu'n ddigon da i gael eu cynnwys ar hyn o bryd.

Dywedodd y Swyddog Adran 151 Dros Dro wrth y Cyngor am y gofyniad i'r gyllideb net gyflawni ei swyddogaethau, a ariannwyd o setliad Llywodraeth Cymru ac incwm y Dreth Gyngor, a fyddai'n golygu bod angen cynnydd 5.40% yn y Dreth Gyngor. Yn ogystal, rhoddodd y Swyddog Adran 151 Dros Dro wybod i'r Cyngor am bwysau cyflogau, prisiau a demograffeg, a bod cynnydd amcangyfrifedig o 43% yng nghyfraddau cyfraniad y cyflogwr at bensiynau athrawon, a fyddai'n arwain at gost blwyddyn lawn o oddeutu £3.5 miliwn. Mae chwyddiant prisiau wedi cael ei ddyrannu i gyllidebau gwasanaeth ac mae'n cynnwys cynnydd cytundebol mewn costau bwyd, darpariaeth gofal cymdeithasol ac ymrwymadau eraill.

Adroddodd y Swyddog Adran 151 Dros Dro, yn dilyn setliad gwell na'r disgwyl yn 2018-19, fod cyllidebau ysgolion wedi'u diogelu rhag y targed effeithlonrwydd blynyddol arfaethedig o 1%, o ystyried y pwysau a ragwelir ar gyllidebau'r Cyngor yn y blynyddoedd i ddod. Fodd bynnag, yn dilyn cyhoeddiad Prif Weinidog Cymru ym mis Tachwedd 2018 ynglŷn â chyllid ychwanegol, a'r setliad terfynol gwell a gafwyd, ynghyd â chanlyniad yr ymgynghoriad cyhoeddus ac argymhellion y Pwyllgorau Craffu, mae cyllidebau ysgolion wedi cael eu diogelu unwaith eto rhag y gostyngiad effeithlonrwydd 1% yn 2019-20.

Soniodd y Swyddog Adran 151 Dros Dro am y pwysau cyllidebol sy'n dod i gyfanswm o £2.191 miliwn, sef pwysau na ellir eu hosgoi a newidiadau cytundebol. Roedd cynigion cwtogi'r gyllideb o £7.621 miliwn wedi cael eu hamlygu o gyllidebau gwasanaeth a chorfforaethol i gyflawni cyllideb gytbwys. Byddai ffioedd a thaliadau'n cael eu cynyddu yn unol â'r Mynegai Prisiau Defnyddwyr o leiaf (ar y gyfradd gyffredinol, sef 2.1% ar hyn o bryd) plws 1%.

Rhoddodd y Swyddog Adran 151 Dros Dro wybod i'r Cabinet am sefyllfa Cronfeydd Wrth Gefn y Cyngor, ac y byddai'r symudiad a ragwelir hyd at 31 Mawrth 2019 ar Gronfeydd Wrth Gefn wedi'u Clustnodi yn ostyngiad cyffredinol o £10.925 miliwn. Byddai adolygiad arall yn cael ei gynnal ar ddiwedd y flwyddyn ariannol bresennol, a'r symudiad a ragwelir mewn cronfeydd wrth gefn ar gyfer 2019-20 yw £7.891 miliwn.

Adroddodd y Swyddog Adran 151 Dros Dro ar y Rhaglen Gyfalaf a'r Strategaeth Cyllido Cyfalaf ar gyfer 2018-19 i 2028-29, a ddatblygwyd yn unol ag egwyddorion y Strategaeth Ariannol Tymor Canolig a'r Strategaeth Gyfalaf arfaethedig, ac sy'n adlewyrchu setliad cyfalaf Llywodraeth Cymru ar gyfer 2019-20. Cyllid cyfalaf o £7.665 miliwn, y darperir £3.938 miliwn ohono trwy fenthycu a gefnogir heb ei neilltuo a'r gweddill o £3.727 miliwn fel grant cyfalaf cyffredinol. Mae hyn yn cynnwys rhan 2019-20 (£30 miliwn) o'r £100 miliwn ychwanegol o gyllid cyfalaf cyffredinol a gyhoeddwyd gan Lywodraeth Cymru yn y setliad dros dro. Mae'r Cyngor eisoes wedi derbyn £2.215 miliwn fel ei ran o'r dyraniad £50 miliwn ar gyfer 2018-19. Amlinellodd y Swyddog Adran 151 Dros Dro y dyraniadau arfaethedig ar gyfer cyllid cyfalaf. Rhoddodd wybod i'r Cyngor hefyd fod y gyfradd ymyrryd ar gyfer cyllido Band B y Rhaglen Moderneiddio Ysgolion o dan y Model Buddsoddi Cydfuddiannol wedi cynyddu o 75% i 80%, ac y byddai adroddiad arall yn cael ei gyflwyno i'r Cyngor ar gyllido ysgolion Band B.

Wrth gymeradwyo'r Strategaeth Ariannol Tymor Canolig, dywedodd y Dirprwy Arweinydd mai cyllid yw'r hyn sy'n cadw'r sefydliad yn fyw a dywedodd fod y cynigion yn y Strategaeth Ariannol Tymor Canolig wedi bod yn destun ymgynghoriad ehangach nag erioed. Dywedodd fod gofyniad i ariannu cynnydd 43% mewn cyfraniadau pensiwn athrawon, a bod yr awdurdod yn parhau i lobio Llywodraeth y DU er mwyn i'r Trysorlys ariannu'r cynnydd hwn. Diolchodd i'r Panel Ymchwilio a Gwerthuso'r Gyllideb am ei waith ar y broses cynllunio'r gyllideb. Dywedodd fod angen i'r Cyngor gynyddu'r Dreth Gyngor 5.4% i ariannu pwysau cyllidebol ychwanegol ac i dalu am ddiffyg £7.62 miliwn mewn cyllid.

Diolchodd yr Arweinydd i'r Pwyllgorau Trosolwg a Chraffu am wneud nifer o argymhellion ynglŷn â'r gyllideb, ac i'r Panel Ymchwilio a Gwerthuso'r Gyllideb trawsbleidiol am ei ymgysylltiad amhleidiol ac adeiladol a oedd wedi helpu i ffurfio'r gyllideb. Dywedodd y bwriedir gwario £4.5 miliwn o'r cynnydd £4.6 miliwn yn y Dreth Gyngor ar ysgolion. Dywedodd hefyd fod pob un o'r 22 awdurdod lleol yng Nghymru yn gorfod cynyddu'r Dreth Gyngor i ariannu gwasanaethau rheng flaen.

Mynegodd Aelod o'r Cyngor bryder bod £4.6 miliwn o arbedion wedi'u categorio'n risg uchel neu'n risg ganolig, sef £1.9 miliwn, y mae 25% ohono'n risg uchel gyda chynlluniau nad ydynt wedi'u datblygu'n llawn, a £2.7 miliwn, y mae 35% ohono'n risg ganolig gyda chynlluniau sy'n cael eu datblygu ond y ceir amheuaeth ynglŷn â'u darparu, sy'n arwain at £4.6 miliwn o arbedion, y bernir bod 60% ohonynt yn cynrychioli risg. Dywedodd yr Aelod fod y Cyngor eisoes yn rhagweld y bydd angen £7.9 miliwn o'r cronfeydd wrth gefn cyffredinol i ariannu'r Cyngor yn ystod y flwyddyn ariannol nesaf, ac os na ddarperir yr arbedion, yr achos gwaethaf yw y bydd angen i'r Cyngor ddefnyddio £12.5 miliwn o'r cronfeydd wrth gefn, gan adael £24.2 miliwn ar ôl, sef 2 flynedd yn unig o gronfeydd wrth gefn. Aeth yr Aelod ymlaen i ddweud y bydd y sefyllfa hon yn ei gwneud hi'n anodd ceisio dod o hyd i arbedion ychwanegol. Fodd bynnag, yn y byd corfforaethol, ni fyddai'n dderbyniol cael cynllun lle mae 25% o arbedion yn rhai risg uchel a 35% yn rhai risg ganolig, a bod 10% sy'n risg uchel ac 20% sy'n risg ganolig yn fwy derbyniol. Nid oedd yr Aelod o'r farn bod gan y Cyngor gyllideb gytbwys. Dywedodd yr Arweinydd fod y Cyngor mewn sefyllfa debyg i'r llynedd, ond ei fod yn rhagweld tanwariant eleni, yn yr un modd â'r flwyddyn flaenorol. Dywedodd y byddai Cronfeydd Wrth Gefn Cyfalaf yn cael eu defnyddio ac nid Cronfeydd Wrth Gefn Cyffredinol. Rhoddodd wybod i'r Cyngor y byddai'r broses o gynllunio ar gyfer cyllideb y

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flwyddyn nesaf yn dechrau'n syth ac y byddai camau'n cael eu cymryd i sicrhau bod risgiau'n cael eu rheoli. Dywedodd y Swyddog Adran 151 Dros Dro wrth y Cyngor nad oedd 25% o risgiau uchel yn sefyllfa ddelfrydol, ond y gallai'r risg mewn perthynas â MREC newid yn gyflym. Dywedodd fod gan y Cyngor hanes da o gyflawni arbedion.

Dywedodd Aelod o'r Cyngor fod y gostyngiad yn y ddarpariaeth feithrin yn cael ei ystyried trwy ostyngiadau o £817,000 yn y gyllideb yn 2020/21 a £584,000 yn 2021/22, a holodd ba bryd y bydd ymgynghoriadau'n dechrau ynglŷn â hyn fel y bydd y cynigion hynny'n risg werdd ac isel yn y flwyddyn nesaf. Dywedodd yr Arweinydd fod y Cyngor yn cynnal trafodaethau â Llywodraeth Cymru ynglŷn â pharhad addysg feithrin ac y bydd ymgynghoriad yn cael ei gynnal ar addysg feithrin.

Cynigiwyd ac eiliwyd cynnal pleidlais gofnodedig ar y cynigion a gynhwyswyd yn yr adroddiad, ond yn gyntaf, roedd angen pleidlais electronig i weld a oedd consensws o Aelodau o blaid hyn.

Felly, cynhaliwyd pleidlais electronig, a'i chanlyniad oedd:-

O blaid (pleidlais gofnodedig)	Yn erbyn	Ymatal
49	3	0

Derbyniwyd y bleidlais dros bleidlais gofnodedig ac felly fe'i cynhaliwyd, a'i chanlyniad oedd:-

O blaid	Yn erbyn	Ymatal
32	11	10

<b>Cymeradwyo'r Strategaeth Ariannol Tymor Canolig (Cynnig)</b>	
Cynghorydd Sean Aspey	Ymatal
Cynghorydd Stuart Baldwin	O blaid
Cynghorydd Tom Beedle	Ymatal
Cynghorydd Jon-Paul Blundell	O blaid
Cynghorydd Nicole Burnett	O blaid
Cynghorydd Mike Clarke	Ymatal
Cynghorydd Norah Clarke	Ymatal
Cynghorydd Richard Collins	O blaid
Cynghorydd Huw David	O blaid
Cynghorydd Paul Davies	O blaid
Cynghorydd Pam Davies	O blaid
Cynghorydd Sorrel Dendy	Yn erbyn
Cynghorydd Keith Edwards	Ymatal
Cynghorydd Jane Gebbie	O blaid
Cynghorydd Tom Giffard	Yn erbyn
Cynghorydd Richard Granville	O blaid
Cynghorydd Cheryl Green	O blaid
Cynghorydd Gareth Howells	O blaid
Cynghorydd Altaf Hussain	Ymatal
Cynghorydd Malcolm James	O blaid
Cynghorydd Brian Jones	Ymatal
Cynghorydd Martyn Jones	O blaid
Cynghorydd Mike Kearns	O blaid
Cynghorydd David Lewis	O blaid
Cynghorydd Janice Lewis	O blaid

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Cynghorydd John McCarthy	O blaid
Cynghorydd David Owen	Yn erbyn
Cynghorydd Dhanisha Patel	O blaid
Cynghorydd Ross Penhale-Thomas	Ymatal
Cynghorydd Aniel Pucella	Yn erbyn
Cynghorydd Kay Rowlands	Yn erbyn
Cynghorydd Bridie Sedgebeer	O blaid
Cynghorydd Rod Shaw	O blaid
Cynghorydd Charles Smith	O blaid
Cynghorydd Stephen Smith	O blaid
Cynghorydd John Spanswick	O blaid
Cynghorydd Roz Stirman	Yn erbyn
Cynghorydd Gary Thomas	O blaid
Cynghorydd Tim Thomas	Ymatal
Cynghorydd Jefferson Tildesley MBE	O blaid
Cynghorydd Elaine Venables	Yn erbyn
Cynghorydd Sadie Vidal	Yn erbyn
Cynghorydd Matthew Voisey	Yn erbyn
Cynghorydd Lyn Walters	Yn erbyn
Cynghorydd Ken Watts	O blaid
Cynghorydd Carolyn Webster	Yn erbyn
Cynghorydd David White	O blaid
Cynghorydd Philip White	O blaid
Cynghorydd Alex Williams	O blaid
Cynghorydd Amanda Williams	Ymatal
Cynghorydd Hywel Williams	O blaid
Cynghorydd Julia Williams	O blaid
Cynghorydd Richard Young	O blaid
<b>Cariwyd</b>	

**PENDERFYNIAD:** Cymeradwyodd y Cyngor Strategaeth Ariannol Tymor Canolig 2019-20 i 2022-23, gan gynnwys cyllideb refeniw 2019-20 a Rhaglen Gyfalaf 2018-19 i 2028-29, ac yn arbennig, cymeradwyodd yr elfennau penodol canlynol:

- Strategaeth Ariannol Tymor Canolig 2019-20 i 2022-23;
- Y Gofyniad Cyllideb Net o £270,808,634 yn 2019-20;
- Treth Gyngor Band D ar gyfer Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr o £2,470.87 ar gyfer 2019-20;
- Cyllidebau 2019-20 fel y'u dyrannwyd yn unol â Thabl 9 ym mharagraff 3.3 y Strategaeth Ariannol Tymor Canolig;
- Y Rhaglen Gyfalaf 2018-19 i 2028-29, a atodwyd i'r Strategaeth Ariannol Tymor Canolig yn Atodiad G.

