



DINAS A SIR CAERDYDD  
CITY AND COUNTY OF CARDIFF

**COUNCIL SUMMONS**

Thursday, 24 March 2016

**GWYS Y CYNGOR**

Dydd Iau, 24 Mawrth 2016,

You are summoned to attend a meeting of the **COUNTY COUNCIL OF THE CITY AND COUNTY OF CARDIFF** which will be held at the Council Chamber - City Hall on Thursday, 24 March 2016 at 4.30 pm to transact the business set out in the agenda attached.

*David Marr*

**DAVID MARR**  
**Interim Monitoring Officer**

County Hall  
Cardiff  
CF10 4UW

Friday, 18 March 2016

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Promotion of equality and respect for others | Objectivity and propriety | Selflessness and stewardship  
Integrity | Duty to uphold the law | Accountability and openness



<i>Item</i>		<i>Approx Time</i>	<i>Max Time Allotted</i>
<b>1</b>	<b>Apologies for Absence</b>  <i>To receive apologies for absence.</i>	4.30 pm	5 mins
<b>2</b>	<b>Declarations of Interest</b>  <i>To receive declarations of interest (such declarations to be made in accordance with the Members Code of Conduct)</i>		
<b>3</b>	<b>Minutes (Pages 1 - 18)</b>  <i>To approve as a correct record the minutes of the meeting 25 February 2016.</i>	4.35 pm	5 mins
<b>4</b>	<b>Petitions</b>  <i>To receive petitions from Elected Members to Council.</i>	4.40 pm	5 mins
<b>5</b>	<b>Lord Mayor's Announcements</b>  <i>To receive the Lord Mayor's announcements including Recognitions and Awards.</i>	4.45 pm	5 mins
<b>6</b>	<b>Lord Mayor and Deputy Lord Mayor Elect (Pages 19 - 20)</b>  <i>To consider nominations for the positions of Lord Mayor and Deputy Lord Mayor for the 2016/17 Civic Year.</i>  <i>Report of the Interim Monitoring Officer attached.</i>	4.50 pm	10 mins
<b>7</b>	<b>Cardiff Capital Region City Deal</b>  <i>To receive the Cabinet Proposal from Cabinet 21 March 2016. (Report to follow)</i>	5.00 pm	40 mins
<b>8</b>	<b>Pay Policy 2016/17 (Pages 21 - 34)</b>  <i>To agree the Cabinet Proposal on the Pay Policy for 2016/17, in accordance with the requirements of the Localism Act 2011.</i>	5.40 pm	15 mins
<b>9</b>	<b>Leader and Cabinet Member Statements</b>  <i>To receive statements from the Leader and Cabinet Members.</i>	6.05 pm	45 mins

Notice of Motion			
<b>10</b>	<p><b>Motion 1</b></p> <p>Proposed by: Councillor Dilwar Ali.</p> <p>Seconded by: Councillor Darren Williams.</p> <p>This Council notes:</p> <ol style="list-style-type: none"> <li>1. That the EU and USA launched negotiations in July 2013 on a Transatlantic Trade and Investment Partnership (TTIP).</li> <li>2. That negotiations are underway to determine which goods and services TTIP will apply to and if new rules can be agreed to protect investors, harmonise standards, reduce tariffs and open new markets throughout the EU and USA.</li> <li>3. That there has been no impact assessment about the potential impact on local authorities.</li> <li>4. That there has been no scrutiny of the negotiating texts by local government and no consultation with local government representatives.</li> <li>5. That MPs are also unable to scrutinise the negotiating documents.</li> </ol> <p>This Council believes that:</p> <ol style="list-style-type: none"> <li>1. TTIP could have a detrimental impact on local services, employment, suppliers and decision-making.</li> <li>2. A thorough impact assessment of TTIP on local authorities must be undertaken before the negotiations can be concluded.</li> <li>3. The proposed Investor State Dispute Settlement (ISDS) mechanism has been used by corporations to overturn democratic decisions by all levels of governments at significant public cost. Local decision-making must be protected from ISDS.</li> <li>4. The EU's food, environmental and labour standards are better than those in the US and TTIP negotiations must raise and not lower these standards across the EU and USA.</li> <li>5. Sourcing supplies and employment locally is important to strengthening local economies and meeting local needs. TTIP must not impact on local authorities' ability to act in the best interests its communities.</li> </ol> <p>This Council resolves:</p>	6.50 pm	30 mins

	<ol style="list-style-type: none"> <li>1. To write to the Welsh First Minister and Minister for Public Services; Cardiff MPs and AMs; and all Welsh MEPs, raising our serious concerns about the impact of TTIP on local authorities and the secrecy of the negotiating process.</li> <li>2. To write to the local government association to raise our serious concerns about the impact of TTIP on local authorities and ask them to raise these with government on our behalf.</li> <li>3. To call for an impact assessment on the impact of TTIP on local authorities.</li> <li>4. To publicise the council's concerns about TTIP; join with other local authorities which are opposed to TTIP across Europe and work with local campaigners to raise awareness about the problems of TTIP.</li> </ol>		
<p><b>11</b></p>	<p><b>Motion 2</b></p> <p>Proposed by: Councillor Boyle</p> <p>Seconded by: Councillor Carter</p> <p>The Council notes that:</p> <ul style="list-style-type: none"> <li>• the number of children in primary schools in Cardiff increased from 27,789 in January 2010 to 32,300 in January 2015, according to the Welsh Government school census;</li> <li>• in September 2015, a new 2 FE primary school was opened in Penylan with no current plans to expand the size of Cardiff High School;</li> <li>• this year, Cardiff High and St Teilos Church in Wales high schools were massively over-subscribed;</li> <li>• between 2004 and 2008, councils across Wales were instructed to reduce surplus places by Welsh Government and Estyn, with almost 8,000 surplus places existing in Cardiff at that time.</li> </ul> <p>The Council calls on the cabinet to start the process for a review of English-medium secondary school catchment areas in the East of the city so that all 11 year olds can access a local school.</p>	<p>7.20 pm</p>	<p>30 mins</p>

<p><b>12</b></p>	<p><b>Motion 3</b></p> <p>Proposed by: Councillor Cowan</p> <p>Seconded by: Councillor Robson</p> <p>The Council notes</p> <ol style="list-style-type: none"> <li>1. The severe deterioration in the state of the city's streets since this administration came to power;</li> <li>2. The increase in fly-tipping across the city as a direct consequence of Cabinet decisions to cut spending and, amongst other things, close household waste recycling centres at Wedal Road and Waungron Road;</li> <li>3. The significant amount of litter left uncollected on the roads and pavements across the city;</li> <li>4. The growing number of dangerous potholes left unrepaired.</li> </ol> <p>The Council calls upon the Cabinet to</p> <ol style="list-style-type: none"> <li>1. Re-prioritise its spending commitments to address this unacceptable situation;</li> <li>2. Reverse its decision to close Wedal Road HWRC or provide an alternative facility to serve the residents of Cardiff North;</li> <li>3. Bring forward alternative delivery arrangements to ensure these services can be delivered more cost-effectively and efficiently as other councils have demonstrated is possible;</li> <li>4. Develop, as a matter of urgency, an improved programme of street cleansing and repairs to remedy the current situation.</li> </ol>	<p>7.50 pm</p>	<p>30 mins</p>
<p><b>13</b></p>	<p><b>Oral Questions</b></p> <p><i>To receive oral questions to the Leader, Cabinet Members; Chairs of Committee and/or nominated Members of the Fire Authority.</i></p>	<p>8.20 pm</p>	<p>90 mins</p>
<p><b>14</b></p>	<p><b>Urgent Business</b></p>	<p>9.50 pm</p>	<p>5 mins</p>

<b>Unopposed Council Business</b>			
<b>15</b>	<b>Appointments to Committee Vacancies</b> <i>(Pages 35 - 36)</i> <i>Report of the Interim Monitoring Officer attached.</i>	9.55 pm	5 mins
<b>16</b>	<b>Written Questions</b>  <i>In accordance with the Council Procedure Rules, Rule 17(f) Written Questions received for consideration and response will be included as a record in the minutes of the meeting.</i>		

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THE COUNTY COUNCIL OF THE CITY & COUNTY OF CARDIFF

The County Council of the City & County of Cardiff met at County Hall, Cardiff on 25 February 2016 to transact the business set out in the Council summons dated Friday, 19 February 2016.

Present: County Councillor Walker (Lord Mayor)

County Councillors Ali Ahmed, Dilwar Ali, Aubrey, Bale, Bowden, Boyle, Bradbury, Bridges, Burfoot, Carter, Chaundy, Clark, Richard Cook, Cowan, Kirsty Davies-Warner, Chris Davis, De'Ath, Derbyshire, Elsmore, Evans, Ford, Goddard, Goodway, Gordon, Graham, Groves, Hill-John, Hinchey, Holden, Howells, Hudson, Hunt, Hyde, Keith Jones, Margaret Jones, Kelloway, Knight, Lent, Lloyd, Lomax, Marshall, McEvoy, McGarry, McKerlich, Merry, Michael, Mitchell, Murphy, Parry, Patel, Phillips, David Rees, Dianne Rees, Robson, Sanders, Simmons, Stubbs, Thomas, Ben Thomas, Graham Thomas, Lynda Thorne, Walsh, Weaver, White, Wild, Darren Williams and Woodman

151 : APOLOGIES FOR ABSENCE

Apologies were received from Councillors Ralph Cook, Govier and Javed.

