

**COUNCIL - WEDNESDAY, 11 MARCH 2020**

**MINUTES OF A MEETING OF THE COUNCIL HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON WEDNESDAY, 11 MARCH 2020 AT 15:00**

Present

Councillor SE Baldwin – Chairperson

S Aspey	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	DG Howells
A Hussain	RM James	M Jones	MJ Kearns
DRW Lewis	JE Lewis	JR McCarthy	D Patel
RL Penhale-Thomas	AA Pucella	JC Radcliffe	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	HM Williams	RE Young

Apologies for Absence

CA Green, B Jones, AJ Williams and JE Williams

Officers:

Debra Beeke	HR & OD Manager
Susan Cooper	Corporate Director - Social Services & Wellbeing
Mark Galvin	Senior Democratic Services Officer - Committees
Lindsay Harvey	Corporate Director Education and Family Support
Joanne Norman	Interim Group Manager - Financial Planning & Budget Management
Michael Pitman	Democratic Services Officer - Committees
Mark Shephard	Chief Executive
Kelly Watson	Chief Officer Legal, HR and Regulatory Services

409. DECLARATIONS OF INTEREST

All Officers present at the meeting with exception to the Group Manager – HR and Organisational Development, the Job Analyst and the Senior Democratic Services Officer – Committees declared a prejudicial interest in Agenda item 5 and left the meeting whilst this report was being considered.

410. TO RECEIVE ANNOUNCEMENTS FROM:

The Mayor

No announcements received.

Members of the Cabinet

No announcements received.

Chief Executive

No announcements received.

411. TO RECEIVE ANNOUNCEMENTS BY THE LEADER

No announcements received.

412. PAY POLICY STATEMENT - 2020/2021

The Chief Executive submitted a report, the purpose of which, was to seek Council approval for the Pay Policy Statement for 2020/2021. This was in response to legislative requirements and to provide openness and accountability in relation to how the Council rewards its staff.

The Group Manager – HR and Organisational Development advised that the Council had a statutory requirement under the Localism Act 2011, Section 38(1), to prepare a pay policy statement for the new financial year 2020/21. This statement needed to be approved and published by 31 March 2020.

The pay policy statement provides the framework for decision making on pay, and in particular decision making on senior pay.

The updated Pay Policy Statement for Council's consideration was attached at Appendix A to the report.

The Group Manager – HR and Organisational Development, confirmed that this had been produced in accordance with the requirements of the Localism Act 2011, which required all local authorities to develop and make public their policy on all aspects of Chief Officer remuneration.

Since its introduction on 1 April 2012, the pay policy had developed to take account of relevant guidance, legislation and changes to the Council's senior management structure over recent years, she concluded.

**RESOLVED:** That Council approved the Pay Policy Statement 2020/2021 attached at Appendix A to the report.

413. REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES 2020-2021

The Monitoring Officer presented a report, to advise Council of the Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its Members for the 2020/21 municipal year.

The report also advised of a Draft Supplementary Report issued by the Panel relating to the reimbursement of Costs of Care which is the subject of consultation.

The Monitoring Officer confirmed that, The Local Authorities (Allowances for Members) (Wales) Regulations 2007 provided for the establishment of the Independent Remuneration Panel for Wales.

This was the twelfth Annual Report of the Independent Remuneration Panel for Wales (the Panel), and the ninth published under the requirements of the Local Government (Wales) Measure 2011 (attached at Appendix 1 to the report). The Measure extended the responsibilities of the Panel and its powers under Section 142 to decide (prescribe) payments to members of relevant authorities.

The determinations of the Independent Remuneration Panel Annual Report 2020 were shown at Appendix 2 of the report, for ease of reference.

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She advised, that although public sector funding continues to be constrained, the Panel considers that an increase in the basic salary is justified. It has determined there shall be an increase of £350 per annum (which equates to 2.5%) effective from 1 April 2020 to the basic salary for members of principal councils. The proposed increase applied to the basic salary for members of principal councils is in recognition of the basic duties expected of all Elected Members. The basic salary in 2020/2021 for Elected Members of principal councils was proposed at £14,218. (Determination 1).

The Panel determined that no additional increases will be paid to senior salary holders in 2020-21. Members received an uplift in last year's annual report and senior salary holders will receive only the basic salary element increase. The senior salary levels in 2020-21 for members of principal councils shall be as set out in Table 5, page 17 of the report (Appendix 1 refers). The Panel considers that the leadership and executive roles carry the greatest individual accountability and that size of population remains a major factor in influencing levels of responsibility and the use of the population groups has therefore been retained. (Determination 2).

In terms of the Draft Supplementary Report, the Panel proposed a set of principles that should be adopted by all relevant authorities and has issued a consultation document requesting that responses be submitted to the Panel by 9 April 2020, prior to the publication of the final Report. The draft supplementary report sets out the Panel's proposals for consultation, which is attached at Appendix 3 to the report and sets out what the minimum authorities should do and how this could be done with regard to the Reimbursement of the Costs of Care. The purpose of the proposal is to enable all members and co-opted members of relevant authorities to carry out their duties effectively.

The Monitoring Officer clarified, that the draft supplementary report, had been circulated to Group Leaders and would be presented to the Democratic Services Committee on 12 March 2020, in order that the Committee may consider the set of principles and respond accordingly to the Independent Remuneration Panel for Wales by the deadline of 9 April 2020.

**RESOLVED:** (1) Council noted the Report of the Independent Remuneration Panel for Wales 2020 and approved:

- The adoption of the relevant determinations of the Independent Remuneration Panel contained within its report (at Appendix 1);
- Those posts (as shown in the revised Members' Schedule of Remuneration at Appendix 4 to the report), who will receive a senior/civic salary;
- The level of remuneration for the Senior and Civic Salaries (where appropriate);
- The revised Members' Schedule of Remuneration at Appendix 4 of the report and that this becomes effective from 1 April 2020;
- That the Members' Schedule of Remuneration be updated with any changes to Senior/Civic Salary positions subsequently made by Council during the 2020-21 municipal year.

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- (2) Council further noted the draft supplementary report (at Appendix 3 to the report) for the Reimbursement of the Costs of Care and the deadline of 9 April 2020 for responses.

414. INFORMATION REPORT FOR NOTING

RESOLVED: That the report of the Chief Officer HR, Legal and Regulatory Services detailing the Information Report of the Head of Finance, entitled 'Related Party Transactions 2019-20 and Statement of Accounts,' published since the last meeting of Council, be noted.

415. TO RECEIVE THE FOLLOWING QUESTIONS TO THE EXECUTIVE FROM:

RESOLVED: That Council agreed to defer the two questions to Cabinet members, as outlined at item 8 on the Agenda, to a future meeting of Council.

416. NOTICE OF MOTION PROPOSED BY COUNCILLOR RE YOUNG

RESOLVED: That Council agreed unanimously to defer the Notice of Motion, as outlined at item 9 of the Agenda, to a future meeting of Council.

417. URGENT ITEMS

None.

The meeting closed at 16:00