282. **Y DRETH GYNGOR 2019-20**

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro ar y gofyniad Treth Gyngor ar gyfer y Fwrdeistref Sirol, ynghyd â gofynion Comisiynydd Heddlu a Throseddu De Cymru a Chynghorau Tref / Cymuned.

Amlinellodd sut oedd y Cyngor yn bwriadu gwario'r Gyllideb Refeniw Net o £270.809 miliwn ar gyfer 2019-20 a gymeradwywyd ganddo yn y cyfarfod hwn o'r Cyngor. Y swm

## **CYNGOR - DYDD MERCHER, 20 CHWEFROR 2019**

i'w ariannu o'r Dreth Gyngor yw £79,001,854 miliwn, sy'n cyfateb i Dreth Gyngor o £1,470.87 ar eiddo Band D, sef cynnydd o 5.4%. Byddai'r gyllideb net hefyd yn cael ei hariannu trwy Grant Cynnal Refeniw o £145,354,407 ac Ardrethi Annomestig o £46,452,373.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro fod y Comisiynydd Heddlu a Throseddu wedi rhoi gwybod i'r Cyngor y bydd ei braesept ar gyfer y flwyddyn ariannol a ddaw i ben ar 31 Mawrth 2020 yn cynyddu i £13,831,719, sy'n cyfateb i Dreth Gyngor o £257.52 ar eiddo Band, gan arwain at gynydd o 10.28%. Dywedodd fod y cynnydd yn unol â chyhoeddiad diweddar gan y Swyddfa Gartref a oedd yn dyblu hyblygrwydd y praesept ar gyfer Comisiynwyr Heddlu a Throseddu sy'n atebol yn lleol trwy roi'r rhyddid i Gomisiynwyr Heddlu a Throseddu ofyn am £2 ychwanegol y mis yn 2019-20, ac i gynyddu eu praesept Band D £24 yn 2019-20 heb fod angen galw refferendwm lleol.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro ar y gofyniad Treth Gyngor fesul Cyngor Tref a Chymuned.

Heriodd Aelod o'r Cyngor y ffordd yr oedd cynrychiolydd y Cyngor ar Banel y Comisiynydd Heddlu a Throseddu wedi pleidleisio. Dywedodd yr Aelod o'r Cabinet dros Gymunedau wrth y Cyngor ei fod wedi pleidleisio yn erbyn y cynnydd 10.28% gan na allai dderbyn lefel uchel y cynnydd a pholisi'r Swyddfa Gartref a oedd wrth wraidd y cynnydd hwnnw. Dywedodd fod cyllideb yr heddlu wedi cael ei chwtdogi flwyddyn ar ôl blwyddyn ac nad oedd y Swyddfa Gartref wedi cydnabod y dylai Heddlu De Cymru dderbyn ychwanegiad am blismona prifddinas, yn wahanol i'r heddluoedd sy'n plismona prifddinasoedd Caeredin a Belfast.

Cynigiwyd ac eiliwyd cynnal pleidlais gofnodedig ar y cynigion a gynhwyswyd yn yr adroddiad, ond yn gyntaf, roedd angen pleidlais electronig i weld a oedd consensws o Aelodau o blaid hyn.

Felly, cynhaliwyd pleidlais electronig, a'i chanlyniad oedd:-

O blaid (pleidlais gofnodedig)	Yn erbyn	Ymatal
39	8	1

Derbyniwyd y bleidlais dros bleidlais gofnodedig ac felly fe'i cynhaliwyd, a'i chanlyniad oedd:-

O blaid	Yn erbyn	Ymatal	Dim Pleidlais
40	9	1	3

<b>Cymeradwyo Treth y Cyngor 2019-20 (Cynnig)</b>	
Cynghorydd Sean Aspey	O blaid
Cynghorydd Stuart Baldwin	O blaid
Cynghorydd Tom Beedle	O blaid
Cynghorydd Jon-Paul Blundell	O blaid
Cynghorydd Nicole Burnett	O blaid
Cynghorydd Mike Clarke	Yn erbyn
Cynghorydd Norah Clarke	Dim Pleidlais
Cynghorydd Richard Collins	O blaid
Cynghorydd Huw David	O blaid
Cynghorydd Paul Davies	O blaid

**CYNGOR - DYDD MERCHER, 20 CHWEFROR 2019**

Cynghorydd Pam Davies	O blaid
Cynghorydd Sorrel Dendy	Ymatal
Cynghorydd Keith Edwards	O blaid
Cynghorydd Jane Gebbie	O blaid
Cynghorydd Tom Giffard	Yn erbyn
Cynghorydd Richard Granville	O blaid
Cynghorydd Cheryl Green	O blaid
Cynghorydd Gareth Howells	O blaid
Cynghorydd Altaf Hussain	Yn erbyn
Cynghorydd Malcolm James	O blaid
Cynghorydd Brian Jones	Dim Pleidlais
Cynghorydd Martyn Jones	O blaid
Cynghorydd Mike Kearn	O blaid
Cynghorydd David Lewis	O blaid
Cynghorydd Janice Lewis	O blaid
Cynghorydd John McCarthy	O blaid
Cynghorydd David Owen	O blaid
Cynghorydd Dhanisha Patel	O blaid
Cynghorydd Ross Penhale-Thomas	O blaid
Cynghorydd Aniel Pucella	Yn erbyn
Cynghorydd Kay Rowlands	Yn erbyn
Cynghorydd Bridie Sedgebeer	O blaid
Cynghorydd Rod Shaw	O blaid
Cynghorydd Charles Smith	O blaid
Cynghorydd Stephen Smith	O blaid
Cynghorydd John Spanswick	O blaid
Cynghorydd Roz Stirman	Dim Pleidlais
Cynghorydd Gary Thomas	O blaid
Cynghorydd Tim Thomas	O blaid
Cynghorydd Jefferson Tildesley MBE	O blaid
Cynghorydd Elaine Venables	O blaid
Cynghorydd Sadie Vidal	Yn erbyn
Cynghorydd Matthew Voisey	Yn erbyn
Cynghorydd Lyn Walters	Yn erbyn
Cynghorydd Ken Watts	O blaid
Cynghorydd Carolyn Webster	Yn erbyn
Cynghorydd David White	O blaid
Cynghorydd Philip White	O blaid
Cynghorydd Alex Williams	O blaid
Cynghorydd Amanda Williams	O blaid
Cynghorydd Hywel Williams	O blaid
Cynghorydd Julia Williams	O blaid
Cynghorydd Richard Young	O blaid
<b>Cariwyd</b>	

**PENDERFYNIAD:**

Cymeradwyodd y Cyngor:

- Dreth Gyngor Band D o £1,470.87 ar gyfer Bwrdeistref Sirol Pen-y-bont ar Ogwr, a
- Thaliadau'r Cyngor ar gyfer eiddo Band D yn 2019-20 ym mhob un o'r ardaloedd cymunedol fel y'u hamlinellir yn Nhabl 6 yr adroddiad.



283. STRATEGAETHAU RHEOLI TRYSORLYS A CHYFALAF AR GYFER 2019-20 YMLAEN

Ceisiodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro gymeradwyaeth ar gyfer Strategaeth Rheoli Trysorlys 2019-20, sy'n cynnwys y Dangosyddion Rheoli Trysorlys, Strategaeth Gyfalaf 2019-20 i 2028-29, sy'n cynnwys y Dangosyddion Darbodus a'r Rheolau Gweithdrefn Ariannol diwygiedig i'w cynnwys yn y Cyfansoddiad.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro fod y Cod Darbodus diwygiedig yn gosod gofyniad newydd ar awdurdodau lleol i bennu Strategaeth Gyfalaf, i'w chymeradwyo gan y Cyngor, sy'n dangos bod yr Awdurdod yn gwneud penderfyniadau ar fuddsoddi a gwariant cyfalaf yn unol ag amcanion gwasanaeth a'i fod yn rhoi ystyriaeth briodol i stiwardiaeth, gwerth am arian, gochelgarwch, cynaliadwyedd a fforddiadwyedd. O ganlyniad i newidiadau i'r Codau, bydd y Strategaeth Gyfalaf yn cynnwys y Dangosyddion Darbodus a bydd y Strategaeth Rheoli Trysorlys yn cynnwys y Dangosyddion Rheoli Trysorlys yn unig.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro fod Strategaeth Rheoli Trysorlys 2019-20 yn cadarnhau bod y Cyngor yn cydymffurfio â Rheoli Trysorlys mewn Gwasanaethau Cyhoeddus: Cod Ymarfer, sy'n mynnu bod amcanion, polisïau ac arferion, strategaethau a threfniadau adrodd ffurfiol a chynhwysfawr ar waith i reoli gweithgareddau rheoli trysorlys yn effeithiol, ac mai prif amcanion y gweithgareddau hyn yw rheoli risg yn effeithiol.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro fod y Cynlluniau Cyfalaf yn dangos bod y Gofyniad Cyllido Cyfalaf (CFR) Benthyciadau, sef angen y Cyngor i fenthycia i ariannu gwariant cyfalaf, yn cynyddu o flwyddyn i flwyddyn o ganlyniad i fenthycia darbodus ychwanegol ynghyd â gostyngiad mewn cyfleoedd benthycia mewnol o gronfeydd wrth gefn y gellir eu defnyddio, ac mai'r ffigur benthycia newydd yw £29 miliwn. Dywedodd mai un o'r amcanion yw cyflawni cydbwysedd rhwng risg ac adenillion.

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro fod y Cyngor yn cynllunio gwariant cyfalaf o £36.157 miliwn yn 2019-20 yn y Strategaeth Gyfalaf, a rhoddodd fanylion ynglŷn â sut mae'r Cyngor yn bwriadu ariannu'r gwariant hwn. Amlygodd hefyd sut y bydd mwy o bwysau refeniw ar y cyllidebau ariannu cyfalaf yn ystod cyfnod y Strategaeth Ariannol Tymor Canolig, gyda gorwariant rhagamcanol o £595 miliwn yn 2021-22. Dywedodd Prif Gyfrifydd y Rheolwr Grŵp mai dyna fyddai'r achos gwaethaf, gyda benthycia digymorth yn cael ei ddefnyddio ar gyfer cynlluniau yn y dyfodol, ond y byddai'r awdurdod yn ceisio lleihau hynny. Bydd y Cyngor yn ceisio lleihau'r pwysau refeniw i'r eithaf trwy gynyddu adnoddau cyfalaf amgen i'r eithaf, fel cronfeydd wrth gefn wedi'u clustnodi a derbyniadau cyfalaf.

PENDERFYNIAD: Cymeradwyodd y Cyngor:

- Strategaeth Rheoli Trysorlys 2019-20, gan gynnwys Dangosyddion Rheoli Trysorlys 2019-20 i 2021-22;
- Strategaeth Gyfalaf 2019-20, gan gynnwys Dangosyddion Darbodus 2019-20 i 2021-22;
- Datganiad Darpariaeth Refeniw Leiaf Flynyddol (MRP) 2019-20; a'r
- diwygiadau i'r Rheolau Gweithdrefn Ariannol i'w cynnwys yn y Cyfansoddiad.

284. Y DRETH GYNGOR: GOSTYNGIAD DEWISOL YN Y DRETH GYNGOR AR EIDDO GWAG AC AIL GARTREFI

Adroddodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro ar gynnig i ddiwygio lefel y gostyngiad dewisol sydd ar gael ar y Dreth Gyngor ar gyfer eiddo gwag ac ail gartrefi, yn weithredol o 1 Ebrill 2019 ymlaen.

Dywedodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro wrth y Cyngor fod Deddf Llywodraeth Leol 2003 wedi rhoi grymoedd dewisol i awdurdodau lleol leihau neu ddileu'r gostyngiad 50% yn y Dreth Gyngor ar anheddau heb eu meddiannu ac anheddau heb fawr o ddodrefn ynddynt y gellir codi'r Dreth Gyngor arnynt ar ôl i'r cyfnod esemptio 6 mis cychwynnol ddod i ben, a adwaenir fel eiddo Dosbarth C. Dywedodd fod y Cyngor hwn wedi rhoi gostyngiad 50% yn flaenorol i eiddo a allai berthyn i'r categori hwn. Dim ond 10 o'r 22 awdurdod lleol yng Nghymru sy'n parhau i roi gostyngiad 50% ar ôl y cyfnod esemptio 6 mis cychwynnol.

Amlygodd y Pennaeth Cyllid a'r Swyddog Adran 151 Dros Dro y categorïau eiddo gwag y mae'r Cyngor yn rhoi gostyngiad 50% iddynt ar y Dreth Gyngor. Amlinellodd gynnig i ddileu'r grym dewisol i roi gostyngiad a chodi 100% o'r Dreth Gyngor ar y categorïau a amlinellwyd o 1 Ebrill 2019 ymlaen, ar gyfer y flwyddyn ariannol 2019-20 ymlaen, a fyddai, yn ei dro, yn annog perchenogion eiddo gwag i beidio â chaniatáu iddynt aros yn wag ac i'w cyflwr ddirywio. Dywedodd y bydd angen cyhoeddi hysbysiad ynglŷn â'r newid hwn o fewn 21 o'r penderfyniad.

PENDERFYNIAD: Bod y Cyngor:

- Yn cytuno i barhau i beidio â rhoi gostyngiad yn y Dreth Gyngor ar ail gartrefi, heblaw lle y caniateir y gostyngiad yn achos annedd sy'n gysylltiedig â swydd;
- Yn cymeradwyo lefel newydd o 100% o'r Dreth Gyngor sy'n daladwy ar gyfer pob categori a grybwyllwyd yn yr adroddiad yn 4.1 sydd wedi bod yn wag am fwy na 6 mis;
- Yn dirprwyo awdurdod i'r Rheolwr Refeniw weithredu'r newidiadau.