152 : DECLARATIONS OF INTEREST

The Lord Mayor reminded Members of their responsibility under Article 10 of the Members' Code of Conduct to declare any interest, & to complete Personal Interest forms, at the commencement of the item of business.

The following declarations were made en-bloc in relation to Item 7 Budget Proposals 2016/17:

(a) Members In Receipt of Remuneration 2015/16

Members entitled to Basic Salary

1. Cllr Ali Ahmed
2. Cllr Manzoor Ahmed
3. Cllr Gareth Aubrey
4. Cllr Fenella Bowden
5. Cllr Joe Boyle
6. Cllr Ed Bridges
7. Cllr Tricia Burfoot
8. Cllr Joseph Carter
9. Cllr Paul Chaundy
10. Cllr Jayne Cowan
11. Cllr Kirsty Davies
12. Cllr Chris Davis
13. Cllr Jonathan Evans
14. Cllr Lisa Ford
15. Cllr Susan Goddard

16. Cllr Russell Goodway
17. Cllr Iona Gordon
18. Cllr Ashley Govier
19. Cllr Andrew Graham
20. Cllr David Groves
21. Cllr Gavin Hill-John
22. Cllr Gareth Holden
23. Cllr Lyn Hudson
24. Cllr Garry Hunt
25. Cllr Keith Hyde
26. Cllr Mohammad Javed
27. Cllr Keith Jones
28. Cllr Margaret Jones
29. Cllr Heather Joyce
30. Cllr Bill Kelloway
31. Cllr Sam Knight
32. Cllr Kate Lloyd
33. Cllr Chris Lomax
34. Cllr Julia Magill
35. Cllr Gretta Marshall
36. Cllr Neil McEvoy
37. Cllr Paul Mitchell
38. Cllr Derrick Morgan
39. Cllr Jim Murphy
40. Cllr Georgina Phillips
41. Cllr David Rees
42. Cllr Adrian Robson
43. Cllr Eleanor Sanders
44. Cllr Elaine Simmons
45. Cllr Ed Stubbs
46. Cllr Ben Thomas
47. Cllr Graham Thomas
48. Cllr Huw Thomas
49. Cllr Lynda Thorne
50. Cllr Monica Walsh
51. Cllr Chris Weaver
52. Cllr Susan White
53. Cllr Caro Wild
54. Cllr Darren Williams

Members in receipt of Senior Salary

Leader and Cabinet Members

1. Cllr Phil Bale
2. Cllr Sue Lent
3. Cllr Peter Bradbury
4. Cllr Graham Hinchey
5. Cllr Sarah Merry
6. Cllr Bob Derbyshire
7. Cllr Susan Elsmore

8. Cllr Daniel De'Ath
9. Cllr Ramesh Patel
- Chairs of Committees
10. Cllr Richard Cook
11. Cllr Mary McGarry
12. Cllr Rod McKerlich
13. Cllr Paul Mitchell
14. Cllr Nigel Howells
15. Cllr Michael Michael
16. Cllr Jacqueline Parry
17. Cllr Elizabeth Clark
- Opposition Group Leaders
18. Cllr Judith Woodman
19. Cllr Dianne Rees
- Civic Salary
1. Cllr David Walker
2. Cllr Dilwar Ali

(b) Cardiff and Vale Pension Scheme

1. Cllr Phil Bale
2. Cllr Joe Boyle
3. Cllr Ed Bridges
4. Cllr Patricia Burfoot
5. Cllr Paul Chaundy
6. Cllr Elizabeth Clark
7. Cllr Richard Cook
8. Cllr Jayne Cowan
9. Cllr Kirsty Davies-Warner
10. Cllr Daniel De'Ath
11. Cllr Jonathan Evans
12. Cllr Lisa Ford
13. Cllr Russell Goodway
14. Cllr David Groves
15. Cllr Gavin Hill-John
16. Cllr Gareth Holden
17. Cllr Nigel Howells
18. Cllr Lyn Hudson
19. Cllr Margaret Jones
20. Cllr Bill Kelloway
21. Cllr Sam Knight
22. Cllr Julia Magill
23. Cllr Gretta Marshall
24. Cllr Rod McKerlich
25. Cllr Sarah Merry
26. Cllr Michael Michael
27. Cllr Georgina Phillips
28. Cllr Dianne Rees
29. Cllr Adrian Robson

- 30. Cllr Eleanor Sanders
- 31. Cllr Benjamin Thomas
- 32. Cllr Huw Thomas
- 33. Cllr David Walker
- 34. Cllr Monica Walsh
- 35. Cllr Susan White

(c) Joint Committees

BODY	COUNCILLOR NAME
Glamorgan Archives	Cllr Jayne Cowan Cllr Chis Lomax Cllr Adrian Robson Cllr Huw Thomas
Prosiect Gwyrdd	Cllr Bob Derbyshire Cllr Graham Hinchey
Welsh Purchasing Consortium	Cllr Graham Hinchey
CSC Joint Education Service	Cllr Sarah Merry
Regulatory Services Joint Committee	Cllr Daniel De'Ath Cllr Jacqueline Parry

(d) Joint Boards

BODY	COUNCILLOR NAME
South Wales Fire & Rescue Service	Cllr Dilwar Ali  Cllr Mohammed Javed Cllr Keith Hyde Cllr Rod McKerlich Cllr Georgina Phillips

(e) Local Authority School Governors

COUNCILLOR	SCHOOL
Cllr Manzoor Ahmed	Adamsdown Primary School
Cllr Nigel Howells	Adamsdown Primary School
Cllr Daniel De'Ath	Albany Primary School
Cllr Mary McGarry	Albany Primary School
Cllr Fenella Bowden	Birchgrove Primary School
Cllr Graham Hinchey	Birchgrove Primary School
Cllr Keith Hyde	Bryn Celyn Primary School
Cllr Derrick Morgan	Bryn Hafod Primary School
Cllr Neil McEvoy	Cantonian High School
Cllr Paul Mitchell	Cantonian High School
Cllr Margaret Jones	Cardiff High School
Cllr Mohammad Javed	Cardiff High School

COUNCILLOR

Cllr Elizabeth Clark  
Cllr Sam Knight  
Cllr Garry Hunt  
Cllr David Groves  
Cllr Gareth Aubrey  
Cllr Ralph Cook  
Cllr Susan Goddard  
Cllr Paul Mitchell  
Cllr Ramesh Patel  
Cllr Dilwar Ali  
Cllr Christopher Weaver  
Cllr Lynda Thorne  
Cllr Christopher Lomax  
Cllr Jayne Cowan  
Cllr Dilwar Ali  
Cllr James Murphy  
Cllr Joe Boyle  
Cllr Susan Lent  
Cllr James Murphy  
Cllr Kate Lloyd  
Cllr Ramesh Patel  
Cllr Richard Cook  
Cllr Joseph Carter  
Cllr Eleanor Sanders  
Cllr David Walker  
Cllr Bill Kelloway  
Cllr Tricia Burfoot  
Cllr Monica Walsh  
Cllr Peter Bradbury  
Cllr Gretta Marshall  
Cllr Ashley Govier  
Cllr Lynda Thorne  
Cllr Lisa Ford  
Cllr Dianne Rees  
Cllr Georgina Phillips  
Cllr Richard Cook  
Cllr Susan Elsmore  
Cllr Roderick McKerlich  
Cllr Roderick McKerlich  
Cllr Kate Lloyd  
Cllr Daniel De'Ath  
Cllr Susan Lent  
Cllr Robert Derbyshire  
Cllr Iona Gordon  
Cllr Joe Boyle  
Cllr Jacqueline Parry  
Cllr Paul Chaundy

Cllr Susan Goddard

SCHOOL

Cathays High School  
Cathays High School  
Coed Glas Primary School  
Coryton Primary School  
Danescourt Primary School  
Eastern High  
Ely and Caerau Children's Centre  
Fairwater Primary School  
Fitzalan High School  
Gabalfa Primary School  
Gladstone Primary  
Grangetown Nursery School  
Grangetown Primary School  
Greenhill School  
Hawthorn Primary School  
Herbert Thompson Primary School  
Howardian Primary School  
Howardian Primary School  
Hywel Dda Primary School  
Lakeside Primary School  
Lansdowne Primary School  
Lansdowne Primary School  
Llanedeyrn Primary School  
Llanishen Fach Primary School  
Llysfaen Primary School  
Marlborough Primary School  
Marlborough Primary School  
Meadowlane Primary  
Millbank Primary School  
Moorland Primary School  
Ninian Park Primary School  
Ninian Park Primary School  
Peter Lea Primary School  
Pontprennau Primary School  
Pontprennau Primary School  
Radnor Primary School  
Radnor Primary School  
Radyr Comprehensive School  
Radyr Primary School  
Rhydypenau Primary School  
Roath Park Primary School  
Roath Park Primary School  
Rumney Primary School  
Severn Primary School  
Springwood Primary School  
St Cadoc's RC Primary School  
St David's C/W Primary School  
(Cardiff)  
St Francis RC Primary School

