

# 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.*



## Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

Deialu uniongyrchol / Direct line /: 01656 643148 /  
643147 / 643694

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Thursday, 9 March 2023

Dear Councillor,

## **COUNCIL**

A meeting of the Council will be held as Hybrid in the Council Chamber, Civic Offices, Angel Street, Bridgend, CF31 4WB / remotely via Microsoft Teams, on **Wednesday, 15 March 2023 at 16:00**.

## **AGENDA**

1. Apologies for absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest from Members/Officers in accordance with the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 5 - 42  
To receive for approval the minutes of 18/01/2023 and 08/02/2023
4. To receive announcements from:  
(i) Mayor (or person presiding)  
(ii) Members of the Cabinet  
(iii) Chief Executive
5. To receive announcements by the Leader
6. Pay Policy Statement - 2023/2024 43 - 100
7. Related Party Transactions 2022-23 & Statement of Accounts 101 - 108
8. Pension Policies 109 - 138
9. Independent Remuneration Panel for Wales Annual Report 2023/24 139 - 174
10. Information Report for Noting 175 - 180
11. To receive the following Questions from:

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### **Councillor Richard Collins to the Cabinet Member Wellbeing & Future Generations**

I welcomed the opportunity to view the exciting work underway to refurbish and improve Maesteg Sports Centre. Please can the Cabinet Member update us on progress to complete the scheme.

### **Councillor Steven Easterbrook to the Leader**

Management companies operating on Bridgend for residents of new build housing estates have for a number of years been taking a management fee, yet have failed to carry out the maintenance. Issues that have occurred and needed resolving range from street lighting, road repairs, sweeping of leaf litter from gullies and boundary maintenance of hedges. Residents are not only charged Council Tax at the same rate as every other householder but are also subject to this additional fee to a third party maintenance company, there are often issues for residents contacting these companies with contacts within the company not responding to emails, yet residents are still expected to pay the fee every year that varies from house to house. Does the Leader feel that this acceptable that residents in this Borough are charged twice for the same service offered by two separate entities, when it appears neither are delivering a service residents are paying for.

### **Councillor Martin Williams to the Leader**

Junction 36 of the M4 is a notorious bottleneck which causes congestion, restricts development & investment opportunities to the north of our county and causes misery to residents in neighbouring communities, which are being used as increasingly dangerous rat runs. Could the Leader please outline what efforts this authority has made to improve junction 36 and the surrounding highway network (including re-consideration of the once proposed Bryncethin by-pass) to alleviate the traffic issues once and for all.

### **Councillor Freya Bletsoe to the Cabinet Member Regeneration**

In light of the recent announcement that Porthcawl Grand Pavilion will see significant investment from the Central Government "levelling up funding" and the ongoing improvements to Maesteg Town Hall, what undertaking will the cabinet member for regeneration give to all residents in all corners of our Borough that we will see our own county wide "levelling up" that will ensure a full and equitable investment in all areas of our Boroughs cultural heritage?

12. Notice of Motion proposed by Councillor Jane Gebbie and seconded by Councillor Alex Williams

### **MOTION ON LOCAL GOVERNMENT PAY TO COUNCIL: A FULLY FUNDED, PROPER PAY RISE FOR COUNCIL AND SCHOOL WORKERS**

This council notes:

- Local government has endured central government funding cuts of more than 50% since 2010. Between 2010 and 2020, councils lost 60p out of every £1 they have received from central Westminster government.
- New research by UNISON has shown that councils across England, Wales and Scotland are facing a collective funding shortfall of £3bn by the financial year 2023/24 and a cumulative funding gap of £5bn by 2024/25.
- At a local level, Bridgend County Borough Council has made savings totalling nearly £73m since 2010 / 2011. This represents almost 23% of the Council's current net revenue budget

- Councils led the way in efforts against the Covid-19 pandemic, providing a huge range of services and support for our communities. Local government has shown more than ever how indispensable it is. But Covid has led to a massive increase in expenditure and loss of income, and as we emerge from the pandemic, local authorities and schools need far more support from Westminster. Recent funding announcements from the Westminster Government relating to schools did nothing to help.
- Council and school workers kept our communities safe through the pandemic, often putting themselves at considerable risk as they work to protect public health, provide quality housing, ensure our children continue to be educated, and look after older and vulnerable people. Since 2010, the local government workforce has endured years of pay restraint with the majority of pay points losing at least 25 per cent of their value since 2009/10. Staff are now facing the worst cost of living crisis in a generation, with inflation hitting 10% and many having to make impossible choices between food, heating, and other essentials. This is a terrible situation for anyone to find themselves in.
- At the same time, workers have experienced ever-increasing workloads and persistent job insecurity. Across the UK, 900,000 jobs have been lost in local government since June 2010 – a reduction of more than 30 per cent. Local government has arguably been hit by more severe job losses than any other part of the public sector.
- There has been a disproportionate impact on women, with women making up more than three-quarters of the local government workforce.
- Recent research shows that if the Westminster Government were to fully fund the unions' 2023 pay claim, around half of the money would be recouped thanks to increased tax revenue, reduced expenditure on benefits and tax credits, and increased consumer spending in the local economy.

This council believes:

1. Our workers are public service super-heroes. They keep our communities clean and safe, look after those in need and keep our towns and cities running.
2. Without the professionalism and dedication of our staff, the council services our residents rely on would not be deliverable.
3. Local government workers deserve a proper real-terms pay increase. The Westminster Government needs to take responsibility and fully fund this increase; it should not put the burden on local authorities whose funding is still picking up the service pressures from the Covid-19 pandemic.

This council resolves to:

- A. Support the pay claim submitted by UNISON, GMB and Unite on behalf of council and school workers, for an increase of RPI + 2%
- B. Call on the Local Government Association to make urgent representations to central government to fund the NJC pay claim.
- C. Write to the Chancellor and Secretary of State to call for a pay increase for local government workers to be funded with new money from central government.
- D. Meet with local NJC union representatives to convey support for the pay claim and consider practical ways in which the council can support the campaign.
- E. Encourage all local government workers to join a union.

### 13. Urgent Items

To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet\_committee@bridgend.gov.uk or tel. 01656 643147 / 643148.

Yours faithfully

**K Watson**

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

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

Councillors

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

Councillors

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