285. EITEMAU BRYS

Nid oedd unrhyw eitemau brys.

Daeth y cyfarfod i ben am 16:37

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO COUNCIL

20 MARCH 2019

#### REPORT OF THE CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING

#### HEALTH BOARD BOUNDARY CHANGE - UPDATE

#### 1. Purpose of Report

- 1.1 This report provides an update to Council in terms of the current situation with regards to the Health Board boundary change in April 2019 to ensure that Elected Members are aware of the work that has and is being undertaken in readiness for the health boundary realignment from Abertawe Bro Morgannwg University (ABMU) Health Board to Cwm Taf University Health Board.
- 1.2 The Chief Executive of Cwm Taf University Health Board will be present at Council and will provide an update from the Health Board perspective.

#### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report has links to all the corporate priority/priorities:-
  1. **Supporting a successful economy** – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
  2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
  3. **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

#### 3. Background

- 3.1 On 13<sup>th</sup> December 2017, Welsh Government commenced a consultation entitled 'Effective Partnership Working in Bridgend, Proposed Health Board Boundary Change to align decision-making across Health and Local Government'. The consultation closed on the 7<sup>th</sup> March 2018.
- 3.2 The consultation sought views on a proposal that healthcare services for people in the area of Bridgend County Borough Council (BCBC) should be provided by Cwm Taf University Health Board (Cwm Taf) instead of Abertawe Bro Morgannwg University Health Board (ABMU) to align decision-making across health and local government.

- 3.3 The Welsh Government stated that in order to best meet people's needs and expectations, to secure the best outcomes for people locally, regionally and in Wales, public services need to be able to work together effectively. While boundaries should not be a barrier to delivering the outcomes Wales needs, unnecessary complexity, especially in decision-making, can make this more difficult and limit opportunities to serve the public even better.
- 3.4 The intention of the change is to provide clarity and consistency for more effective leadership and partnership; supporting the ambitions of BCBC in its strategic partnership arrangements for local authority functions as part of the Cardiff Capital Region City Deal. It is set in the context of ongoing ambitions for effective efficient and high quality health services across South Wales and consistent with broader ambitions for resilient and renewed local government.
- 3.5 On 14<sup>th</sup> June 2018, Vaughan Gething, Cabinet Secretary for Health and Social Services confirmed that, following consultation, ".....the Health Board boundary should be changed in accordance with the proposal. I consider that an expeditious timeline would prevent prolonged uncertainty for staff, patients and in the on-going development of key partnership arrangements. Therefore, my intention is for the boundary change to take effect from 1 April 2019. The Welsh Government will continue to work with the Health Boards and other partners as preparations for the boundary change are developed and the relevant legislation will be brought forward in due course." This means that from 1<sup>st</sup> April 2019 Local Authority and Health services in Bridgend and a number of local authority regional partnership arrangements will be moved from the Western Bay Region to the Cwm Taf Region.
- 3.6 This announcement has a significant impact on existing service delivery arrangements which required a disaggregation of existing health services from ABMU Health Board to Cwm Taf. This involved:
- the transfer of existing primary, community and secondary health services (including Princess of Wales Hospital) which requires the untangling of existing care pathways that are aligned to other primary, community and secondary care services in ABMU Health Board;
  - the transfer of what is estimated to be in the region of 4000 ABMU Health Board employees to Cwm Taf Health Board;
  - Maintaining the safe delivery of services during a transitional handover process associated with the transfer of health services and related care pathways;
  - Ensuring support services and associated resources such as finance, health information, legal and human resources are all aligned to the new Health Board arrangements.
- 3.7 As from 1<sup>st</sup> April 2019, Abertawe Bro Morgannwg University Health Board will be known as Swansea Bay University Health Board and the Western Bay region will be known as West Glamorgan region. Similarly, Cwm Taf University Health Board will be known as Cwm Taf Morgannwg University Health Board and the Cwm Taf region will be known as Cwm Taf Morgannwg region. When referring to anything post April 2019, this report will refer to the new regional names.

#### **4.0 Current situation/Proposal**

4.1 From a local authority perspective, whilst the disruption to general services may not be as significant as that experienced by the Health Boards, the boundary changes impact on a number of BCBC services. BCBC has been a crucial partner to the Western Bay Health and Social Care Regional Programme and therefore, from a local authority perspective, critical work has been undertaken to protect Bridgend services during this potentially disruptive time and to secure continuity in the Cwm Taf Morgannwg region after the 1<sup>st</sup> April 2019. Therefore, it has been essential that BCBC adopt a structured approach to the disaggregation of regional services which has required close working with a range of partners to ensure that where regional funding supports integrated services, such services are accounted for between Western Bay, ABMU Health Board and BCBC.

#### **Governance**

4.2 In planning for the changes to regional boundaries, a Transition Programme was established which includes, at various levels, officers from the two Health Boards, BCBC and the Third Sector.

4.3 The governance structure is attached at **Appendix 1** and shows the overarching Boards plus the work streams that support the Transition Programme. BCBC representation is as follows:

- Joint Transition Board – the Leader/Cabinet Member for Social Services and Wellbeing and the Chief Executive/Corporate Director, Social Services and Wellbeing
- Joint Transition Programme Group – Corporate Director, Social Services and Wellbeing
- Work Streams – all relevant service areas within BCBC are linked in to their counterparts in the various work streams.

4.4 From 1<sup>st</sup> April 2019, the governance structure for the new partnership arrangements will be through the Cwm Taf Morgannwg Regional Programme Board.

#### **Partnership Work Stream**

4.5 Most of what impacts on BCBC is included in the Partnership Work Stream. This has been chaired by the Corporate Director, Social Services and Wellbeing in Bridgend and comprised officers from both Cwm Taf and Western Bay regions, the Third Sector and representation from other relevant work streams. The key work of this group has been to provide an agreed schedule of services to transfer, to ensure that appropriate work takes place to meet the transfer date and to monitor risks and issues related to this.

4.6 Supporting the Partnership Work Stream, BCBC established an internal Task and Finish Group. Officers from all relevant areas across the council sat on this group, ie, Legal, Finance, HR, Property/Estates, Housing, Education and Family Support, Adult Social Care and Children's Social Care.

- 4.7 Regular work stream highlight reports and risk logs have been presented to the Transition Programme Group which in turn reported into the Transition Board.

### **Principles**

- 4.8 A set of principles were agreed by partners at the onset to underpin the work of the Transition Programme and form the basis by which all partners would hold themselves and each other to account for delivery of the required changes. Two key principles are:
- Continuity of the quality and delivery of patient care will be central to all actions and decision-making.
  - 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.
- 4.9 The principles were set in the context of a commitment to maximise the opportunity to improve the health and wellbeing of the population served by the organisations. The document is attached at **Appendix 2** and the Partnership Work Stream has its own set of principles which are based on this.

### **Third Sector**

- 4.10 The importance of the Third Sector in the delivery of services is crucial and this has been recognised as part of the transition process and discussions have been held with the Chief Executive of BAVO to ensure all relevant information has been shared. BAVO is represented on the Partnership Work Stream and the Transition Programme Group.
- 4.11 The Third Sector in Bridgend works in partnership with the local authority and the Health Board and any impact on Third Sector organisations due to the boundary changes have been considered as part of the Partnership Work Stream. A letter has been sent to the Chief Executive of BAVO providing reassurance that all partners are working closely with both Health Boards to make sure that there is continuity of service for the Third Sector and the population of Bridgend. A joint event between the two Health Boards, BCBC and BAVO was held in January 2019 to ensure an effective platform for communication both in leading up to April 2019 and in moving forward during 2019/20.

### **Workforce**

- 4.12 Regular highlight reports have been presented to the Transition Programme Group on workforce and there has been regular communication with the health HR leads. A staffing schedule was developed with ABMU which listed all posts that were currently working in partnership with the ABMU Health Board and would continue to do so. No BCBC posts were subject to TUPE transfer into Cwm Taf Morgannwg.
- 4.13 Formal consultation with potentially affected health staff was launched on 10 September 2018, with meetings and a series of engagement events supported by directors and workforce and organisational development staff. The consultation closed on 1st December 2018 and transfer arrangements have been progressed.

### **Estates**

4.14 The Partnership Work Stream has ensured that all shared accommodation utilised by BCBC and ABMU was reviewed. BCBC is represented on the Estates work stream to ensure that any legal and financial arrangements were considered as part of the transitional planning. It has been agreed in principle that all current arrangements will not be adversely affected by the planned boundary changes.

### Finance

4.15 All joint funding arrangements between BCBC and ABMU have been identified. This includes jointly funded staff costs, accommodation costs and care placement/package costs. It is estimated that BCBC currently receives more than £5m from ABMU in relation to these arrangements. It has been agreed in principle that any jointly funded financial arrangements will not be adversely affected by the planned boundary changes and transitional plans. It has been highlighted that not all ABMU budgets that fund some of these arrangements will transfer to Cwm Taf. Therefore, BCBC will continue to have joint funding arrangements in place with both Swansea Bay and Cwm Taf Morgannwg regions after the health boundary changes take effect.

4.16 Western Bay currently receives various regional revenue grants from Welsh Government on an annual basis such as integrated Care Funding (ICF) and Substance Misuse Action Funding (SMAF). These grants are allocated via the Health Boards but the criteria is clear that they have to be approved by the regional partnership arrangements. These regional grants have been disaggregated to separate out the Bridgend locality apportionment which would then go to the Cwm Taf Morgannwg region in time for the new financial year 2019/20.

4.17 The Partnership Work Stream has worked to ensure that the disaggregation of grants is done in a fair, open and transparent way, and agreement has been sought from the two Regional Partnership Boards.. The table below shows the breakdown of grants and disaggregated amounts for the Bridgend locality:

<b>Grant Funding 18/19</b>	<b>Total Western Bay Funding</b>	<b>Bridgend locality disaggregated amount to transfer to Cwm Taf in 19/20</b>
ICF Revenue	£8.425m	£1.988m
Substance Misuse Action Fund (SMAF)	£3.624m	£939k

4.18 Welsh Government have made available an additional £30m of ICF revenue funding across Wales in 2019/20. It has been estimated that this will equate to approx. £1.3m for the Bridgend locality. Also, ICF Capital allocations for the Bridgend locality transferring from Western Bay to Cwm Taf has been identified as follows:

2019/20	£1.5m
2020/21	£1.8m

4.19 BCBC currently has two pooled fund arrangements with ABMU, specifically, Community Services and Assisted Recovery in Community (ARC) Services. It is not envisaged that there will be any adverse financial implications for these pooled funds due to the boundary change but changes will need to be made to the legal

agreement to reflect the change in Health Board as the new partnership will be between BCBC and Cwm Taf and not BCBC and ABMU. However, there is ICF funding linked to the community services pooled fund and this will need to be considered as part of the disaggregation of grant funding mentioned above.

4.20 There are other joint arrangements and partnership working within the Western Bay region that may not include the Health Board, which are also being considered as part of the transitional planning. Each arrangement is being considered on its own merits and will not necessarily mean that the services will need to transfer to Cwm Taf in the short term.

### Services in Scope

4.21 A schedule of those services in scope has been developed, updated and monitored through the Partnership Work Stream and the Joint Transition Programme Board. It includes the detail of:

- those services transferring into the new region on 1<sup>st</sup> April 2019;
- those services which will stand alone in BCBC while further work takes place with the new Cwm Taf Morgannwg region to join up these services where relevant; and
- those services that will need a longer period of preparation and, therefore, a transitional year is proposed due to, for example, existing contract arrangements.

4.22 Below is an extract of the schedule setting out the services referred to above:

	<b>Service / Information</b>	<b>Arrangements pre April 2019</b>	<b>Arrangements post April 2019</b>
1	Advocacy for children and young people - regional contract following national approach	Western Bay regional service until 30 <sup>th</sup> April 2019	Cwm Taf Morgannwg regional service from 1 <sup>st</sup> May 2019
2	Area Planning Board (APB) - Substance Misuse	Partnership arrangements with Western Bay	Partnership arrangements with Cwm Taf Morgannwg
3	Assisted Recovery in the Community (ARC)–Pooled Fund	Section 33 Agreement with Western Bay	Section 33 with Cwm Taf Morgannwg
4	Caswell Clinic – Forensic Mental Health service	Agreement across the South Wales Region (16 Local Authorities)& ABMU	No change
5	Child and Adolescent Mental Health Service liaison officer service	Western Bay regional arrangement	SLA with Western Bay for transitional year
6	Community Services – Intermediate Care Services	Partnership agreement with Western Bay	Partnership agreement with Cwm Taf Morgannwg
7	Community Services - Joint Community Equipment Store	Section 33 in place with ABMU and Cwm Taf Health Boards	Section 33 in place with Swansea Bay & Cwm Taf Morgannwg Health Boards
8	Integrated Autism Service	Arrangements with Western Bay	SLA back to Western Bay until 2020/21
9	Integrated Family Support regional service - Intensive support for parents with substance misuse issues	Regional arrangements with Western Bay	Transition through 2019/20 with intention of joining Cwm Taf Morgannwg
10	Multi Agency Placement Support (MAPSS)	Western Bay regional arrangement	SLA with Western Bay for transitional year



11	Regional Adoption service	Western Bay regional arrangement	Transition through 2019/20
12	Regional Collaborative Committee for Supporting People	Western Bay regional arrangement	Cwm Taf Morgannwg regional arrangement
13	Safeguarding - Regional Safeguarding Boards – Adults and Children	Regional arrangements with Western Bay	Regional arrangements with Cwm Taf Morgannwg
14	Social Care Workforce Development Partnership - sector training and development	Partnership arrangements and regional grant with Western Bay	Partnership arrangements and regional grant with Cwm Taf Morgannwg
15	Western Bay Carers Partnership Board	Western Bay Carers Partnership Board	Cwm Taf Morgannwg Carers Partnership Board
16	Youth Offending Services Youth Offending and prevention of offending services	Western Bay regional arrangements	BCBC stand alone 2019/20