COUNCILLOR	SCHOOL
Cllr Ali Ahmed	St Mary The Virgin C/W Primary School
Cllr Dianne Rees	St Mellons C/W Primary School
Cllr Christopher Lomax	St Patrick`s RC Primary School
Cllr Mary McGarry	St Peter`s RC Primary School
Cllr Paul Chaundy	St Philip Evans RC Primary School
Cllr Nigel Howells	Stacey Primary School
Cllr Garry Hunt	The Court School
Cllr Elaine Simmons	The Glyn Derw Michaelston Federation
Cllr Judith Woodman	The Hollies School (Pentwyn)
Cllr Graham Hinchey	Ton Yr Ywen Primary School
Cllr Lyn Hudson	Ton Yr Ywen Primary School
Cllr Benjamin Thomas	Tongwynlais Primary School
Cllr Elaine Simmons	Trelai Primary School
Cllr Peter Bradbury	Ty Gwyn School
Cllr Ali Ahmed	Welsh Medium Primary School - Hamadryad (Temp)
Cllr James Murphy	West - proposed new secondary school (Temp)
Cllr Jonathan Evans	Whitchurch High (Foundation) School
Cllr Christopher Davis	Whitchurch Primary School
Cllr Edward Stubbs	Willows High School
Cllr Huw Thomas	Willows High School
Cllr Susan White	Ysgol Glan Ceubal
Cllr Huw Thomas	Ysgol Glan Morfa
Cllr Susan Elsmore	Ysgol Gymraeg Treganna
(f) Cardiff Bus	

BODY	COUNCILLOR NAME
Cardiff Bus	Cllr Gareth Aubrey
	Cllr Garry Hunt
	Cllr Chris Lomax
	Cllr Adrian Robson
	Cllr Elaine Simmons
	Cllr Ben Thomas
	Cllr Susan White

The following additional personal interests were declared

<u>Councillor</u>	<u>Item</u>	<u>Interest</u>
Councillor Dilwar Ali	Item 7 Budget Proposals 2016/17	As a Council tenant
Councillor Bale	Item 7 Budget Proposals 2016/17	Member of the Core Cities Cabinet Member of the Friends of yr Hen Llyfrgell
Councillor Bowden	Item 6 Corporate Plan	Member of Diverse Cymru

Councillor Bradbury	Item 7 Budget Proposals 2016/17	Representative of the Co-operative Council network; Cardiff Story Museum Trustee
Councillor Bridges	Item 7 Budget Proposals 2016/17	Employee of the Alzheimer's Society
Councillor Chaundy	Item 7 Budget Proposals 2016/17	Parents in receipt of meals on wheels Parents occasionally attend Oldwell Court Day Centre
Councillor Groves	Item 6 Corporate Plan	Councillor and spouse in receipt of Direct Payments
Councillor Hinchey	Item 7 Budget Proposals 2016/17	Chair of Friends of Llwynfedw Gardens
Councillor Hudson	Item 7 Budget Proposals 2016/17	Family Member in receipt of care Services
Councillor Lomax	Item 7 Budget Proposals 2016/17	As a Council tenant
Councillor Mitchell	Item 7 Budget Proposals 2016/17	Director of Greenland Crescent Ltd
Councillor Woodman	Item 6 Corporate Plan	Honorary President of Diverse Cymru

153 : MINUTES

Minutes of the meeting held on 28 January 2016 were approved as a correct record and signed by the Chairperson subject to the amendment of accuracy to Min No 130 - Petitions the deletion of Petitions No 1, 4, 7 which were not received at the meeting.

154 : PETITIONS

1. Councillor De'Ath – 135 signatures calling on the Council for the installation of a permanent crossing patrol at Albany Primary School;
2. Councillor Gordon – over 6000 signatures from an on-line petition calling on the Council not to cut funding to the arts, culture and heritage in Cardiff;
3. Councillor Hudson – 1318 signatures from an on-line petition and 23 signatures who are opposed to the introduction of a Bus Lane on Caerphilly Road.

155 : LORD MAYOR'S ANNOUNCEMENTS

St David's Day

A Civic Service at The City Parish Church of St. John the Baptist, St. John Street, Cardiff will start the National St David's Day Celebrations on Tuesday 1 March 2016 at 10.45am and following the Service at St. David's Hall.

St David's Day Special Event Dinner

To end the St David's Day celebrations a special Dinner event with an array of sporting stars will taking place at the City Hall with over 90 persons attending.

International Mother Language Day

International Mother Language Day (IMLD) was celebrated earlier in the day at an event in the Senedd to promote awareness of linguistic and cultural diversity and multilingualism.

156 : CORPORATE PLAN 2016-2018

The Council was requested to consider the draft Corporate Plan 2016-2018 to enable it to be agreed and finalised for publication. Our vision is for Cardiff

The Lord Mayor invited the Leader to propose the Corporate Plan and this was seconded by Councillor Elsmore.

The Leader set out his ambition for Cardiff to be Europe's most liveable capital city, and the need for a broader approach to develop the city was required as 'Liveability' was about all things that matter most to people: - work, education, health, outdoor spaces; feeling safe. This Plan sets out what the Council will do to achieve that ambition, how we will do it and how we will measure our progress.

Cardiff. As a capital has a sense of community. In a recent European Commission quality of life survey, Cardiffians were asked how happy they were with their city and Cardiff's resident satisfaction was rates 3<sup>rd</sup> alongside Copenhagen and Stockholm.

The Organisation for Economic Cooperation and Development (OECD) last week a world leading economic think tank suggested that governments should be borrowing and investing more in public infrastructure and not in deep austerity cuts.

This administration has chosen to invest in our city and its citizens with may improvement projects in the city centre; sports village and the bay as well as working with other regional partners on the £1.2m City Deal,

The Corporate Plan sets out the delivery of the Council's priorities for taking the city forward and tackling inequality:

- Better education and skills for all;
- Supporting vulnerable people;
- Creating more and better paid jobs;
- Working together to transform services.

In education, the plan sets out how we will ensure that every school in Cardiff, without exception, is a good school. We are investing £168m to modernise our schools, and our focus on improving performance has helped GCSE results improve by 10% since 2012.

We have backed our commitment to supporting vulnerable people, spending around £91m on adult social services and £137m on social services. We will make sure children and older people in greatest need are protected in the face of prolonged cuts to vital services; working hard to ensure families in the city who are living every day with real hardship get the support they need.



We are investing in creating more and better paid jobs in the city through the upgrading the city's infrastructure - regenerating of Central Square, the new bus interchange, alongside a new Local Development Plan and the proposed £1.2bn Cardiff Capital Region City Deal.

Finally this plan sets out how we will change services, delivering new ways of working for our leisure centres and infrastructure services like waste and building maintenance. We are committed to expanding our successful community hubs, where a number of different partners offer a range of services all under one roof at Fairwater, Splott, Llandaf North and Llanedeyrn

We are also committed to develop new income opportunities and a shift towards digital first strategy. Great cities need great public services and this plan sets out what we will do to deliver great public services for the people of Cardiff, and to making the capital city of Wales a great place to live and a city of opportunity for everyone, regardless of background.

The Lord Mayor invited debate on the Corporate Plan. In seconding the Plan the Cabinet Member for Health Housing and Wellbeing reinforced the importance of working together; the challenges and the need to support the most vulnerable citizens; the importance of community foundations.

Members in general supported the improved focus of the plan; outlined the importance of education and skills; connectivity and transport infrastructure; poor air quality; population and demographic trends; the need to ensure Community Asset Transfers are workable; safeguarding adults as well as children; engagement.

In summing up the Leader expressed the importance of translating these priorities through to Deliver Plans; importance of monitoring and scrutiny and the importance of partnerships and engagement

RESOLVED – That

1. the Corporate Plan 2016-2018 was approved;
2. delegate authority was approved for the Chief Executive in consultation with the Leader of the Council to make any consequential amendments to the Corporate Plan following consideration by Council on 25 February 2016.

157 : BUDGET PROPOSALS 2016-17

*(Members declarations of interest under Article 10 of the Members' Code of Conduct as set out in Minute Number 152 were noted)*

The Council was requested to consider and approve the Cabinet Budget Proposals for 2015 - 16.

The Lord Mayor reminded Members of the agreed conduct of debate for the consideration of the Cabinet Budget Proposals 2015-16, the amendments to the proposals received in accordance with the Council Procedure Rules which included

necessary Statutory Officer advice. The Lord Mayor indicated that Members would be called to speak in accordance with the agreed Speaking Order.

The Lord Mayor advised that two alternative budget proposals had been received in accordance with the Council Meeting Procedure Rule 22 (b) and had been considered by the Corporate Director Resources and her comments and those of the Statutory Officers were included with the alternative proposals which had been circulated as part of the Amendment Sheet.

The Lord Mayor invited the Cabinet Member, Corporate Services and Performance, Councillor Hinchey to propose the Cabinet Budget. This was seconded by Councillor Bale.

Councillor Hinchey expressed his thanks to Cabinet colleagues; Members of all Scrutiny Committees; Members of the Council's Labour Group and Opposition groups; the Trade Unions and the Council's workforce; and the Chief Executive, Senior Management and specifically the Corporate Director – Resources and the Finance team for their professional support in preparing what was a very difficult budget for the Council to set.

The Cabinet Member highlighted the severe and sustained pressure on Public Services and the impact on Service provision and the way the Council has traditionally delivered Council services to the citizens and communities in the city. Cardiff is Britain's fastest growing city. This growth is a sign of the city's success. People want to live in this great city, but success comes with its own challenges – challenges to the city's infrastructure and public services that have to be managed efficiently and effectively.

The city recently passed the Local Development P, and can plan for the new houses, public-transport links, hospitals, and schools that our city needs. A strong and successful capital city plays a fundamental role in creating jobs and driving the whole Welsh economy. The city region and the city deal are fast becoming a reality and will deliver growth and success for the whole of Wales.

Like all big cities, Cardiff faces real social challenges. These capital city pressures have been recognised by the Welsh Government in a better-than-expected funding settlement this year. This has meant that our budget gap is £14m less than anticipated, but there is still a very challenging £33m of savings to be met this year.

The Cabinet Member advised that the administration had chosen to invest in its four priorities: better education, better jobs, better care for our vulnerable and better services for the people of Cardiff.

In education, the administration has committed £168m to radically improve our schools after years of under-investment, making Cardiff's schools budget the highest delegated schools budget in Wales, giving schools, and parents, and governing bodies the power to make their own choices. In addition there has been an additional allocation of £11.2m to schools.

The administration is also investing in more and better job, to add to the give confidence in Cardiff and support recovery. The benefits can be seen with the Central Square development and progress on the city deal; and ambitious housing partnership programme; the establishment of a £0.5m fund to help young people to work, a fund that will provide real change tackling youth unemployment, reducing NEETs, increasing apprenticeships.

An additional £1.9m has been allocated for disabled facilities grants. This will help disabled people, both adults and children, remain in their own homes. That is a total of over £6m going towards disabled facilities grants next year.

The administration is investing in a programme of community Hubs, bringing public services under one roof, making it simpler for people to access services locally. Hubs are now open in Central Library, Grangetown, Rumney, and Ely. This time next year there will be new Hubs in Fairwater, Splott, Llanishen, Llandaff North, and Llanedeyrn.

We are modernising services. We are embedding a digital-first strategy. We are developing our staff and finding new ways to grow revenue. We're improving frontline services. We are saving money using fewer but better buildings.

We also proposed to reduce the proposed council tax increase down from anticipated 4.5% increase to 3.7% increase.

The Cabinet Member however urged caution as the long-term spending cuts were likely to continue along with pressures on Council; national government and the NHs which will result in added pressures on Council Services. The Council still faces a budget shortfall of at least £73m over the next three years. These are huge cuts still to come. That's on top of the £99m savings we've already made over the past three years.

This administration has indicated it will use some of the £14m from the better settlement to offset previously proposed savings, pushing them back to later years. And we will use £4m of it to strike a balance between investing in priority areas while managing risk over the next few years. We will do this because many more difficult choices have to be made. Using this settlement wisely will give us resilience and reduce risks when future budgets are yet unknown. The budget will help deliver the long-term changes that are needed to protect and invest in our valued public services.

The administration is committed to decisions being made in an open, fair, and collaborative way, staying true to our values. Members have welcomed this approach. The values have underpinned the budget consultation process, which this year saw over 3000 people completing the Changes for Cardiff questionnaire. . The Cabinet have listened to what has been said.

On culture and arts, funding for Cardiff Singer of the World, Artes Mundi, and £105,000 funding for community culture projects had been safeguarded; there has been an extra £320,000 investment for potholes. We have put in an additional

£320,000 extra also into making our streets cleaner and safer. Members of the public and Members of this chamber told us this was a priority and we've listened.

The Cabinet have listened to staff, working closely with the trade unions and staff groups. We know that austerity is having an impact on them. Over the past three years, we have been forced to reduce our workforce by 1434 posts. That's an average of 478 a year. This year, we have managed to significantly reduce that figure to 135. That's more than 70% reduction on previous years. We support the social workers, the teachers, and the bin men, the planners, the librarians – everyone who helps make Cardiff a great place to live. They all make a difference every day for the people of Cardiff. We need to invest in them so we can face the challenges of the future together. Cardiff was the first council in Wales to pay the minimum wage, and now the only council accredited as being a living wage employer.

The Cabinet Member commended the budget to Council as one that delivered on all of the priorities and ambitions of Cardiff as contained within the Corporate Plan.

The Leader in seconding the budget highlighted the uncertainties of the future funding; the scale of the cuts; the need to protect the vulnerable; provided effective and efficient public services; the cooperative principles; and the key administration commitments.

The Lord Mayor invited the proposer and seconder of the amendments to formally move their proposal and to speak.

Councillor Cowan formally moved the Conservative alternative proposal and spoke on the proposal.

Councillor McKerlich formally seconded the Conservative alternative proposal and spoke on the proposal.

Councillor McEvoy formally moved the Plaid Cymru alternative proposal and spoke on the proposal.

Councillor Ford formally seconded the Plaid Cymru alternative proposal and spoke on the proposal.

The Lord Mayor invited contributions from the remaining Party Group Finance Spokesperson Councillors Howells before opening up the debate to all Members in accordance with the Budget Procedure Rules. Group Leaders spoke as part of the general debate. The debate raised a number of issues in relation to the Budget setting process and the consultation process; issues around the arts and culture funding; funding of day centres and community groups; funding play centres and youth services; senior management structure; expenditure on consultants; deliverability of savings; the non-delivery of past savings; and the proposed increase in Council Tax.

Prior to the summing up each of the Cabinet Members made statements on matters raised in relation to their portfolio's.

Following the debate the Lord Mayor advised that a vote would be taken on each of the amendments received on notice.

The first vote was on the alternative proposal proposed by Councillor Cowan and seconded by Councillor McKerlich

The Alternative Proposal by the Conservatives was LOST

The second vote was on the alternative proposal proposed by Councillor McEvoy and seconded by Cllr Ford.

The Alternative Proposal by Plaid Cymru was LOST.

The Lord Mayor invited the Cabinet Member Corporate Services and Performance to respond to matters raised during the debate. Councillor Hinchey emphasised the improved financial position for the forthcoming year but emphasised the ongoing impact on public services of the fiscal and demand pressures on budgets; the need for collaboration with partners; communities and their citizens and stakeholders; and the importance of maintaining and protecting statutory services for the most vulnerable people of the city.

The Cabinet Proposal as set out in the report was put to the vote and the recommendations were CARRIED.

RESOLVED – That

- 1.0 the Council, having taken account of the comments of the Corporate Director Resources in respect of the robustness of the budget and the adequacy of reserves as required under Section 25 of the Local Government Act 2003 that the Revenue, Capital and Housing Revenue Account budgets including all proposals and increasing the Council Tax by 3.7% as set out in this report be approved and that the Council resolve the following terms: - .
- 2.0 Note that at the Cabinet meeting on 10 December 2015 the Council calculated the following amounts for the year 2016/17 in accordance with the regulations made under Section 33(5) of the Local Government Finance Act 1992:-
  - a) 141,288 being the amount calculated in accordance with Regulation 3 of the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax base for the year.
  - b)

Lisvane	2,347
Pentyrch	3,184
Radyr	3,655
St. Fagans	1,234
Old St. Mellons	1,289
Tongwynlais	812

being the amounts calculated in accordance with Regulation 6 of the Regulations as the amounts of its Council Tax base for the year for dwellings in those parts of its area to which special items relate.

- 2.1 Agree that the following amounts be now calculated by the County Council of the City and County of Cardiff for the year 2016/17 in accordance with Sections 32 to 36 of the Local Government Finance Act 1992:-
- a) Aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (d) (including Community Council precepts totalling £296,100).  
£1,048,880,100
  - b) Aggregate of the amounts which the Council estimates for items set out in Section 32(3)(a) and (c).  
£472,793,000
  - c) Amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above calculated in accordance with Section 32(4) as the budget requirement for the year.  
£576,087,100
  - d) Aggregate of the sums which the Council estimates will be payable for the year into its Council Fund in respect of Revenue Support Grant, its Council Tax Reduction Scheme, redistributed Non-Domestic Rates.  
£426,284,786
  - e) The amount at 2.1(c) above less the amount at 2.1(d) (net of the amount for discretionary relief of £300,000), all divided by the amount at 2.0(a) above, calculated in accordance with Section 33(1) as the basic amount of Council Tax for the year.  
£1,062.39
  - f) Aggregate amount of all special items referred to in Section 34(1).  
£296,100
  - g) Amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 2.0(a) above, in accordance with Section 34(2) of the Act, as the basic amount of Council Tax for the year for dwellings in those parts of the area to which no special items relate.  
£1,060.29
  - h) The amounts given by adding to the amount at 2.1(g) above the amounts of special items relating to dwellings in those part of the council's area mentioned below, divided in each case by the amount at 2.0(b) above, calculated in accordance with Section 34(3) as the basic amounts of Council Tax for the year for dwellings in those parts of the area to which special items relate.