### **Regional Partnership Arrangements:**

- 4.23 The Health Board boundary change will have a significant impact on regional partnership arrangements prescribed under the Social Services and Well-being (Wales) Act 2014 (“the 2014 Act”). Part 9 of the 2014 Act requires local authorities to make arrangements to promote co-operation with their relevant partners and others in relation to adults with needs for care and support, carers and children. Section 166 of the 2014 Act enables Welsh Ministers to make regulations requiring a combination of local authorities and Local Health Boards to enter into partnership arrangements for carrying out specified functions prescribed by the 2014 Act. Those regulations have been made by way of the Care and Support (Partnership Arrangements for Population Assessments) (Wales) Regulations 2015 (“the Assessment Regulations”) and the Partnership Arrangements (Wales) Regulations 2015 (“the Partnership Regulations”).
- 4.24 The Assessment Regulations require Local Health Boards and local authorities to enter into partnership arrangements for the purpose of carrying out their functions under section 14 of the 2014 Act. Section 14 requires local authorities and the respective Local Health Board to jointly undertake an assessment of the needs of the local population for care and support, support for carers and preventative services. It also requires an assessment of the range and level of services which are required to meet these needs. Under the Assessment Regulations, BCBC are currently required to enter into partnership arrangements with ABMU Health Board, Swansea City and County Council and Neath Port Talbot County Borough Council. Following the Health Board boundary change the Assessment Regulations will be amended to require Bridgend County Borough Council to form partnership arrangements with Cwm Taf Health Board, Merthyr Tydfil County Borough Council and Rhondda Cynon Taf County Borough Council.
- 4.25 The Partnership Regulations provide for the establishment of seven regional partnership boards based on the footprint of local Health Boards. Under the Partnership Regulations BCBC is presently prescribed to form part of the Western Bay Regional Partnership Board with ABMU Health Board, Swansea City and County Council and Neath Port Talbot County Borough Council. When the Health Board boundary is changed, the Partnership Regulations will require amendment for BCBC to form part of the newly constituted Cwm Taf Morgannwg Regional Partnership

Board with Cwm Taf Health Board, Merthyr Tydfil County Borough Council and Rhondda Cynon Taf County Borough Council.

- 4.26 Part 9 of the 2014 Act, the Partnership Regulations and statutory guidance issued under Part 9 of the 2014 Act (“the Guidance”) require local authorities to enter into partnership arrangements for specified functions with their regional partners. The Partnership Regulations require partnership arrangements to be made by the partnership bodies under the direction of their Regional Partnership Board. The Regional Partnership Boards are also required to develop and coordinate formal or informal partnership arrangements and determine the most appropriate structures for ensuring the provision of integrated services. To facilitate partnership working the 2014 Act, Partnership Regulations and Guidance allow local authorities and Local Health Board to carry out specified functions on behalf of the other partnership bodies taking part in the same partnership arrangement. The Guidance stipulates that written agreements need to be developed for any partnership arrangements which involve a delegation of functions.
- 4.27 The Partnership Regulations require the establishment of pooled funds in relation to the exercise of care home accommodation functions, the exercise of family support functions and functions that will be exercised jointly as a result of an assessment carried out under section 14 of the Act or any plan prepared under section 14A. The Guidance requires that partnership arrangements involving pooled funds be regulated by written agreements between the parties.
- 4.28 On 31<sup>st</sup> August 2018 Welsh Government carried out a consultation exercise on the proposed amendment to the Assessment Regulations and Partnership Regulations. The proposed amendment regulations will enact the change in regional partnership board areas to account for the Health Board boundary change. The proposed amendment to the Partnership Regulations also includes, amongst other things, a limit to the pooled fund requirement for care home accommodation functions to care home accommodation for older people, a requirement for regional partnership boards to produce regional commissioning strategies in relation to care homes and a requirement for housing representation on regional partnership boards.
- 4.29 As a member of the Western Bay Regional Partnership Board, BCBC has entered into a number of formal and informal partnership arrangements with its partners in Western Bay region. Those arrangements are included in the list at paragraph 4.22 above. The above legislative changes will require that BCBC disaggregate from those arrangements and enter into similar such arrangements with its newly prescribed partners within the Cwm Taf Morgannwg region under the direction of the Cwm Taf Morgannwg Regional Partnership Board. BCBC currently has two pooled fund partnership agreements in place with ABMU – one relating to Integrated Community Services and the other to Assisted Recovery in Community (ARC) Services. BCBC also has an ongoing pooled fund arrangement in place with ABMU and Cwm Taf Health Boards in respect of Integrated Community Equipment Services. Formal Cabinet approval will be sought to continue and transfer those arrangement and further approval sought when required for any new regional partnership arrangements.

## **Regional Partnership Boards (RPB)**

4.30 As referred to above, Part 9 of the Social Services and Well-being (Wales) Act 2014 requires that regions have regional partnership boards in place to enable the provision of integrated care and support services. The objectives include:

- responding to the population assessment required by the Act;
- implementing area plans produced in response to that assessment: and
- promoting the establishment of pooled funds where appropriate.

4.31 BCBC has been a pro-active partner of the Western Bay Regional Health and Social Care Partnership Board and has taken a lead role in various areas. The Leader, Cabinet Members, Chief Executive and Corporate Director, Social Services and Wellbeing are all members on the Board and officers from BCBC lead a number of regional projects. Work is now taking place to withdraw from the Western Bay RPB.

4.32 Cwm Taf Region has a similar set up to the former Western Bay region, ie:

- Regional Partnership Board (RPB)
- Transformational Leadership Group (TLG)
- Area Planning Development Implementation Group (APDIG)

BCBC has now been invited to sit on these Boards as preparation for the transition in April 2019 when Bridgend will become a full partner. In preparation of Bridgend partners joining the Cwm Taf region a review of the partnership arrangements has commenced. An initial review day was held on 7<sup>th</sup> February 2019 xx which has resulted in a revised vision, principles and governance document being agreed. These documents are currently being drafted and will be put to Cabinet for approval when completed. An action plan has now been developed which will be worked through jointly during 2019/20.

4.33 The Cabinet Member for Social Services and Early Help and the Corporate Director, Social Services and Wellbeing sit on the current Cwm Taf RPB in a shadow capacity. The Corporate Director, Social Services and Wellbeing sits on the TLG and the Heads of Service sit on the APDIG.

4.34 Heads of Service and Group Managers meet regularly with officers from the Cwm Taf Morgannwg region on, for example, Community Services, Integrated Family Support Services, Mental Health and Safeguarding.

4.35 The Group Manager, Commissioning and Contract Monitoring attends meetings with Cwm Taf Morgannwg to ensure plans are in place for BCBC to join the Cwm Taf Morgannwg pooled fund for care homes arrangements.

4.36 The Group Manager, Commissioning and Contract Monitoring and Finance representatives from BCBC attend meetings with Cwm Taf Morgannwg, to ensure the necessary arrangements are in place for BCBC to join the Cwm Taf Morgannwg pooled fund for care homes, in accordance with legislative requirements. BCBC representatives are also working closely alongside our regional partners in order to review and refresh the Cwm Taf Morgannwg regional area plan, which will set out our regional priorities and opportunities for integration in respect of health and social care services, moving forward from April 2020.

## **Public Service Board (PSB)**

- 4.37 In the Cwm Taf region, there is one PSB covering Rhondda Cynon Taff and Merthyr local authorities. In the former Western Bay region, however, there were three separate PSBs, one for each local authority area (Swansea, Neath Port Talbot and Bridgend). A joint workshop has been held between Bridgend PSB and the Cwm Taf PSB to discuss the way forward and a consensus has been reached for two separate PSBs to remain in place for 2019/20 with further discussions planned to agree the longer term way forward.

## **Cwm Taf Health Board**

- 4.38 Currently, the Corporate Director, Social Services and Wellbeing is a member of the ABMU Health Board and is the regional Social Services Director representative.
- 4.39 The Cabinet Member, Social Services and Early Help has recently become an associate member of the Cwm Health Board and the Corporate Director, Social Services and Wellbeing will sit on the Executive Team.

## **Cabinet Report**

- 4.40 A report will be presented to Cabinet on 19<sup>th</sup> March 2019 where Cabinet will be requested to:
- note the approach and progress made to date;
  - note the regional name changes;
  - agree the nomination of membership to represent Bridgend County Borough Council on the Cwm Taf Morgannwg Regional Partnership Board and to delegate the appointment of any non local authority and non health board members of the Regional Partnership Board to the nominated members of the Council in conjunction with representatives of the other Local Authorities and the Local Health Board;
  - approve the list of services transferring in April 2019 and those that are transitioning through 2019/20.
  - delegate authority to the Corporate Director for Social Services and Wellbeing, in consultation with the Section 151 Officer and Head of Legal and Regulatory Services, to enter into any necessary agreements to novate or transfer all ongoing contractual arrangements with ABMU to Cwm Taf Health Board.

## **5. Effect upon Policy Framework and Procedure Rules**

- 5.1 There is no impact on the Policy Framework and Procedure Rules.

## **6 Equality Impact Assessment**

- 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 and no further assessment is considered appropriate at this stage.

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

7.1 The implementation of the duties and responsibilities under the Social Services and Wellbeing Act (Wales) (SSWBA) 2014, in turn, supports the promotion of two of the seven goals of the Well-Being of Future Generations (Wales) Act 2015 within the County Borough of Bridgend. By promoting an environment that maximises people's physical and mental well-being and by supporting children, young people, adults and their carers and families to fulfil their potential no matter what their circumstances, the wellbeing goals of a Healthier and more equal Bridgend and Wales are supported.

7.2 The Well-being of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales. Promoting the right of an individual to be involved in the development and provision of support and services, to encourage feedback and to enable a person to make a complaint about the support or services they receive contributes to ensuring the Authority works to deliver wellbeing 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 – Social Services is demand led and the SSWBA focusses on sustainable prevention and wellbeing outcomes for the future. There is a requirement to meet the needs of people in the longer term and, because of rising demographics and increasing complexity, the remodelling and transformation of services continues to be a priority. The change to Health Board Boundary will continue to support this.
- Prevention –new approaches in line with the SSWBA, for example, the provision of information, advice and assistance to enable people to remain independent for as long as possible will continue. This will ensure that need is anticipated and resources can be more effectively directed to better manage demand.
- Integration – the implementation of the SSWBA requires local authorities to work with partners, particularly the NHS and the Police, to ensure care and support for people and support for carers is provided. The report evidences that work between local authorities, the health board(s) and the Third Sector will continue thereby enabling people to remain linked to communities, and work with young people to enable access to employment.
- Collaboration – The collaborative approaches described in the report, are managed and monitored through various regional collaborative boards, for where there is cross sector stakeholder representation at both political and officer level. The strategic planning and local delivery of integrated support and services are developed and agreed at a regional basis in order to provide the best possible intervention to people.
- Involvement – the key stakeholders are the people who use social care and health services. There is considerable engagement including surveys, stakeholder meetings, feedback forms and the complaints processes. The provision of accessible information and advice helps to ensure that the voice of adults, children and young people is heard.

## **8.0 Financial Implications**

- 8.1 The financial implications are included within the body of the report.
- 8.2 Funding to support the transitional work streams has been secured to the value of £180k in 2018/19. This is made up of £100k from Welsh Government and £80k from ABMU Health Board. This is being used to provide dedicated project management, finance and legal support to this process.

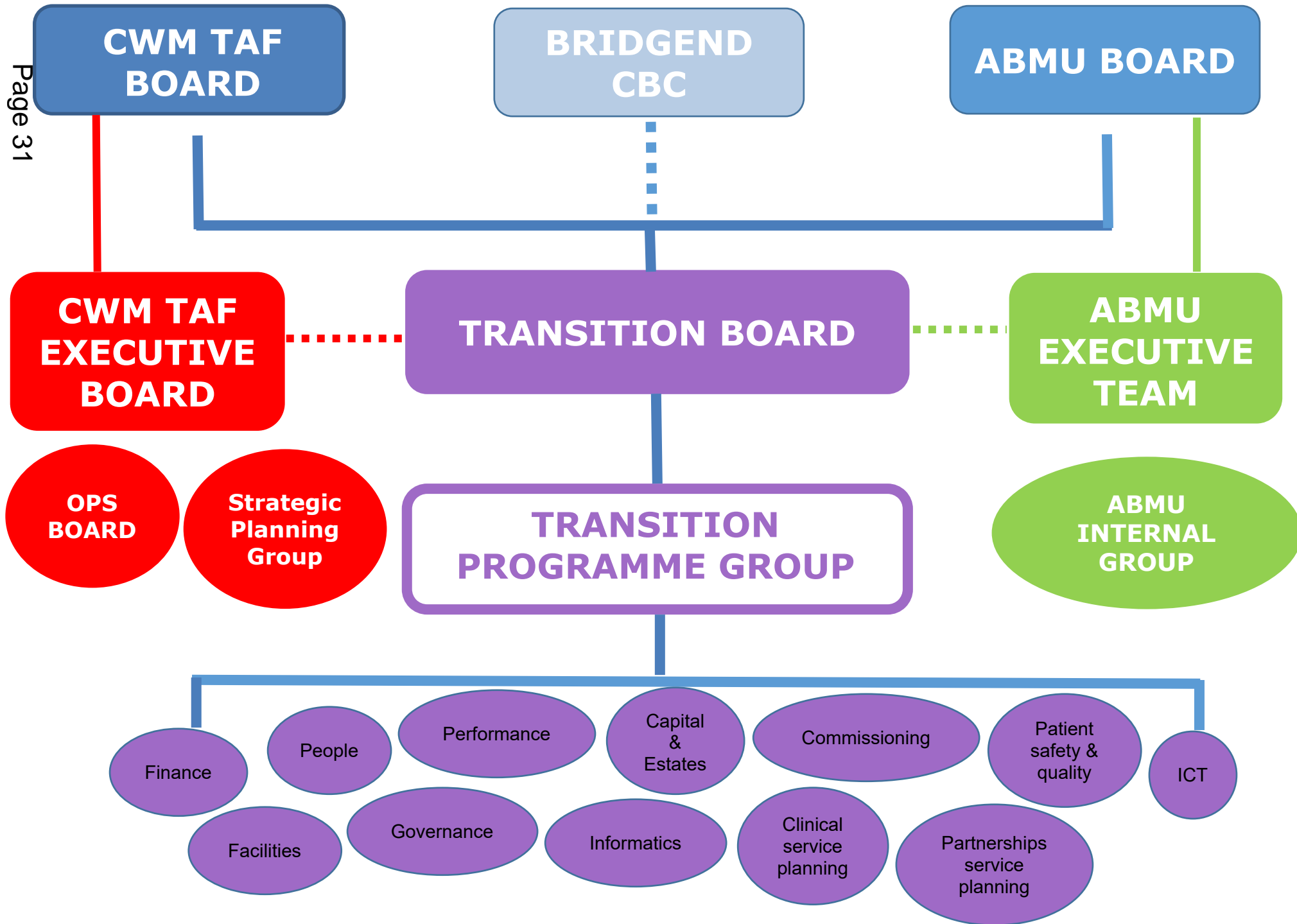
## **9.0 Recommendation**

- 9.1 Council is requested to note the approach and progress made to date.