244

	£
Lisvane	1,074.78
Pentyrch	1,086.99
Radyr	1,091.07
St. Fagans	1,074.88
Old St. Mellons	1,081.70
Tongwynlais	1,083.72

- i) The amounts given by multiplying the amounts at 2.1(g) and 2.1(h) above by the number which in the proportion set out in the Council Tax (Valuation Bands) (Wales) Order 2003 is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D calculated in accordance with Section 36(1) of the Act as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

#### VALUATION BANDS

	A £	B £	C £	D £	E £	F £	G £	H £	I £
<b>Area</b>									
Lisvane	716.52	835.94	955.36	1,074.78	1,313.62	1,522.46	1,791.29	2,149.55	2,507.81
Pentyrch	724.66	845.43	966.21	1,086.99	1,328.54	1,570.09	1,811.64	2,173.97	2,536.30
Radyr	727.38	848.61	969.84	1,091.07	1,333.53	1,575.99	1,818.45	2,182.14	2,545.83
St. Fagans	716.58	836.02	955.45	1,074.88	1,313.74	1,552.60	1,791.46	2,149.75	2,508.05
Old St. Mellons	721.13	841.32	961.51	1,081.70	1,322.08	1,562.46	1,802.84	2,163.40	2,523.97
Tongwynlais	722.48	842.89	963.30	1,083.72	1,324.54	1,565.37	1,806.20	2,167.44	2,528.68
All other parts of the Council's Area	706.86	824.67	942.48	1,060.29	1,295.91	1,531.53	1,767.15	2,120.58	2,474.01

- 2.2 Note that for the year 2016/17, the Police and Crime Commissioner for South Wales has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992 for each of the categories of dwelling shown below:-

#### VALUATION BANDS

A £	B £	C £	D £	E £	F £	G £	H £	I £
138.57	161.66	184.76	207.85	254.04	300.23	346.42	415.70	484.99

- 2.3 Having calculated the aggregate in each case of the amounts at 2.1(i) and 2.2 above, the County Council of the City and County of Cardiff in accordance with Section 30(2) of the Local Government Finance Act 1992 hereby set the following amounts as the amounts of Council Tax for the year 2016/17 for each of the categories of dwellings shown below:-

Part of Council's Area

<b>VALUATION BANDS</b>									
<b>Area</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Lisvane	855.09	997.60	1,140.12	1,282.63	1,567.66	1,852.69	2,137.71	2,565.25	2,992.80
Pentyrch	863.23	1,007.09	1,150.97	1,294.84	1,582.58	1,870.32	2,158.06	2,589.67	3,021.29
Radyr	865.95	1,010.27	1,154.60	1,298.92	1,587.57	1,876.22	2,164.87	2,597.84	3,030.82
St. Fagans	855.15	997.68	1,140.21	1,282.73	1,567.78	1,852.83	2,137.88	2,565.45	2,993.04
Old St. Mellons	859.70	1,002.98	1,146.27	1,289.55	1,576.12	1,862.69	2,149.26	2,579.10	3,008.96
Tongwynlais	861.05	1,004.55	1,148.06	1,291.57	1,578.58	1,865.60	2,152.62	2,583.14	3,013.67
All other parts of the Council's Area	845.43	986.33	1,127.24	1,268.14	1,549.95	1,831.76	2,113.57	2,536.28	2,959.00

2.4 Authorise the Corporate Director Resources to make payments under Section 38 of the Local Government (Wales) Act 1994 from the Council Fund by equal instalments on the last working day of each month from April 2016 to March 2017 in respect of the precept levied by the Police and Crime Commissioner for South Wales in the sum of £29,366,937.

2.5 Agree that the Common Seal be affixed to the said Council Tax.

2.6 Agree that the Common Seal be affixed to precepts for Port Health Expenses for the period 1 April 2016 to 31 March 2017 namely

The County Council of the City and County of Cardiff      £114,904

The Vale of Glamorgan County Borough Council      £12,976

2.7 Agree that notices of the making of the said Council Taxes signed by the Chief Executive be given by advertisement in the local press under Section 38(2) of the Local Government Finance Act 1992.

2.8 In the event that the final settlement figure differs from the provisional figure, the Council approve a proportionate adjustment to the general reserves.

3.0 the Prudential Indicators for 2016/17, 2017/18 & 2018/19 delegating to the Section 151 Officer the authority to effect movement between the limits for borrowing and long term liabilities within the limit for any year be approved.

4.0 the Treasury Management Strategy for 2016/17 in accordance with the Local Government Act 2013 and the Local Authority (Capital Finance & Accountancy) (Wales) Regulations 2003 and subsequent amendments be approved .

5.0 the Minimum Revenue Provision Policy for 2016/17 Be approved.

6.0 the Section 151 Officer be authorised to raise such funds as may be required to finance capital expenditure by temporary or long term borrowing within the



limits outlined above, and to bring forward or delay schemes within the Capital Programme.

- 7.0 the current Council Tax Reduction Scheme as set out in the report be maintained.
- 8.0 the City Deal Document referred to in paragraph 235 to 239 of the report be signed on behalf of the Council (on the understanding that the document will provide that it will be subject to the agreement of the Full Council). Pursuant to the City Deal Document the Council continues to work with the Cardiff Capital Region partner local authorities, UK and the Welsh Government to develop the final City Deal Agreements, and further reports on this matter be submitted to Council as appropriate to keep members apprised of developments.

#### 158 : LEADER & CABINET MEMBER STATEMENTS

There were no Leader or Cabinet Statements to Council as all Cabinet Members had spoken as part of the Budget Debate.

#### 159 : URGENT BUSINESS

No request had been received for an urgent item.

#### 160 : APPOINTMENT OF DIRECTOR GOVERNANCE AND LEGAL SERVICES & INTERIM MONITORING OFFICER

The Council was advised of the impending vacancy in the post of Director of Governance and Legal Services, the Council's designated Monitoring Officer, and requirement to put in place arrangements to ensure the Council has adequate senior management resources to discharge its functions effectively

RESOLVED – That the Council

1. noted the forthcoming vacancy of the post of Director of Governance and Legal Services, and approves a recruitment and selection exercise to fill the post;
2. agreed no changes to the statement of duties, terms and conditions, including remuneration for the post, as previously determined by ECC and Council in February 2015;
3. delegated authority to the Corporate Director, Resources, to put in place appropriate arrangements for public advertisement of the post;
4. noted that an Appointments Committee will be convened to make a suitable appointment under its approved terms of reference; and
5. designated David Marr as Interim Monitoring Officer from 1 March 2016 and until the date that the new appointee commences employment.

*(The meeting closed at 20.25)*

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**CITY & COUNTY OF CARDIFF  
DINAS A SIR CAERDYDD**



**COUNCIL:**

**24 MARCH 2016**

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**REPORT OF THE INTERIM MONITORING OFFICER**

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**LORD MAYOR AND DEPUTY LORD MAYOR ELECT**

**Reason for this Report**

1. To receive nominations for the positions of Lord Mayor and Deputy Lord Mayor for the 2016/17 Civic Year.

**Background**

2. The election of the Chair and Vice Chair of Council are determined by a vote of the Council at its Annual Meeting in May and nominations for these positions are sought from Party Groups to enable a recommendation to be made at the March Council meeting.
3. The Members appointed as Chair and Vice Chair are entitled to use the titles The Right Honourable the Lord Mayor and Deputy Lord Mayor respectively.

**Issues**

4. The purpose of this report is to seek the nomination of Members for election as Lord Mayor and Deputy Lord Mayor for 2016/17 Civic Year.
5. It will be necessary for Council to formally elect the Lord Mayor and Deputy Lord Mayor at the Annual Meeting of Council.
6. Party/Group nominations for these positions have been requested.

**Legal Implications**

7. The Local Government Act 1972 requires that the Chairman of the Council be elected annually and that the Vice Chairman be appointed annually. In neither case may that person be a member of the Executive. The Council has the

benefit of a Royal Charter permitting the Chairman and Vice Chairman to be known by the style and title of The Right Honourable the Lord Mayor and Deputy Lord Mayor respectively.

### **Financial Implications**

8. Payments to civic heads are within the remit of the Independent Remuneration Panel. For 2016/17, the Panel has set three levels of civic salary for each of these roles which can be paid by any authority according to local factors. These range between £19,000 to £24,000 (inclusive of the basic allowance) and £14,000 to £18,000 (inclusive of basic allowance) for the Deputy Lord Mayor. These amounts can be met from within existing budgets.

### **RECOMMENDATIONS**

It is recommended that the Council consider nominations for the positions of Lord Mayor and Deputy Lord Mayor elect for the 2016/17 Civic year.

**DAVID MARR**  
**Interim Monitoring Officer**  
**17 March 2016**

**CITY OF CARDIFF COUNCIL  
CYNGOR DINAS CAERDYDD**



**COUNCIL:**

**24 MARCH 2016**

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**CABINET PROPOSAL**

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**PAY POLICY 2016/17**

**Reason for this Report**

1. To ask the Council to agree a Pay Policy Statement for 2016/17, in accordance with the requirements of the Localism Act 2011.

**Background**

2. The City of Cardiff Council understands the importance of having a clear written policy on pay for employees. The policy statement will provide a framework to ensure that employees are rewarded fairly and objectively without discrimination.
3. The Council also has a statutory requirement under the Localism Act 2011 to prepare a pay policy statement on an annual basis. The first statement was in place by 31<sup>st</sup> March 2012 and they have been produced annually since. Agreement (and subsequent publication) of this fifth annual Pay Policy Statement will ensure continued compliance with this legislation.
4. The focus of the legislation is about transparency of pay for Chief Officers and how their pay compares with lower paid employees in the Council. However, in the interests of transparency and accountability the Council has chosen since 2011 to take a broader approach and produce a policy statement covering all employee groups with the exception of teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not in local authority control). This policy also excludes Members of the Council as they are not employees and are governed by separate legislation via the Independent Remuneration Panel for Wales
5. The legislation also requires the Council to provide information about redundancy payments that are made to employees who leave the organisation. The Voluntary Redundancy policy was reviewed in January 2015 with the changes taking effect from 3<sup>rd</sup> April 2015. Following recent annual review, Cabinet in January 2016 agreed that there will be no change to the Voluntary Redundancy policy for 2016/17.
6. In February 2014 the Welsh Government published statutory guidance entitled Pay Accountability in Local Government in Wales - Guidance under section 40 of the Localism Act. This guidance has been revised and

replaced with a document of the same title dated January 2016. The main change concerns an issue which was emerging and which was highlighted in last year's Cabinet report and Pay Policy document. This relates to the transparency requirement from Welsh Government that Chief Officer severance packages over a particular threshold need to be considered by Full Council. Welsh Government have confirmed that they consider £100,000 to be the appropriate level for this threshold. The guidance from Welsh Government dated January 2016 clarifies which elements should be included in this £100,000 threshold ie salary paid in lieu, lump sum redundancy/severance payment and cost to the authority of the strain on the pension fund arising from providing early access to an unreduced pension . The Council duly complied with this requirement in 2015/16 in instances when this threshold was exceeded for Chief Officers and will continue to do so based on confirmation now provided by Welsh Government.

7. The other issue raised last year concerning pay awards for JNC for Chief Officers has been addressed by last year's agreed inclusion by Cabinet and Full Council of paragraph 15.5 in the pay policy statement that the Council will pay such nationally agreed pay awards as and when determined. This is reflected in the policy statement attached along with recently amended guidance relating to the Independent Remuneration Panel for Wales. Clarification has now been received from the IRP in relation to Section 39 of the Local Government (Wales) Act 2015 regarding salaries of Chief Officers. The IRP have confirmed that it will be sufficient for the Welsh Local Government Association (as the Local Government Employers Organisation for Wales) to notify the IRP of nationally negotiated pay increases for Chief Officers rather than each authority having to do so individually. The IRP however reserves the right to examine the award as both appropriate and reasonable and have agreed with WLGA to reach a conclusion within a timescale that does not delay payment.
8. Whilst Welsh Government Guidance does not reference future or impending legislation , there are possible changes which may impact on all Councils' published pay policies particularly in relation to reward of Chief Officers. Central Government has introduced legislation regarding the repayment of severance payments by senior officers earning £80,000 or over where they return to the public sector within 12 months of leaving their previous post .Additionally the Government's Enterprise Bill 2015 contains provisions to introduce a £95,000 cap on public sector exit payments on English Authorities. However, devolved governments in Scotland, Northern Ireland and Wales are able to determine if and how they wish to take this forward. Confirmation has now been received that the Minister for Public Services will be advising the National Assembly for Wales to oppose a Legislative Consent Motion (LCM) for a £95k cap on public sector exit payments as defined by the Enterprise Bill. Once legislation is confirmed on these and any other relevant legislative matters, the Council will need to comply with such requirements, as appropriate

## **Reason for Recommendation**

9. To respond to the legal requirement under the Localism Act 2011 but the production of the policy statement will also provide openness and accountability in how the Council rewards its staff.

## **Legal Implications**

10. Under Section 38 of the Localism Act 2011 the Council must prepare a Pay Policy Statement for each financial year before the commencement of that year. The Pay Policy Statement for 2016/17 must therefore be approved by 31<sup>st</sup> March 2016.

The Act requires the Policy to cover certain specific matters and the Welsh Government has issued statutory Guidance in relation to Pay Policies.

The proposed Pay Policy for 2016/17 meets the requirements of the Act and Welsh Government Guidance.

The Pay Policy must be published in such manner as the Council thinks fit. The practice is to publish the Pay Policy on the Council's website.

The Council's pay structures are considered to be compliant with Equalities legislation.

## **Financial Implications**

11. The rates of pay and conditions set out in the Pay Policy Statement are reflected in the Council's budget for 2016/17.

## **Human Resource Implications**

12. The recommendation will not impact on employees across the Council as it merely outlines in one policy, existing and agreed arrangements for pay and remuneration of employees.

## **CABINET PROPOSAL**

Council is recommended to approve the attached Pay Policy Statement 2016/17 (Appendix 1).

## **THE CABINET**

10 March 2016

*The following appendix is attached:*

Appendix 1 – Pay Policy Statement 2016/17

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**CITY OF CARDIFF COUNCIL****PAY POLICY STATEMENT 2016/17****INTRODUCTION AND PURPOSE**

1. The City of Cardiff Council recognises the importance of managing pay fairly and consistently in a way that motivates employees to make a positive contribution to the Council's business. The decisions that are taken regarding pay are crucial to maintaining equality across the Council. The production of a Pay Policy Statement supports this approach and will provide transparency.

**SCOPE**

2. The Localism Act 2011 requires authorities to develop and make public a 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 on the relationship between remuneration for Chief Officer and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach and produce a policy statement covering all employee groups with the exception of teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not in local authority control). This policy does not apply to Members of the Council as they are not employees and are governed by separate legislation via the Independent Remuneration Panel for Wales.

**LEGISLATION**

3. In determining the pay and remuneration of all its employees, the Council will comply with all relevant legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Employment) Regulations 2006. With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.
4. This policy statement incorporates the Cardiff Council's pay policy statement as required by the Localism Act 2011. This policy statement also complies with requirements under Section 143A of the Local Government (Wales) Measure 2011 and Section 39 of the Local Government (Wales) Act in relation to the Independent Remuneration Panel for Wales.

**RESPONSIBILITY AND SCOPE**

5. The Council is directly responsible for a budget of £570 million (2016/17) and for the employment of 13,145 employees (as at December 2015). The Council provides services to a total population of 346,100 residents (according to the 2011 Census). Cardiff's Liveable City Report has given an updated figure for October 2015 as 354,300, residents. In January 2015 the Council was recorded as having a Council housing stock of 13,646 and in September 2015 there were 53,056 pupils enrolled in

our schools. During 2013 there were also 18.9m visitors that came to the city, of those some 17.07m were day visitors.

## DEFINITIONS

6. **Chief Officer** – the Localism Act 2011 defines Chief Officer as:
- Head of Paid Service - in Cardiff this is the Chief Executive
  - Monitoring Officer – in Cardiff this is the Director of Governance & Legal Services
  - Statutory Chief Officers – in Cardiff these are -
    - Director for Education and Lifelong Learning,
    - Director of Social Services
    - Corporate Director Resources who undertakes the role of Section 151 Officer
  - Non-statutory Chief Officers – this refers to non-statutory posts that report directly to the Head of Paid Service so in Cardiff this would be –
    - Director for Economic Development
    - Director for City Operations
    - Director for Communities, Housing and Customer Services.
  - Deputy Chief Officers – this refers to officers that report directly to statutory or non-statutory Chief Officers. In Cardiff this includes –
    - Assistant Director for Education and Lifelong Learning
    - Assistant Director for Children’s Services
    - Assistant Director for Adult Services
    - Assistant Director for Environment
    - Assistant Director for Housing and Communities
    - Assistant Director for Customer Services and Communities
    - Head of Service for Finance
    - Head of Performance and Partnership
    - Chief Officer for HR People Services

There are also some Operational Managers that report directly to statutory or non-statutory Chief Officers (Directors of Economic Development; Governance and Legal Services; Social Services; and City Operations) and so for the purposes of this policy these posts are included within this definition. Operational Managers are employed on the same terms and conditions as the Council’s Heads of Service and Chief Officers as indicated in paragraph 13.1.

7. **Lowest Paid Employees** – the Localism Act 2011 requires the Council to define its ‘lowest paid employee’ within our pay policy statement. Within the Council our lowest paid employees are those appointed on SCP6 of the NJC nationally agreed pay spine. However, since 1st September 2012 the Council has adopted the Voluntary Living Wage for its’ employees. Therefore, the minimum pay is currently £7.85 per hour. This is to rise to £8.25 per hour from 1st April 2016.
8. The Government will introduce a compulsory National Living Wage for over 25 year olds at £7.20 per hour from April 2016. Therefore this will not impact on the Council as the Voluntary Living Wage has a higher hourly rate at £8.25 (from 1<sup>st</sup> April 2016). The impact on budgets will be considered by Finance.
9. **Pay** – the Localism Act 2011 defines remuneration as ‘salary, bonuses, charges, fees or allowances payable, any benefits in kind, increase or enhancement of pension entitlement. This definition is adopted for the term **pay** used in this policy.

## KEY PRINCIPLES

10. This policy statement aims to ensure that all employees are rewarded fairly and without discrimination for the work that they do. It reflects fairness and equality of opportunity, the need to encourage and enable employees to perform to the best of their ability and the commitment to operate a transparent pay and grading structure.
11. The Council recognises that pay is not the only means of rewarding and supporting employees and offers a wider range of benefits, i.e. flexible working, access to learning, etc.
12. To ensure these principles are embedded the Council will ensure that there are clear and rational processes for setting and reviewing salaries for all employees, and that there is sufficient flexibility to take into account the pay market and recruitment and retention factors.
13. Any policy statement on pay has to be affordable and support the provision of high quality public service.