Susan Cooper  
Corporate Director, Social Services and Wellbeing  
March 2019

- 10. **Contact Officer:** Susan Cooper, Corporate Director, Social Services and Wellbeing  
Telephone: 01656 642251  
Email: susan.cooper@bridgend.gov.uk

- 11. **Background Documents**  
None



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## Key Principles underpinning the Bridgend Boundary Change Transition Programme

The following key principles will underpin the work of the Transition Programme and form the basis by which ABMU and Cwm Taf UHBs will hold themselves (and through the Transition Board, each other) to account for delivery of the required changes. They are set in the context of a commitment to maximise the opportunity to improve the health and wellbeing of the population served by both organisations.

1. Continuity of the quality and delivery of patient care will be central to all actions and decision-making.
2. There will be a continuous process of engagement and communication with staff and key stakeholders throughout the change programme.
3. At all times there will be an 'open-book' approach to the sharing of information.
4. Throughout the transition programme, opportunities will be actively explored for shared service arrangements that could improve quality and efficiency.
5. Both Health Boards will work together and with Welsh Government to ensure that neither population or organisation is disadvantaged by the operational or financial consequences of the changes.
6. The principles of TUPE and the all Wales Organisational Change Policy will be applied to the transfer of staff associated with the changes.
7. 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.
8. The **commissioning** responsibility for Health services for the Bridgend population will transfer in its entirety to Cwm Taf UHB from 1<sup>st</sup> April 2019.
9. The **Provider** responsibility for all NHS services to the Bridgend population will transfer to Cwm Taf UHB from 1<sup>st</sup> 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.

In all such instances, the commissioning responsibilities of Cwm Taf UHB for the population would need to be discharged through an appropriate SLA.

10. The schedule of Provider functions to transfer will be agreed through the Transition Board. In the unlikely event of any dispute between the respective Health Boards, the matter will be referred to the Chief Executive – NHS Wales for advice / decision in the context of (5) above.
11. WHSSC commissioned services for the Bridgend population are out-of-scope for consideration of any changes to Provider arrangements as part of this Programme.

In addition to the above, Cwm Taf UHB commits to doing everything possible during the Transition Programme to support ABMU in delivering the actions associated with their Targeted Intervention Programme as they relate to the Bridgend locality.

## BRIDGEND COUNTY BOROUGH COUNCIL

### JOINT REPORT TO COUNCIL

20 MARCH 2019

#### REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT AND THE INTERIM HEAD OF FINANCE AND SECTION 151 OFFICER

#### SCHOOL MODERNISATION PROGRAMME – BAND B

##### 1. Purpose of report

1.1 The purpose of this report is to:

- update Council with regards to the Welsh Government (WG) change in the Mutual Investment Model (MIM) intervention rate for Band B; and
- seek Council endorsement of the revised financial commitment required for the delivery of Band B of the School Modernisation Programme; and
- approve a change to the capital programme to reflect the updated commitment.

##### 2. Connection to corporate improvement objectives/other corporate priorities

2.1 This report relates to the following Corporate Improvement Plan priorities:

- **Supporting a successful economy** - we will take steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

2.2 On 3 March 2015, Cabinet approval was received for the Council to adopt revised principles as a framework for school organisation in Bridgend. Five key principles were set out to inform the organisation and modernisation of our schools. These are:

- commitment to high standards and excellence in provision;
- equality of opportunity, so that all pupils can access quality learning opportunities, regardless of which school they attend;
- inclusive schools, which cater for the learning needs of all their pupils;
- community-focused schools, where the school actively engages with its local community; and
- value for money.

2.3 The Policy and Planning Framework sets out 17 areas where these principles should be applied in practice.

- 2.4 The principles which are particularly relevant in the context of Band B are:
- the size of primary schools (to ensure that “all Bridgend’s primary schools are large enough to make the full range of necessary provision”); and
  - value for money, efficiency and effectiveness (“narrowing the gap between the most and the least expensive provision currently”).

### **3. Background**

- 3.1 School modernisation has been established as one of the Council’s main strategic programmes. The programme has been planned and implemented in accordance with the agreed policy and planning framework and has been matched to capital resources identified within the capital programme.
- 3.2 The programme was established to deliver on several objectives including:
- developing first-class learning environments;
  - locating the right number of schools, of a viable size, in the best places to serve their communities;
  - making schools an integral part of the life and learning of their communities;
  - reducing surplus places and achieving best value for money; and
  - make schools more efficient and sustainable.
- 3.3 In 2010, Cabinet approved the recommended schemes included in each of the four bands of the School Modernisation Programme (A-D) which were subsequently detailed in Bridgend’s 21<sup>st</sup> Century Schools Strategic Outline Programme (SOP). The SOP was submitted to WG in 2011 and ministerial ‘approval in principle’ was received, subject to the completion of the WG business case process.
- 3.4 A strategic review into the development and rationalisation of the curriculum and estate provision of primary, secondary and post-16 education undertaken in 2016 identified that there are revised Band B priorities from those identified within the 2010 SOP.
- 3.5 An updated SOP, which reflects the revised priorities, was submitted to WG in July 2017. Cabinet subsequently approved to discontinue the original Band B schemes identified in November 2010 and approved the revised list.
- 3.6 Cabinet approved the following schemes, based on the increasing demand for places, the requirement to promote the Welsh language and building condition:
- Bridgend North East (2 form entry (FE)) - capital grant
  - Bridgend South East (2.5FE) - capital grant
  - Bridgend Special School (270 places) – Mutual Investment Model
  - Bridgend West – Welsh-medium (2FE) - capital grant
  - Bridgend West – English-medium (2FE) - capital grant

In order to prepare for Band C of the programme, Cabinet also gave approval to undertake area reviews and options appraisal work during the Band B period.

- 3.7 In December 2017, WG 'approval in principle' was received for Bridgend's second wave of investment, which at this stage has an estimated programme envelope cost of £68.2m. Further costs, which are yet to be determined, may be required and these would be associated with additional infrastructure capacity.
- 3.8 In January 2018, Council approved in principle the financial commitment required for Band B of the School Modernisation Programme, subject to sufficient resources being identified and allocated to meet the match funding commitment. The overall programme was estimated to be in the region of £68.2m, of which, approximately £43.2m was anticipated to be capital funded (circa £23m funded by Bridgend County Borough Council (BCBC)), the balance proposed to be funded through the WG MIM ie whereby private partners build and maintain schools in return for a fee, and will cover the cost of construction, maintenance and financing the project. The WG MIM intervention rate at that time was 75% and paid to the local authority in the form of a revenue grant. The remaining 25% was to be met from the local authority revenue budgets over a 25-year contract period.
- 3.9 The local authority was required to meet 50% of the up-front capital costs for furniture, equipment and IT. At the end of a specified period of time, the asset would be transferred to the local authority. WG had advised that it will present packages of schemes to the market as design and build projects made up of a number of schemes within a geographical area (including across local authority areas) and be of sufficient monetary size overall in order to attract large companies (eg £100m).
- 3.10 In 2018 WG revised the approach to procuring MIM. A single Private Sector Delivery Partner (PSDP) would be procured to become the majority shareholder in a Welsh Education Partnership (WEP), with local authorities (LAs) and further education institutions (FEIs) together the participants; WG would hold the remaining shares. The WEP would be capable of delivering capital schemes, with the exception of Band B projects. WG's review of MIM identified that special schools were now considered unsuitable for delivery under that funding arrangement.
- 3.11 In November 2018 Cabinet reconsidered the funding options for the programme determining that, having compared the likely cost to the local authority over a 30-year period, delivering Band B via a combined capital and MIM route would make best use of Council's financial resources.
- 3.12 After the November Cabinet decision and prior to Council's meeting, WG announced that they had reviewed their capital grant intervention rate, increasing the rate from 50% to 75% for special school and pupil referral unit schemes, and from 50% to 65% for all other schemes; WG advised that the MIM intervention rate would remain set at 75%.
- 3.13 In December 2018 Cabinet abandoned the decision made in November (as detailed in 3.11 of this report), and gave approval to pursue an option whereby all schools within Band B would be funded via capital grant, subject to sufficient resources being identified and allocated to meet the match-funding commitment. Council approval to amend the capital programme was subsequently received.

#### **4. Current situation**

- 4.1 On 7 February 2019, WG advised that the Ministers of Education and Finance had made a change to the intervention rate for Band B MIM schemes. The revised MIM funding model will benefit from a 6% increase on the WG grant intervention rate ie from 75% to 81%.
- 4.2 Due to the change in rate, the funding options available for the delivery of Band B has been revisited. Officers have re-worked the figures based on the most up-to-date capital and borrowing information currently available; the financial implications of the funding options are detailed within the finance section of this report.
- 4.3 In progressing Band B MIM, there is a requirement for WG to formalise the procurement of the PSDP and consequently WG have asked LAs to confirm their commitment.
- 4.4 As detailed in section 3.10 of this report, it is the PSDP that will form the Welsh Education Partnership (WEP) with WG and LAs/FEIs; the WEP will deliver Partnering Services under a Strategic Partnering Agreement (SPA).
- 4.5 The contract notice (which will be published via the Official Journal of the European Union), must stipulate the names of the LAs/FEIs that will be able to access partnering services. WG has indicated that beyond Band B it may be possible to deliver capital schemes (ie design and build projects) via the WEP.
- 4.6 WG has advised that they will fund the public sector share of working capital in the WEP and therefore they have indicated that they do not anticipate that there will be any cost or risk associated with being named in the contract notice or signing up to the SPA.
- 4.7 Notwithstanding this, it is necessary for this Authority to be completely satisfied with WGs draft legal documentation in this regard. WG have been asked for sight of the documentation so that it can be reviewed, considered and approved from this Authority's perspective before entering into such a commitment.

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

- 5.1 There is no effect upon the policy framework or procedure rules.

#### **6. Equality Impact Assessment**

- 6.1 Although an Equality Impact Assessment (EIA) has been carried out for the overall programme, it has been considered timely to review and refresh the EIA. An initial screening has therefore been undertaken for Band B. Once schemes have been sufficiently developed, they will be subject to a separate EIA, as the detail will vary between projects. Equality reports on all proposals will be referred to as part of the individual Cabinet reports on each individual scheme.

## 7. Wellbeing and Future Generations (Wales) Act (2015)

7.1 The Well-being of Future Generations (Wales) Act 2015 Assessment provides a comprehensive summary of the outcomes expected from the implementation of the service.

Long-term	Supports the statutory duty to provide sufficient pupil places and promote the Welsh language.
Prevention	Councils have a statutory duty to ensure there are a sufficient supply of school places, and these schemes will safeguard the Council's position in terms of any potential legal challenge in this regard.
Integration	Providing sufficient places ensures that the curriculum can be delivered and meets social, environmental and cultural objectives.
Collaboration	The local authority works effectively with schools, Estyn and with the Central South Consortium (CSC), health, community councils and many internal and external partners to ensure that the building meets the short-term and future needs of the users and the community which it will serve.
Involvement	This area of work involves the engagement of all potential stakeholders including Cabinet, members, governors, staff, pupils, community, internal and external partners which will include third sector organisations.

## 8. Financial implications

8.1 In December 2018 Council approved a programme envelope of £71.3 million, covering Band B new school builds of £68.2 million and potential highways works of £3.1 million. This decision was made following consideration of a number of funding options, as set out below:

Option	Consideration	Capital Grant	MIM
Option 1	Original funding scenario	4 primary schools	Special school
Option 2	All funded from capital grant	4 primary schools plus special school	No MIM schemes
Option 3	Swap 2 primary schools with 1 special school	2 primary schools plus special school	2 primary schools
Option 4	Swap 4 primary schools with 1 special school	Special school	4 primary schools

Council agreed to pursue Option 2, with all schemes funded from capital grant. Based on the increased WG capital grant intervention rate of 65% for the primary schemes and 75% for the special school scheme, this would be funded as follows:

	£
<b>Capital:</b>	
Welsh Government grant	44,784,000
Total BCBC capital contribution	26,516,000
<b>Total capital cost</b>	<b>71,300,000</b>

As indicated in the report in December, any highways works will have to be met in full by the local authority, there is no match funding from WG.

- 8.2 Since December, the Council has received its final local government settlement from WG, which included additional capital funding for 2018-2019 to 2020-2021. This, along with the recently announced increased intervention rate for MIM schemes, has led to a re-calculation of the financial impact of the different funding models for the proposed Band B schemes – namely, all funded from capital grant, or a combination of capital grant and MIM.

For reference, the table below is replicated from the previous report, outlining the differences between the two funding streams.