## PAY DETAILS

14. Pay Ranges – previous ‘NJC Green Book’ and ‘JNC Craft’ Employees
  - 14.1 All previous NJC Green Book and JNC Craft positions within the Council have gone through a job evaluation (JE) process using the Greater London Provincial Council (GLPC) scheme, following the signing of Collective Agreements with UNISON, GMB and Unite.(Green book) and UNISON, GMB , Unite and UCATT (JNC Craft)
  - 14.2 The Council has linked the scores from the job evaluation results directly to the NJC pay structure. This national pay structure ranges from spinal column point (SCP) 6 to 49 which equates to £13,614 (proposed £14,514 from 1<sup>st</sup> April 2016) to £42,032 (proposed £42,452 from 1<sup>st</sup> April 2016). Within Cardiff we have agreed 10 grades that span across SCPs 6-46 which equates to £13,614 (proposed £14,514 from 1<sup>st</sup> April 2016) to £40,217 (proposed £40,619 from 1<sup>st</sup> April 2016). Each grade has a number of incremental points. More information about the GLPC Scheme and the grades of the Council can be found in the Council’s Single Status Collective Agreement. The agreed grades can be seen at Annex 1.
  - 14.3 When negotiating the Single Status Collective Agreement it was agreed that the Council would not use the lowest point of SCP4 and so we deleted that from our pay range along with SCP5 being deleted from 1<sup>st</sup> October 2015. This had a positive impact on the lowest paid employees of the Council. However, please note that as per paragraph 6 the Council since September 2012 has paid the Voluntary Living Wage.
15. Pay Ranges –Chief Officers and Operational Managers
  - 15.1 Section 143a of the Local Government (Wales) Measure 2011, as inserted by section 63 of the Local Government (Democracy) (Wales) Act 2013 refers to the Independent Remuneration Panel in Wales (“the IRP”) and sets out their functions in relation to salaries of heads of paid service. Authorities must, before making a change to the salary of its head of paid service which is not commensurate with a change to the salaries of the authority’s other staff:
    - consult the IRP about the proposed change; and

- have regard to any recommendation received from the IRP when deciding whether or not to proceed with making the change

15.2 Section 39 of the Local Government (Wales) Act then extended the duties of the Independent Remuneration Panel in Wales (the IRP) from 26/1/16 to require that all local authority proposed chief officer changes in pay which are ‘not commensurate with a change to the salary of the authority’s other staff’ be submitted to the IRP for their recommendation before the change is made, and that the authority have regard to any recommendation received from the IRP when deciding whether or not to proceed with the change. Clarification has now been received from the IRP in relation to Section 39 of the Local Government (Wales) Act 2015 regarding salaries of Chief Officers. The IRP have confirmed that it will be sufficient for the Welsh Local Government Association ( as the Local Government Employers Organisation for Wales ) to notify the IRP of nationally negotiated pay increases for Chief Officers rather than each authority having to do so individually. The IRP however reserves the right to examine the award as both appropriate and reasonable and have agreed with WLGA to reach a conclusion within a timescale that does not delay payment.

15.3 The Council will abide by both these provisions and all references to Council processes for determining any aspect of chief executive or chief officer pay should be read as including this stage, where the relevant change is not ‘commensurate with a change to the salary of the authority’s other staff’.

15.4 Posts at Operational Manager and above are employed on JNC Chief Officer terms and conditions and pay levels for these posts have been evaluated using the Hay Job Evaluation Scheme since 1999.

15.5 The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC pay rises. This Council will therefore pay these nationally agreed pay awards as and when determined unless full Council decides otherwise.

15.6 The following table shows the pay for the Senior Management structure:

<b>Level</b>	<b>Salary*</b>
Chief Executive	£170,000
Corporate Director Resources	£130,000
Directors	£120,000
Chief Officers Assistant Directors	£81,600
Operational Managers	<u>Level 1</u> 5 points from £53,596 - £65,313 <u>Level 2</u> 5 points from £43,8622 - £52,984

\* The National Pay award for JNC for Chief Officers and JNC for Chief Executives not yet finalised for 2016/17.

15.7 When a Hay Job Evaluation is carried out on Chief Officers posts Hay are asked to provide information about salary levels based on their assessments of relative job sizes and benchmarking against market comparisons for posts of similar size and complexity. Any report from Hay on changes to salary levels would be presented to the Council’s Employment Conditions Committee (ECC) which has the following

functions delegated to it under the Council's Constitution: (a) *To consider and determine policy and issues arising from the organisation, terms and conditions of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006), together with any other category of employee specified in Regulation from time to time where this is necessary, subject to the approval of Council in respect of any determination or variation of the remuneration of Chief Officers.* (b) *To decide requests for re-grading of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006), together with any other category of employee specified in Regulation from time to time, whether by way of appeal by an employee against a decision to refuse a re-grading application or to decide applications for re-grading which are supported, subject to the approval of Council in respect of any determination or variation of the remuneration of a Chief Officer.*

15.8 Since 2009/10 the Council has published pay details for Chief Officer posts on its website, while prior to this the number of officers at each salary band over £60,000 were set out. The information can be found in the 'Statement of Accounts' which is accessed via the tab 'Your Council' and then the link to 'Council Finance'. The Chief Executive pay has been published on the website since 2010.

15.9 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee (£15,917) and the Chief Executive (£170,000) as [1:11] and; between the lowest paid employee (£15,917) and median Chief Officer (£120,000) as [1:8].

The multiple between the median full time equivalent earnings (£21,058) and the Chief Executive (£170,000) is [1:8] and; between the median full time equivalent earnings (£21,058) and median Chief Officer (£120,000) is [1:6].

These figures are based on proposed basic salary on 1st April 2016.

15.10 The Council does not use performance related pay or bonuses for Chief Officers.

16. Pay Ranges – Employees other than Chief Officer and previous 'Green Book' and 'Craft' employees

16.1 The Council also has employees on other national terms and conditions, i.e. JNC Youth and Community, Soulbury and Teacher terms and conditions. Pay for these are based on the relevant nationally agreed rates of pay. Pay rates are included in Appendix 2 for information.

17. Incremental Progression – all employees

For 'Green Book', 'Craft' employees and Operational Managers incremental progression is not automatic but is dependent upon a successful performance review. Following a successful performance review increments are normally effective from the 1<sup>st</sup> April each year. For 'Green Book' and 'Craft' employees, this requirement is detailed in the relevant Single Status Collective Agreement and for Operational Managers this is contained within their national terms and conditions.

18. Salary on Appointment – all employees

Posts are advertised on the agreed grade/ range for that particular post and information regarding the minimum and maximum pay is provided in the

advertisement. In practice most appointments are made at the bottom of the range, but there is discretion to appoint at a higher point on the range. This would usually be to match a candidate's current level of pay in particular circumstances.

19. Pay Review – all employees

All pay is reviewed in line with the national pay awards negotiated by the local government employers in conjunction with the recognised Trade Unions at a national level. Please see paragraph 14.2 in relation to JNC for Chief Officer national pay awards.

20. Market supplements – all employees

It is recognised that there will be exceptional occasions where the market rate for certain key jobs is higher than that provided for by the new pay and grading structure. In these circumstances, the grading of the post will be reviewed in accordance with the new Market Supplement Scheme agreed as part of the Council's single status package. The scheme is applicable to all those covered by the green book, Craft employees, JNC for Chief Officers, JNC for Youth & Community Workers and those on Soulbury terms and conditions. The Market Supplement payment which was paid to Children's Social Workers was removed from 1<sup>st</sup> October 2015.

## **ADDITIONAL PAYMENTS**

21. Employees employed under the previous 'Green Book' and 'Craft' terms and conditions are now paid on the same terms and conditions and pay scales through job evaluation. However, a tool allowance has been retained for relevant craft posts.

NJC 'Green Book' and JNC 'Craft' Employees

22. Additional payments are made as detailed in their respective Collective Agreements. The types of additional payments made include: overtime and Saturday and Sunday working at time and a half, recalls to work attract a minimum payment of 2 hours payment, public holiday payments, car allowances, motorcycle and bicycle allowances, stand by and call out payments, night /evening /unsocial hours payments, shift work allowance, sleeping in duty payment, first aid allowance, relocation payment and payment for professional subscriptions. For the financial year 2016/17 payments for interview expenses, relocation expenses and professional subscriptions (which are not legal requirements of a post) will continue to cease in order to manage a budget deficit.

23. Chief Officers and Operational Managers – the following additional payments are made:

23.1 Car, motorcycle and bicycle allowances - the Council has negotiated with trade unions to harmonise car allowances for all Council employees and uses the single rate based on the HMRC arrangements that will be paid for business mileage, i.e. currently 45p per mile.

23.2 Interview Expenses and Relocation Assistance For the financial year 2016/17 both of these will continue to cease in order to manage a budget deficit.

23.3 Professional Subscriptions – For the financial year 2016/17 these will continue only be paid by the Council where it is an essential requirement of the post. From 1<sup>st</sup> April

2016, there is a requirement for all Schools Learning Support Workers (Teaching Assistants) to be registered with the Education Workforce Council (EWC). As it is a statutory requirement, the Council will be funding the £15 registration fee for the 2,400 employees affected.

23.4 Returning Officer fees - the appointment of Electoral Registration Officer is required by S8 Representation of the People Act 1983, and the appointment of Returning officer by S35 Representation of the People Act 1983. In Cardiff whilst the role of Electoral Registration Officer and Returning Officer is part of the job description of the Chief Executive, it continues to be carried out by the Section 151 Officer. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner elections and all referenda are set by legislation. For these externally sponsored elections the fee is funded through grant awarded by the Welsh Government in respect of its election and by Central Government in respect of the other elections. Local authorities have the discretion to set the fee for local elections. In the Council the fee for local elections (including ordinary and casual) is set in line with the fee agreed for the Welsh Government elections.