**Table 1 Comparison of MIM and capital grant schemes**

MIM Funded	Capital Grant
<b>Funding</b>	
WG Intervention Rate 81%	WG Intervention Rate 75% special school and 65% all other projects
BCBC recurrent contribution must be funded from revenue.	BCBC contribution can be funded from capital receipts, borrowing (revenue implications) or revenue contribution to capital.
Furniture and equipment funded on 75:25 – specials and 65:35 all other schemes from capital.	Furniture and equipment funded on 75:25 – specials and 65:35 all other schemes from capital.
BCBC responsible for 100% of any “abnormals” or additional design features	BCBC responsible for 100% of any “abnormals” or additional design features.
<b>Design</b>	
The private sector need to take design risk and to respond to an output specification therefore we cannot present a fully designed scheme to the strategic partner.	The Council can design the school in whichever manner it wishes, using whichever architects it wishes, either stand alone or through a design and build.
The approach to design is a standardised one in terms of standard room sizes. We will be able to choose the number and type of spaces you need to deliver a school provided that we adhere to the maximum size and funding criteria.	
We can request a particular architect but the strategic partner does not have to use them.	
<b>Contract</b>	



<b>MIM Funded</b>	<b>Capital Grant</b>
BCBC tied into a contract for 25 years - business needs change over time so there is the risk that the contract may become unsuitable for these changing needs during the contract life.	Contract period ends when building complete.
Scheme would be delivered via strategic partner procurement. Welsh Government would run a process to procure the private sector delivery partners and local authorities would enter into a project agreement with the 'Special Purpose Vehicle'.	Scheme either designed by the Major Projects Team in Corporate Landlord and a construction contractor appointed via the South and Mid Wales Collaborative Construction Framework (SEWSCAP), or procured as a 'design and build' scheme via the same framework.
A long-term contract encourages the contractor and the Council to consider costs over the whole life of the contract, rather than considering the construction and operational periods separately This can lead to efficiencies through synergies between design and construction and its later operation and maintenance. The contractor takes the risk of getting the design and construction wrong.	The Council bears the risk of getting the design wrong, which could create additional costs further down the road. The Council will also bear additional lifecycle costs following construction which are not built into the original cost.
The contract includes provision of Hard Facilities Management services including building maintenance, including all systems eg mechanical and electrical and statutory testing, in addition to energy and utilities supply and management service including energy and water efficiency	These costs will all be the responsibility of the Council/governing body.
Variations may be needed as the public sector body's business needs change. Management of these may require renegotiation of contract terms and prices	Any variations to the build once constructed will also come at a cost.
<b>Payment</b>	
The unitary payment will include charges for the contractor's acceptance of risks, such as construction and service delivery risks, which may not materialise. This is a hidden overhead.	Any on-going charges required for borrowing to meet capital grant match funding will only include interest charges.
The unitary payment will not start until the building is operational, so the contractor has incentives to encourage timely delivery of quality service.	BCBC will start paying for the building as soon as the works commence – design through to construction.
The contract provides greater incentives to manage risks over the life of the contract than under traditional procurement. A reduced level or quality of service would lead to compensation paid to the public sector body.	Once the building is handed over, the Council does not have the same opportunities for compensation for poor performance of the facility.

<b>MIM Funded</b>	<b>Capital Grant</b>
<p>The unitary charge is payable over the life of the contract (25 years).</p> <p>There is no opportunity to repay this early.</p> <p>This creates a revenue budget pressure on the Council which is committed for a 25-year period.</p>	<p>If the capital contribution is funded from capital, there is no ongoing pressure on the revenue budget.</p> <p>If it is funded from borrowing, there will be an on-going revenue pressure, but the Council has more flexibility to repay any loans early, borrow at reduced rates, as the opportunity arises.</p>
<b>Impact on capital and revenue programme</b>	
<p>The MIM does not impact upon the capital programme in any great way, other than the funding required for furniture and equipment. This could be met from either capital funding or revenue contributions.</p> <p>In contrast, the MIM places a fixed commitment on the revenue budget for a period of 25 years.</p>	<p>If funded via capital grant, the Council can choose to meet its match funding in the capital programme from capital receipts / S106 / revenue contributions or borrowing, so there is much more flexibility in both capital and revenue. If Council wants to fund other capital then there is always the option to borrow or use earmarked reserves to fund.</p>

8.3 Using the recently announced increased intervention rate for MIM schemes (from 75% to 81%), the following table summarises the revised full revenue and capital implications of each of the available funding options (option 1 has previously been dismissed by WG) .

	<b>Option 2 £</b>	<b>Option 3 £</b>	<b>Option 4 £</b>
<b>Capital:</b>			
Welsh Government grant	45,306,396	31,293,010	18,750,000
Total BCBC capital contribution *	25,993,604	18,349,324	11,507,742
<b>Total capital cost</b>	<b>71,300,000</b>	<b>49,642,334</b>	<b>30,257,742</b>
<b>Revenue:</b>			
BCBC revenue for borrowing	444,749	26,087	0
BCBC revenue for MIM	0	367,210	703,554
<b>Annual revenue funding required</b>	<b>444,749</b>	<b>393,297</b>	<b>703,554</b>

\* includes funding for highways works.

*It is important to note these costs are estimates based on information available at the current time, and MIM information received from WG, and will change in line with inflationary and interest rates rises*

- 8.4 Since December the Council has managed to secure additional capital match funding through the final settlement and increased the capital earmarked reserve. The effect of this has been to reduce any potential borrowing requirement, and therefore impact on future revenue budgets. In reality, the Council would seek to use section 106 (s106) funding, receipts from the sale of school and other sites, and earmarked reserves prior to borrowing. The table is based on the maximum borrowing requirement, and therefore revenue cost, which, in the case of Option 2 could be reduced significantly were additional funding to be secured as outlined above.
- 8.5 The payments for MIM schemes are fixed per annum over the 25 year contract period and cannot be reduced, so the revenue costs of Options 3 and 4 are more rigid compared to Option 2. In addition, as well as being the highest revenue cost option, Option 4 would also present less flexibility in terms of future adaptations to buildings which are located within the areas of growth i.e. north east and south east of Bridgend. Consequently, Options 2 and 3 are the only viable options.
- 8.6 Further analysis of Option 2 and Option 3 is set out in the following table again for information, showing the direct advantages and disadvantages between both options.

	<b>Option 2</b>	<b>Option 3</b>
	All capital grant – no MIM, four primary and one special capital grant	Two primary MIMs, two primary and one special capital grant
<b>Advantages</b>	<ul style="list-style-type: none"> <li>• Greater flexibility in terms of funding sources and repayment</li> <li>• Total flexibility relating to configuration and use of buildings</li> <li>• Can be completed within our own timeframes</li> <li>• Full control over design</li> </ul>	<ul style="list-style-type: none"> <li>• Two buildings which are fully maintained for the 25-year term</li> <li>• Slightly higher intervention rate (81% compared to 65%) for the two MIM builds</li> <li>• Lesser ongoing facilities management commitment (marginal)</li> </ul>
<b>Disadvantages</b>	<ul style="list-style-type: none"> <li>• Reliant on individual school to maintain the building</li> <li>• Commitment on Council budgets for any capital works during the lifecycle of the building</li> <li>• Lower intervention rate (65%) for the primary builds</li> </ul>	<ul style="list-style-type: none"> <li>• Still requires capital contribution for furniture and equipment (which is still only funded at 65%)</li> <li>• Fixed revenue commitment over the 25-year period (ie no opportunity for early repayment)</li> <li>• Less control over design of school</li> </ul>

- 8.7 It is likely that Option 2 will require some borrowing to meet the capital commitment, which for Option 3 will be minimal, if at all. However, the annual repayment for the MIM schemes in Option 3 will require a fixed annual revenue commitment for the

contract period. A summary of the total cost over a comparative 25-year period is set out below:

### **Option 2**

Annual revenue cost for Option 2 = £444,749 maximum (based on borrowing over 25-years)

Plus additional annual revenue funding commitment for buildings maintenance (which we estimate around £250k per annum for the five new schools)

### **Option 3**

Annual revenue cost for Option 3 = £393,297 maximum (all schemes over 25-years)

Plus additional annual revenue funding commitment for buildings maintenance (which we estimate around £150k per annum for the three non-MIM schools).

	<b>Annual revenue cost</b>	<b>Buildings mtce</b>	<b>Total cost over 25-year period</b>
<b>Option 2</b>	£444,749	£250,000	£17,368,725
<b>Option 3</b>	£393,297	£150,000	£13,582,425

Therefore, the difference over a 25-year period is estimated at £3.76 million with Option 3 being potentially less expensive. However, this is based on the caveat that no further capital funding could be generated, from s106, capital receipts or earmarked reserves, to reduce the borrowing costs in Option 2, and that the estimated annual building maintenance costs of £50,000 per non-MIM school per annum is realistic.

8.8 Whichever option is pursued will create pressure on the Council's capital and revenue budgets. The council is facing revenue budget cuts of around £36m over the next four years, so any additional revenue pressures from either borrowing, or following the MIM route, will only add to the level of savings required to be made.

## **9. Recommendations**

9.1 Council is recommended to give approval in principle for the revised financial commitment for Option 3, if approved by Cabinet, required for Band B of the School Modernisation Programme. The approval would be subject to sufficient resources being identified and allocated to meet the match funding commitment.

9.2 Council is also recommended to give approval for the revised budget required in respect of Band B of the School Modernisation Programme to be incorporated into the capital programme.

**Lindsay Harvey**  
**Corporate Director - Education and Family Support**

**Gill Lewis**  
**Interim Head of Finance and Section 151 Officer**

**Contact Officer:** Nicola Echanis  
Head of Education and Early Help

**Telephone:** (01656) 642611

**E-mail:** nicola.echanis@bridgend.gov.uk

**Contact Officer:** Deborah Exton  
Group Manager – Financial Planning and Budget Management

**Telephone:** (01656) 643604

**E-mail:** deborah.exton@bridgend.gov.uk

### **Background documents**

Council Report (13 September 2006): “LEARNING COMMUNITIES – SCHOOLS OF THE FUTURE – STRATEGY, PRINCIPLES, POLICY AND PLANNING FRAMEWORK”

Cabinet Report (2 November 2010): “THE SCHOOL MODERNISATION PROGRAMME OVERVIEW AND BRIDGEND’S 21<sup>ST</sup> CENTURY SCHOOLS’ STRATEGIC OUTLINE PROGRAMME SUBMISSION TO WELSH ASSEMBLY “

Cabinet Report (1 September 2015): “STRATEGIC REVIEW INTO THE DEVELOPMENT AND RATIONALISATION OF THE CURRICULUM AND ESTATE PROVISION OF PRIMARY, SECONDARY AND POST-16 EDUCATION”

Cabinet Report (3 October 2017): “SCHOOL MODERNISATION PROGRAMME – BAND B (2019-2024)”

Cabinet Report (30 January 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”

Council Report (31 January 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”

Cabinet Report (20 November 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”

Cabinet Report (19 December 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”



## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO COUNCIL

20 MARCH 2019

#### REPORT OF THE INTERIM CHIEF EXECUTIVE

##### PAY POLICY STATEMENT – 2019/20

##### 1. Purpose of Report .

- 1.1 The purpose of this report is to seek Council approval for the Pay Policy Statement for 2019/20. This is in response to legislative requirements and to provide openness and accountability in relation to how the Council rewards its staff.

##### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report assists in the achievement of the following corporate priority:-
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 3. Background.

- 3.1 The Council has a statutory requirement under the Localism Act 2011, Section 38(1) to prepare a pay policy statement for the new financial year 2019/20. This statement needs to be approved and published by 31 March 2019.
- 3.2 The pay policy statement for 2019/20 has been produced on the basis of statutory guidance, advice from 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 Council's consideration is attached at **Appendix A**.
- 4.2 This has been produced in accordance with the requirements of the Localism Act 2011, which requires all local authorities to develop and make public their policy on all aspects of Chief Officer remuneration.
- 4.3 In order to achieve further transparency, reference has been included to the pay of other relevant groups within the 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.

## **5. Effect upon Policy Framework & Procedure Rules.**

5.1 None.

## **6. Equality Impact Assessment**

6.1 The pay policy will ensure openness and transparency in relation to the Council's approach to pay and reward.

6.2 Gender Equality Impact assessments have been undertaken on the NJC pay structure, the latest being undertaken by Northgate Arniso in May 2018. This concluded that the proposed assimilation and revision to the pay structure:

- improves the gender pay gap on a grade by grade basis
- demonstrates a narrowing of the overall gender pay gap in basic pay
- shows a greater percentage increase in salary for female employees

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

7.1 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 arising from the recommendations in this report.

## **9. Recommendation.**

9.1 That Council approves the Pay Policy Statement 2019/20 at Appendix A

**04 March 2019**

**Contact Officer:** Debra Beeke  
Group Manger, HR/OD  
**Telephone:** (01656) 643212

**Email:** [Debra.Beeke@bridgend.gov.uk](mailto:Debra.Beeke@bridgend.gov.uk)

**Postal address:** HR/OD Department  
Chief Executive's Directorate  
Civic Offices  
Angel Street  
Bridgend  
CF31 4WB

**Background documents: None**



# **BRIDGEND COUNTY BOROUGH COUNCIL PAY POLICY STATEMENT – 2019/20**

## **1. INTRODUCTION AND PURPOSE**

- 1.1 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 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 for 2012/3 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.
- 1.2 Local Authorities are large complex organisations and provide and/or commission a wide range of essential services. The strategic approach to remuneration levels may need to 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.
- 1.3 The Pay Policy Statement came into effect on 1<sup>st</sup> April 2012 and has been subject to review on an annual basis in accordance with the relevant legislation above.

## **2. LEGISLATIVE FRAMEWORK**

- 2.1 In determining the pay and remuneration of all its employees, the Council will comply with all relevant employment legislation. This includes the:
- a) Equality Act 2010
  - b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
  - c) Agency Workers Regulations 2010 and where relevant, the
  - d) Transfer of Undertakings (Protection of Earnings) Regulations
- 2.2 In respect of the equal pay requirements contained within the Equality Act 2010, the Council must ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified.

### **3. SCOPE OF THE PAY POLICY STATEMENT**

- 3.1 The Localism Act 2011 requires Local Authorities to develop and make public their Pay Policy Statement on all aspects of Chief Officer remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining their policy in respect of the relationship between remuneration for Chief Officers and other groups.
- 3.2 However, in the interests of transparency and accountability the Council has chosen to take a broader 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 Secretary of State and not in the control of Local Authorities.
- 3.3 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.

### **4. BROAD PRINCIPLES OF OUR PAY POLICY**

#### **4.1 Transparency, accountability and value for money**

- 4.1.1 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:-

- a) [NJC Pay Scales \(Appendix A\)](#)
- b) [JNC Pay Scales \(Appendix B\)](#)
- c) [Soulbury Pay Scales \(Appendix C\)](#)
- d) [JNC \(Youth & Community\) \(Appendix D\)](#)
- e) [Policy on Redundancy and Severance Payments \(including additional pension payments\) \(Appendix E\)](#)
- f) [Acting Rank/Honoraria Payments Protocol \(Appendix F\)](#)

#### **4.2 Development of a Pay Policy**

- 4.2.1 The primary aim of a reward strategy is to attract, motivate and retain suitably skilled employees to enable the Council to perform at its best. One of the biggest challenges for the Council in the current circumstances is to maximise productivity and efficiency within current resources. The 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.

- 4.2.2 At the more senior grades in particular, suitable remuneration levels are needed to attract candidates from a wide pool of talent as the Council will often be seeking to recruit in competition with other public and private sector employers.
- 4.2.3 The Council's pay policy will, through its design, development and review, seek to balance these factors appropriately to maximise outcomes while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.
- 4.2.4 This Pay Policy Statement will be reviewed on an annual basis and approved annually by full Council.

## **5.0 PAY STRUCTURE**

### **5.1 National Joint Council**

- 5.1.1 The Council's pay structure for NJC employees was implemented in September 2013 following the signing of a collective agreement with UNISON, GMB and UNITE. 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(s).
- 5.1.2 The Council uses the nationally negotiated pay spine as the basis for its pay & 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.
- 5.1.3 Addendums to the collective agreement have been agreed with the Trade Unions. They reflect Council's decision to alter the pay structure to allow movement between the NJC and JNC structures and the introduction of the national pay award and new pay spine on 1 April 2019.
- 5.1.4 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.
- 5.1.5 New appointments will normally be made at the minimum of the relevant grade, although flexibility exists to ensure the best candidate is secured.

### **5.2 Pay and Performance**

- 5.2.1 The Council does not employ any performance related pay mechanisms.

### **5.3 Job Evaluation**

- 5.3.1 Job evaluation is a systematic way of determining the value of a job in relation to other jobs within an organisation. It provides a means of systematic comparison of jobs to assess their relative worth for the purpose of establishing an equitable and justifiable pay structure.

5.3.2 An initial Equality Impact Assessment (EIA) was conducted in 2013. This will be completed every three years, the next planned for 2019.

#### **5.4 Market Supplements**

5.4.1 The Council does not currently have a Market Supplement Policy.

#### **5.5 Honoraria**

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

### **6. CHIEF OFFICER REMUNERATION**

#### **6.1 Definitions of Chief Officer & Pay Levels**

6.1.1 For the purposes of this statement, Chief Officers and Deputy Chief Officers are as defined within section 43 of the Localism Act. Such posts include the Chief Executive, Corporate Directors, Heads of Service and other officers who report directly to the Chief Executive (within the meaning of the Act). Details of the salary of each are included at Appendix B

6.1.2 The Council also has a category of employees employed as Group Managers (Grade 17 and 18). Such officers are also employed on JNC Chief Officer terms and conditions of employment although not all are defined as Chief Officers within the meaning of section 43 of the Localism Act.

6.1.3 Each Chief Officer grade has incremental points.

6.1.4 No bonus or performance related pay mechanism exists in respect of Chief Officers' pay.

6.1.5 Any decision to vary the remuneration of chief officers [or those to be appointed] must be made by full Council, without the opportunity of delegating it to a committee of the Council.

#### **6.2 Recruitment of Chief Officers**

6.2.1 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.

6.2.2 The 2014 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.

6.2.3 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. The Council is currently sourcing support from the Welsh Local Government Association (WLGA) on an interim basis to cover the post of Head of Finance / s. 151 Officer.

### **6.3 Additions to Salary of Chief Officers**

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

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

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

6.3.4 The Chief Executive is also appointed as Returning Officer. This is an Office Holding 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.

6.3.5 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.

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

### **6.4 Payments on Termination**

6.4.1 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).

- 6.4.2 Statutory Guidance issued by the Welsh Government states that it “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 which may allow an employee to claim damages for breach of contract”.
- 6.4.3 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 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.

## **7. PUBLICATION**

- 7.1 Upon approval by the full Council, this statement will be published on the Council’s Website prior to the 1<sup>st</sup> April 2019.
- 7.2 In addition, for posts where the full time equivalent salary is at least £60,000 and where the posts have been designated as a head of paid service or a statutory or non-statutory chief officer, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010 as amended, the Council’s Annual Statement of Accounts will provide information in relation to: salary, fees and allowances; expenses; termination payments and pension contributions. It will also publish the number of employees in the year to which the accounts relate whose remuneration is greater than £60,000 in multiples of £5,000 brackets of scale.

## **8. PAY RELATIVITIES WITHIN THE AUTHORITY**

- 8.1 The lowest paid persons employed under a contract of employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council’s grading structure. As at 1<sup>st</sup> April 2019, this is £17,364 per annum.
- 8.2 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 ‘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 twenty times the lowest paid person in the organisation. The report concluded that the relationship to average earnings was a more relevant measure and the Government’s Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the average salary of the whole of the Authority’s workforce.
- 8.3 The current pay levels within the Council define the multiple between:

- 8.3.1 the lowest paid employee (full time equivalent) and the Chief Executive as **1:7.9**
- 8.3.2 the lowest paid employee and average Chief Officer as **1:5.4**
- 8.3.3 the multiple between the average full time equivalent earnings and the Chief Executive as **1:3.8**
- 8.3.4 the multiple between the average full time equivalent earnings and average Chief Officer as **1:2.6**

## **9. ACCOUNTABILITY AND DECISION MAKING**

- 9.1 In accordance with the Constitution of the Council, full Council decide upon the organisational structure, recruitment, pay, terms & conditions and severance arrangements for JNC Chief Officers.
- 9.2 The responsibility for the organisational structure, recruitment, pay, terms & conditions and severance arrangements for Non Chief Officer JNC, NJC, Craft, Youth & Community and Soulbury employees has been delegated to officers.

## **10. RE-EMPLOYMENT**

- 10.1 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 for Service) or through an external contractor commissioned to work on behalf of the Council.

## **11. REVIEWING THE POLICY**

- 11.1 This Pay Policy Statement outlines the current position in respect of pay and reward within the Council at the time of writing. It will be reviewed and updated and published annually as a matter of course and in the event of any changes taking place during a financial year.

## NJC PAY SCALES - 1 APRIL 2019

SCP	SALARY	Grades		SCP	Salary	Grades		
1	£17,364	Grade 1		26	£29,636		Grade 10	
2	£17,711		Grade 2	27	£30,507			
3	£18,065			28	£31,371			
4	£18,426	Grade 3		29	£32,029			
5	£18,795			30	£32,878	Grade 11		
6	£19,171		Grade 4	31	£33,799			
7	£19,554	Grade 5		32	£34,788			
8	£19,945			33	£35,934		Grade 12	
9	£20,344		Grade 6	34	£36,876			
10	£20,751				35	£37,849		
11	£21,166				36	£38,813	Grade 13	
12	£21,589	Grade 7		37	£39,782			
13	£22,021			38	£40,760			
14	£22,462			39	£41,675			
15	£22,911			40	£42,683			
16	£23,369			41	£43,662		Grade 14	
17	£23,836			42	£44,632			
18	£24,313		Grade 8	43	£45,591			
19	£24,799				44	£46,547		
20	£25,295				45	£47,503	Grade 15	
21	£25,801			46	£48,461			
22	£26,317			47	£49,417			
23	£26,999	Grade 9		48	£50,373		Grade 16	
24	£27,905			49	£51,330			
25	£28,785							



## JNC PAY SCALES - 1 APRIL 2019

Designation	Grade	SCP	SALARY
Group Manager [2]	Grade 17	1	£54,608
		2	£55,664
		3	£56,741
		4	£57,839
Group Manager [1]	Grade 18	5	£60,755
		6	£61,930
		7	£63,128
		8	£64,350
Head of Service [3]	Grade 19	9	£64,900
		10	£65,888
		11	£66,891
		12	£67,910
Head of Service [2]	Grade 20	13	£71,244
		14	£72,860
		15	£74,512
		16	£76,201
Head of Service [1]	Grade 21	17	£79,112
		18	£80,905
		19	£82,698
		20	£84,491
Corporate Director [2]	Grade 22	21	£91,121
		22	£93,189
		23	£95,305
		24	£97,469
Corporate Director [1]	Grade 23	25	£105,477
		26	£107,871
		27	£108,102
		28	£110,449
Assistant Chief Executive	Grade 24	29	£116,252
		30	£119,031
		31	£121,876
		32	£124,789
Chief Executive	Grade 25	33	£129,823
		34	£132,925
		35	£136,027
		36	£139,128

## SOULBURY PAY SCALES - 1 SEPTEMBER 2018

<b>EDUCATIONAL PSYCHOLOGISTS - SCALE A</b>	
<b>SCP</b>	<b>SALARY</b>
1	£36,446
2	£38,296
3	£40,146
4	£41,994
5	£43,844
6	£45,693
7	£47,434
8	£49,175
9	£50,806
10	£52,439
11	£53,961

<b>SENIOR &amp; PRINCIPAL EDUCATIONAL PSYCHOLOGISTS - SCALE B</b>	
<b>SCP</b>	<b>SALARY</b>
1	£45,693
2	£47,434
3	£49,175
4	£50,806
5	£52,439
6	£53,961
7	£54,586
8	£55,754
9	£56,911
10	£58,089
11	£59,243
12	£60,420
13	£61,617
14	£62,774
15	£63,986
16	£65,186
17	£66,395
18	£67,602

<b>EDUCATIONAL IMPROVEMENT PROFESSIONALS</b>			
<b>SCP</b>	<b>SALARY</b>	<b>SCP</b>	<b>SALARY</b>
1	£34,749	26	£64,173
2	£35,993	27	£65,282
3	£37,168	28	£66,405
4	£38,359	29	£67,532
5	£39,543	30	£68,656
6	£40,727	31	£69,771
7	£41,971	32	£70,903
8	£43,168	33	£72,036
9	£44,563	34	£73,197
10	£45,807	35	£74,353
11	£47,035	36	£75,544
12	£48,223	37	£76,715
13	£49,569	38	£77,899
14	£50,769	39	£79,066
15	£52,095	40	£80,233
16	£53,293	41	£81,406
17	£54,495	42	£82,578
18	£55,674	43	£83,749
19	£56,891	44	£84,925
20	£57,519	45	£86,099
21	£58,727	46	£87,274
22	£59,780	47	£88,454
23	£60,939	48	£89,623
24	£61,978	49	£90,797
25	£63,089	50	£91,972

## YOUTH &amp; COMMUNITY PAY SCALES - 1 SEPTEMBER 2018

SUPPORT WORKER RANGE	
SCP	SALARY
2	£16,757
3	£17,267
4	£17,681
5	£18,141
6	£18,556
7	£19,009
8	£19,645
9	£20,456
10	£21,090
11	£22,116
12	£23,118
13	£24,153
14	£25,225
15	£25,955
16	£26,718
17	£27,468

PROFESSIONAL RANGE	
SCP	SALARY
13	£24,153
14	£25,225
15	£25,955
16	£26,718
17	£27,468
18	£28,223
19	£28,972
20	£29,724
21	£30,568
22	£31,525
23	£32,456
24	£33,392
25	£34,335
26	£35,277
27	£36,221
28	£37,175
29	£38,122
30	£39,070

## **REDUNDANCY AND REDEPLOYMENT POLICY**

**Date of Issue: March 2010**

## 1. Introduction

- 1.1 This policy is designed to assist with the management of redundancy and redeployment situations within the Authority. It should be read in conjunction with: the Authority's Early Retirement, Ill Health Retirement and Redundancy Policy and the Managers' Guidelines attaching to this policy.
- 1.2 Whilst the Authority's policy is to avoid redundancies wherever possible, the needs of the business may from time to time require a reduction in the overall number of staff employed or organisational changes that result in some employees being made redundant.
- 1.3 The Authority, in consultation with the Trade Unions, will seek to avoid or minimise redundancies by exploring alternative options, such as
  - "Natural wastage"
  - Redeployment
  - Retraining
  - Restrictions on recruitment [inc use of agency staff]
  - Early retirement
  - Voluntary redundancy, including "bumped redundancy" where someone other than the postholder's post is made redundant
  - Reduction or elimination of overtime
- 1.4 Where redundancy is inevitable the Authority will handle the matter in the most fair, consistent and sympathetic manner possible in order to minimise any hardship that may be suffered by the employee(s) concerned. The Authority will ensure that:
  - the total number of redundancies made is kept to a minimum;
  - employees and their representatives are fully consulted on any proposals and their implementation;
  - selection for redundancy is based on clear criteria that will be determined objectively and fairly applied;
  - every effort is made to redeploy or find alternative work for employees selected for redundancy; and
  - support and advice is provided to employees selected for redundancy to help them find suitable alternative work.

## 2. Consultation

- 2.1 When a potential redundancy situation has been identified it will be necessary to write to the recognised trade unions and issue notice of formal consultation.