#### 24. Other Employees

The Council is looking to negotiate with trade unions to harmonise the additional payments for JNC Youth and Community and Soulbury employees with those paid to 'Green Book' and 'Craft' employees. Due to the work associated with the workforce package implemented by the Council, negotiations for the other groups have been delayed and will start in the next financial year.

### **HONORARIA AND ACTING UP SCHEMES**

25. The Council has schemes for the payment where an employee acts up into a post at a higher level of pay or where they undertake additional duties at a higher level of responsibility. These schemes are applicable for all Council employees. For the financial year 2016/17 use of the honoraria scheme will continue to be withdrawn in order to manage a budget deficit.

### **ANNUAL LEAVE**

26. Green Book and Craft employees, Chief Officers and Operational Managers  
27 days & 32 days after 5 years service. Plus 8 bank holidays

27. Other Employees  
JNC Youth & Community – 30 days & 35 days after 5 years service.  
Soulbury – 25 days rising to 30 days after 5 years service.  
Plus 8 bank holidays and also 4 extra statutory days for both groups

28. The entitlements to annual leave are pro rata for part time employees.

29. The Council introduced an Annual Leave Purchase scheme, whereby employees can purchase up to 10 days annual leave, which is then payable by monthly deductions during the leave year. As at December 2015, 156 employees had accessed the scheme.

## PENSIONS AND REDUNDANCY/ SEVERANCE PAYMENTS

30. All Council employees (with the exception of teachers) are entitled to join the local government pension scheme (LGPS) which is offered by the Local Government Employers. If employees are eligible they will automatically become a member of the scheme (to join they must have a contract for at least 3 months duration and be under the age of 75). Employees can decide to opt out of the scheme. The benefits and contributions payable under the Fund are set out in the LGPS regulations.
31. The current level of contribution to the scheme by employees is:

FTE Pay	% Employee Contribution
Up to £13,500	5.5
£13,501 to £21,000	5.8
£21,01 to £34,000	6.5
£34,001 to £43,000	6.8
£43,001 to £60,000	8.5
£60,001 to £85,000	9.9
£85,001 to £100,000	10.5
£100,001 to £150,000	11.4
More than £150,000	12.5

32. Teachers are entitled to join the Teachers' Pensions scheme. As the Teachers Pensions scheme is operated externally further information can be found on [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk).
33. The Council's current published statements relating to pensions was agreed by the Cabinet on 12<sup>th</sup> June 2014 for implementation in 30<sup>th</sup> June 2014 and the relevant document is available on the Council's website. A change to the way redundancy payments are calculated was agreed by Cabinet on 26<sup>th</sup> January 2015 and is detailed below in paragraph 34.

The document provides details of the Council's policy on making discretionary payments on early termination of employment under Regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006. The document also provides details of the Council's policy on increasing an employees total pension scheme membership and on awarding additional pension under Regulation 66 of the Local Government Pension Scheme (Administration) Regulations 2008.

34. The arrangements set out in the document referred to above applies to all employees of the Council irrespective of grade or status. The most relevant sections are detailed below:

**The power to pay lump sum compensation of up to 104 weeks** - the Council's policy for utilising this discretion is that the statutory redundancy table is multiplied by a factor of 1.5 subject to a maximum of 45 weeks from 3<sup>rd</sup> April 2015.

**The power to Increase a Statutory Redundancy Payment** – the Council's policy for utilising this discretion is that redundancy payments to be based on actual weeks pay up to a maximum of £475 per week (as at 3<sup>rd</sup> April 2015) or actual pay whichever is



the lesser. The maximum figure to be adjusted by the statutory amount for a week's pay, as announced annually by the Department of Business Innovation and Skills.

## **NATIONAL INSURANCE CHANGES FROM 1<sup>ST</sup> APRIL 2016**

35. From 1<sup>st</sup> April 2016, employees paying into either the Local Government Pension Scheme or Teachers' Pension scheme will see an increase in their National Insurance contributions. This is due to the contracting out rebate being removed for employees. Therefore, an employee earning £25,000 will see an increase of approximately £22 per month in NI contributions. The Council will also see an increase in employers NI contributions due to the changes.

## **RE-EMPLOYMENT OF STAFF**

36. The Council now has a policy regarding re-employment of employees (at any level) who take voluntary redundancy from the Council which was agreed at Cabinet on 26<sup>th</sup> January 2015.
37. The Council's agreed policy is that from April 2015 employees requesting voluntary redundancy have to agree to the following condition - given the Council's obligation to safeguard public funds, they will be precluded from returning to employment (which includes permanent, temporary, casual and agency) within the Council (including schools) for a period of 12 months from the date of their termination.
38. The Council does not believe that it employs any individual in a manner that seeks to avoid tax.
37. Within the Council under the pension fund discretionary policies there is generally no abatement of pension following re-employment except under the following circumstances:
- (a) Where a person has been awarded compensatory added years (CAY's) under LGPS Compensation Regulations the pension may be abated. This is a requirement of the compensation regulations but these will be historical cases as CAY's can no longer be granted.
  - (b) Where a person has retired under tier 1 ill health provisions and is subsequently re-employed. This is because the certification for tier 1 supposes that the person is permanently unfit for all work. Other tiers of ill health or other retirements would not lead to abatement on re-employment.

Abatement, where it applies, would be based on non betterment that is the pension + pay in new employment should not exceed the pay at the point of retirement (adjusted for pension increases). Under (a) the abatement would only apply to the pension from CAY's.

## **ACCOUNTABILITY AND DECISION MAKING**

38. In accordance with the Constitution of the Council the Cabinet are responsible for decision making in terms of pay, terms and conditions and redundancy arrangements in relation to employees of the Council. The exception to this is that the Employment Conditions Committee are responsible for posts at Chief Officer level and above as detailed above in paragraph 13.3.

39. Any redundancy packages above £100,000 must be agreed by full Council. The redundancy package includes any redundancy payment (from 3 April 2015, statutory redundancy pay of 30 weeks plus an additional 15 weeks), contractual notice period and full cost of early release of pension (as required under Regulation 68(2) of the Local Government Pension Scheme). Confirmation has been received that Welsh Government will recommend to the National Assembly to oppose the Legislative Consent Motion on the £95k cap on public sector exit payments as defined in the Enterprise Bill.
40. An updated pay policy statement will be agreed by the full Council annually in line with the legislation and full Council will ensure compliance with the pay policy statement. Where any legislation impacts on this pay policy, the Council will need to comply with such requirements, as appropriate.

## **REVIEW OF THE POLICY**

41. This policy statement will be kept under review and developments considered in the light of external best practice and legislation. The policy statement may also be reviewed as part of the Council's existing Scrutiny arrangements. The Council will ensure the policy statement is updated on an annual basis in line with the requirement of the Localism Act 2011. The annual policy statement will be submitted to Cabinet and then full Council by March of each year.



**REPORT OF INTERIM MONITORING OFFICER**

**APPOINTMENTS TO COMMITTEE VACANCIES**

**Reason for this Report.**

1. To make appointments to Committees to fill current vacancies in accordance with Party Group nominations.

**Background**

2. The Council at its Annual Meeting on 21 May 2015 established its committees and allocated seats to party groups in line with the relevant provisions of the Local Government and Housing Act 1989 (Section 15) and the Local Government (Committees and Political Groups) Regulations 1990. Following a change in the Council's political composition, a revised proportional allocation of seats was agreed by Council on 23 July 2015.
3. The legislation requires the Council to allocate committee seats to political groups in proportion, as far as is reasonably practicable, to the size of those groups on the Council. Once the Council has determined the allocation of seats, it is obliged to make appointments so as to give effect to the wishes of the political group to which the seat has been allocated.
4. Legislation also requires the politically proportional allocation of scrutiny chairs for Councils comprised of several political groups (pursuant to Part 6 of The Local Government (Wales) Measure 2011). The proportional allocation of Scrutiny Committee Chairs was agreed with Political Groups, and approved by Council at its Annual meeting, and reaffirmed at the Council meeting on 23 July 2015. Once the Council has determined the allocation of Scrutiny Chairs to each political group, the appointment of Scrutiny Chairs is to be made by the relevant political group.

**Issues**

5. Appointments to Committees have been made in accordance with the agreed political balance arrangements and the wishes of political groups.
6. The following Committee vacancies are to be filled by Council in accordance with nominations from the political groups to which the seats are allocated. Nominations will be reported to Council on the amendment sheet.

<u>Committee</u>	<u>No of Vacancies</u>
Licensing Committee	1 vacancy
Public Protection Committee	1 vacancy
Audit Committee	1 vacancy
Constitution Committee	2 vacancies
Corporate Parenting Advisory Committee	1 vacancy
Democratic Services Committee	1 vacancy
Community & Adult Scrutiny Committee	1 vacancy
Policy Review & Performance Scrutiny	3 vacancies
Bilingual Cardiff Working Group	2 vacancies
Health & Safety Advisory Group	1 vacancy
Glamorgan Archives Joint Committee	1 vacancy

### **Legal Implications**

7. The legal Implications are set out in the body of this report.

### **Financial Implications**

8. There are there are no additional financial implications arising from this report that have not been included within the Council's budget for 2016/17.

### **RECOMMENDATIONS**

That Council is recommended to approve the appointments to the Committee vacancies giving effect to the political groups wishes and in line with the nominations received as reported on the amendment sheet;

### **DAVID MARR**

Interim Monitoring Officer  
18 March 2016

Background paper  
*Committee Membership List v1.17 – 10/03/16*