- 2.2 Selection criteria will be identified, where necessary, and where possible agreed with the employees/Trade Unions in advance.
- 2.3 Consultations will be carried out with affected employees and with the recognised Trade Unions over the proposals and the process to be followed. The consultation should start as soon as practicable and at least:-

<b>Number of affected employees</b>	<b>Period of consultation</b>
• Less than 20 employees	30 days
• 20 to 99 employees	30 days
• 100 or more employees	45 days

- 2.4 At the start of the consultation, written details of the following will be provided to employees and recognised Trade Unions:-
- the reasons for the proposals
  - the numbers of employees affected by the consultation and descriptions of employees that could potentially be dismissed as redundant
  - the total number of employees of any such description employed at the service unit in question
  - the criteria to be applied for selection for redundancy
  - how the redundancies are to be carried out, including the period over which the redundancies are to take effect.
- 2.5 Formal consultation meetings with employee(s) will be held with those potentially affected by the proposed redundancy.
- 2.6 Where an agreed position has not been reached by the end of the consultation period a further notice of formal consultation will be issued. The length of the second consultation period will be the same as the original. It is necessary for all parties to have undertaken genuine consultation with a view to avoiding redundancy and reaching agreement. Consultation should continue until all issues have been aired and parties have had a reasonable amount of time to comment on information provided and proposals made.
- 2.7 Following the completion of the consultation process, if no satisfactory resolution has been agreed to avoid a redundancy, the selection criteria will be applied to determine which employees will be issued with notice of redundancy.

### **3. Voluntary Redundancy**

- 3.1 In order to minimise the need for compulsory redundancies, the Authority may consider inviting expressions of interests from employees for voluntary redundancies. However, the Authority reserves the right at its discretion to decline all or some of such expressions of interests.

### **4. Redundancy Selection**

- 4.1 Where the need for redundancies arises, selection will be made on the basis of objective criteria, which will be reasonably, fairly and consistently applied. The Authority will ensure that the selection criteria are applied to the affected employees.
- 4.2 The criteria to be used will normally include but is not limited to:

- Absence record
- Disciplinary record
- Qualifications
- Skills
- Standard of work performance

4.3 Where an employee in the pool for selection has declared themselves as being disabled, the Authority will ensure that full consideration is given to the Disability Discrimination Act 1995 and that he/she is not put at any disadvantage on account of the selection criteria and will make reasonable adjustments as appropriate.

## **5. Redeployment**

5.1 The Authority will make every effort to provide suitable alternative work to any employee who is selected for redundancy. Suitable alternative work will be considered both during the consultation period and after the conclusion of the consultation period. All current vacancies suitable for redeployment will be considered in respect of the selected employees, including where possible, consideration of retraining. If more than one employee is interested in a suitable, alternative post it may be necessary to apply selection criteria and/or conduct competitive interviews. This process will be ring-fenced to the affected employees in the first instance.

5.2 Prior consideration will apply where employee(s) have expressed an interest in a vacancy and meet the criteria for the post which is at a grade commensurate with their existing salary range.

5.3 Where interest is expressed for a post of a higher salary, the normal selection procedures will apply and consideration will be in competition with any other applicants.

5.4 Any offer of redeployment will be made in writing. This will include notification of the trial period which will apply to a redeployment appointment. Whilst this will be for a 4 week period, it can be extended or curtailed depending upon the individual circumstances.

5.5 During the trial period there will be performance review(s) at appropriate intervals. This will provide opportunity for the manager and employee to assess suitability. Should the redeployment be successful this will be confirmed and the written statement of particulars issued. If the redeployment is not successful this too will be confirmed in writing.

5.6 An employee may undertake more than one trial period during their period of notice.

5.7 Should an employee embark on a trial period and the four week period exceeds the date of termination, the trial period will continue for the 4 weeks. At the end of this period should it be unsuccessful redundancy will be confirmed.

5.8 Where the redeployment involves an employee changing their normal place of work they will be paid excess travelling expenses, in accordance with the authority's allowances and expenses policy.



- 5.9 Should the employee decline the offer of suitable alternative employment, further redeployment opportunities will be explored during the period of the consultation and notice.
- 5.10 Should an employee refuse an offer of suitable alternative employment or resigns during the trial period the right to a redundancy payment will be lost.
- 5.11 In certain circumstances to avoid a redundancy situation, employee(s) who are in comparable positions but not directly affected by the proposed redundancy can be invited to express an interest in redundancy. This is a bumped redundancy and will only be considered where its approval will save another employee facing redundancy.
- 5.12 If after carrying out these steps there appears to be no possibility of redeployment, the employee(s) will be terminated in accordance with their notice period.

## **6. Dismissal by reason of Redundancy**

- 6.1 In all cases where a dismissal is being considered the three step process will be followed:
- Step 1 - Employee to be advised in writing of the circumstances of the meeting.
  - Step 2 - Meeting takes place with the employee to determine the options.
  - Step 3 - Employee to be advised in writing of the outcome of the meeting.
- 6.2 Where an employee has been selected after the selection criteria has been applied, the employee will have the opportunity during the step 2 meeting to make any representations in support of or against their selection. Management will then consider these representations and, if necessary, extend the consultation period. A further meeting, if necessary, may be scheduled to inform the employee of the decision.
- 6.3 Whilst under notice of termination due to redundancy an employee is entitled to a reasonable amount of paid time off to look for alternative work, attend interviews etc. Employee(s) wishing to take advantage of this provision should seek prior approval for their absence with their manager in the normal manner.
- 6.4 Where an offer of employment is made by an associated employer i.e. any other local authority or other relevant public authority and employment commences within four weeks of the date of termination, this disqualifies the employee from a redundancy payment.

## **7. Redundancy Notification**

- 7.1 At least 90 days written notification must be given to the Department for Business, Enterprise and Regulatory Reform (BERR/BISS) if 100 or more employees are to be made redundant, and at least 30 days for 20 to 99 employees. For less than 20 employees, no notification to BERR/BISS is required.

## **8. Right of Appeal**

- 8.1 Any employee who has been selected for redundancy and who is dissatisfied with the way in which the Authority has applied its redundancy selection criteria [including DDA issues], or who believes that the procedure has not been applied correctly will have a right to appeal.
- 8.2 The employee has a right of appeal against the decision of the Authority.
- 8.3 The appeal will be heard by Elected Members.
- 8.4 The employee has 7 calendar days in which to exercise their right of Appeal from the date of receipt of the written notification of termination.
- 8.5 The Appeal must be made in writing stating the grounds of Appeal as outlined in 8.1 above.
- 8.6 The bundles for the Appeal must be exchanged no later than 7 calendar days before the date of the appeal hearing.
- 8.7 Members of the Sub-Committee will hear representations from the employee and his/her representative and from the Corporate Director (or nominated officer) before making its decision.
- 8.8 The decision of the Sub-Committee will be conveyed in writing to the employee and a copy provided to Human Resources.
- 8.9 The process to be adopted at the Appeal hearing is set out in Appendix 1.

**Procedure to be adopted at Appeal**

1. The hearing will be held by the Grievance and Disciplinary Appeals Committee, who will be supported by one of the Council's Solicitors in the role of Clerk, a Human Resources Advisor and a minute taker.
2. The parties and their representatives shall be called in simultaneously before the Committee. At the start of the hearing the Chairman will introduce those present and will explain the procedure.
3. The Chief Officer or his/her representative will present the management's case calling, if appropriate, any witnesses to assist in substantiating or clarifying the facts.
4. The appellant or his/her representative will be entitled to question the Chief Officer or his/her representative and any witnesses.
5. The appellant or his/her representative will present the appellant's case calling, if appropriate, any witnesses.
6. The Chief Officer or his/her representative will be entitled to question the appellant and any witnesses.
7. The Members, Clerk of the Committee and the Human Resources Advisor will be entitled at any time during the hearing, with the consent of the Chairman, to ask questions.
8. Where new evidence arises during an appeal it may be appropriate to adjourn in order to investigate or consider such points.
9. The Chief Officer or his/her representative will be given an opportunity to sum up but will not be able to introduce any new evidence at this stage.
10. The appellant or his/her representative will be given an opportunity to sum up. He/she will not be able to introduce any new evidence at this stage.
11. All parties other than the Members of the Committee, the Human Resources Advisor and the Legal Clerk will withdraw from the meeting. The Human Resources Advisor and Legal Clerk will remain in the meeting whilst the Committee require advice.
12. Once the Committee has received advice from the Human Resources Advisor and Legal Clerk the Human Resources Advisor and Legal Clerk will withdraw, while the Committee considered the appeal.
13. The Committee may recall the Human Resources Advisor, Legal Clerk and minute-taker to clarify any points. Should the Committee require advice from the Human Resources Advisor or Legal Clerk both officers should be recalled together.
14. The Committee may recall the parties to clarify any points but, if so, must recall both parties and their representatives and allow them to comment if they so wish.
15. After the Committee has reached a decision on the appeal the parties and their representatives will be recalled and the decision announced to them together with the

reasons for it. The decision will be confirmed in writing by the Human Resources Advisor as soon as possible after the hearing.

**NOTE:**

- The term 'Chief Officer' means Chief Executive, Assistant Chief Executive, Corporate Director or Head of Service of the Council.

The appellant may be represented by either his / her Trade Union representative or by a work colleague.

### **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 who 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 (evaluated by HR/OD & JE).

## **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.

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO COUNCIL

20 MARCH 2019

#### REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

##### 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 which has been published since its last scheduled meeting.

##### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities.

- 2.1 This report assists in the achievement of the following corporate priority/priorities:

- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### 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>
Related Party Transactions 2018-19 & Statement of Accounts	14 March 2019

##### 4.2 Availability of Documents

These documents have been circulated to Elected Members electronically via Email and placed on the BCBC website, and also are available from the 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 Impact Assessment

6.1 There are no negative equality implications arising from this report.

## **7. Wellbeing 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**  
**Head of Legal and Regulatory Services**  
**20 March 2019**

**Contact Officer:** Mark Galvin  
**Senior Democratic Services Officer – Committees**  
**Telephone:** (01656) 643147  
**Email:** [cabinet\\_committee@bridgend.gov.uk](mailto:cabinet_committee@bridgend.gov.uk)

**Postal address:** Democratic Services  
Legal and Regulatory Services  
Civic Offices  
Angel Street  
Bridgend  
CF31 4WB

**Background documents:** Report referred to in Paragraph 4.1 of this report.



# BRIDGEND COUNTY BOROUGH COUNCIL

## INFORMATION REPORT TO COUNCIL

20 MARCH 2019

### REPORT OF THE INTERIM HEAD OF FINANCE

#### RELATED PARTY TRANSACTIONS 2018-19 & 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 financial year 2018-19 by completing the declaration attached at **Appendix A**.

#### 2. Connection to Corporate Improvement Objectives / Other Corporate Priority

- 2.1 This report assists in the achievement of the following corporate priority:-
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

#### 3. Background

- 3.1 The preparation of the Statement of Accounts is a requirement of the Accounts and Audit (Amendment) (Wales) Regulations 2014 as amended and its content is defined by CIPFA's 'Code of Practice on Local Authority Accounting in the United Kingdom' 2018-19 (the Code).
- 3.2 The Code 2018-19 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. However it was identified within Wales Audit Office (WAO)'s Audit of Financial Statements 2016-17 Report that this was an area where improvements could be made on the timeliness of returns from Elected Members. The recommendation from WAO was:-

"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 In their Financial Statements 2017-18 Report the WAO acknowledged that 'the Council has strengthened its processes' and this report is therefore to remind Elected

Members of the requirement to complete the declaration attached at **Appendix A** with reference to the guidance attached at **Appendix B** by Friday 12<sup>th</sup> April 2019.

**5. Effect upon Policy Framework& Procedure Rules**

5.1 There is no effect upon the Policy Framework and the Procedure Rules.

**6. Equality Impact Assessment**

6.1 There are no equality implications in respect of this report.

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

7.1 The report supports all the wellbeing objectives.

**8. Financial Implications**

8.1 There are no financial implications in this report.

**9. Recommendation**

9.1 That Council notes the requirement for Members to formally declare any related party transactions for the financial year 2018-19 and the return deadline of Friday 12<sup>th</sup> April 2019.

**Gill Lewis**  
**Interim Head of Finance**  
**06 March 2019**

**Contact Officer:** Mary Williams, Group Manager Chief Accountant  
**Telephone:** (01656) 643605  
**E-mail:** [mary.williams2@bridgend.gov.uk](mailto:mary.williams2@bridgend.gov.uk)  
**Postal Address** Raven's Court, Brewery Lane, Bridgend, CF31 4AP

**Background documents**

None



**BRIDGEND COUNTY BOROUGH COUNCIL CLOSURE OF ACCOUNTS**  
**2018-19 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>Director</i>

(please continue on a separate sheet if necessary)



<b>2. Any personal transactions with the Council (exclude any Council salaries and expenses)</b>		<b>Self</b>	<b>Family Member (please specify)</b>
<u>Nature of transaction</u>	<u>Value</u>		
		N/A	N/A

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

Signed:

Date: \_\_\_\_\_

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**\*\* PLEASE RETURN SCANNED COMPLETED AND SIGNED FORMS VIA EMAIL TO \*\***

EMAIL: [Nigel.Smith@bridgend.gov.uk](mailto:Nigel.Smith@bridgend.gov.uk) / [Jillian.Bailey@bridgend.gov.uk](mailto:Jillian.Bailey@bridgend.gov.uk)

Hard copy: Jill Bailey/Nigel Smith, Resources, Wing 4, Ravenscourt, Bridgend, CF31 4AP



## Bridgend County Borough Council Related Party Transactions Guidance Note

### Requirement for Members to declare Related Party Transactions 2018/19

#### 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 2018 to 31 March 2019**:
  - 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.

**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.



## Bridgend County Borough Council Related Party Transactions Guidance Note

### **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 **1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019**.

**\*\* 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 \*\***

### **Any queries?**

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

**Nigel Smith, Finance Manager, Financial Control and Closing Team, (Ext. 3359)**  
**E:mail: [nigel.smith@bridgend.gov.uk](mailto:nigel.smith@bridgend.gov.uk)**

(NB: on internal email please send to email: 'Nigel Smith (**FINANCE**)')

By virtue of paragraph(s) 12 of Part 4 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

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