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County Council

Meeting Venue
**Council Chamber - County Hall,
Llandrindod Wells**

Meeting date
Wednesday, 11 May 2016

Meeting time
10.30 am

For further information please contact
Stephen Boyd
01597 826374
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County Hall
Llandrindod Wells
Powys
LD1 5LG

5 May 2016

AGENDA

1.	ELECTION OF CHAIR	CC49- 2016
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To elect the Chair of Council for the ensuing year.

2.	ELECTION OF VICE-CHAIR	CC50- 2016
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To elect the Vice-Chair of Council for the ensuing year.

3.	ELECTION OF ASSISTANT VICE-CHAIR	CC51- 2016
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To elect the Assistant Vice-Chair of Council for the ensuing year.

Council will adjourn for photographs to be taken

4.	APOLOGIES	CC52- 2016
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To receive apologies for absence.

5.	DECLARATIONS OF INTEREST	CC53- 2016
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

6.	ALLOCATIONS, ELECTIONS AND APPOINTMENTS REQUIRED TO BE MADE AT THE ANNUAL MEETING OF COUNCIL	CC54- 2016
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To consider the report of the Solicitor to the Council on the allocations and appointments to be made at the Annual Meeting of Council.

(Pages 3 - 34)

7.	DRAFT ONE POWYS PLAN UPDATE 2016-17	CC55- 2016
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To consider the draft One Powys Plan update for 2016-17.

(Pages 35 - 64)

8.	MEMBERS' SALARIES, ALLOWANCES AND EXPENSES	CC56- 2016
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To consider the report of the Strategic Director – Resources on Members' salaries allowances and expenses.

(To Follow)

9.	DEMENTIA MISSION STATEMENT	CC57- 2016
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To consider a Dementia Mission Statement for the Council.

(Pages 65 - 78)

CC54- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

COUNTY COUNCIL ANNUAL MEETING 11th May, 2016

REPORT BY: Solicitor to the Council

SUBJECT: Allocations, elections and appointments required to be made at the Annual Meeting of the Council

REPORT FOR: Decision and Information

1. INTRODUCTION

- 1.1 This report addresses the various requirements, procedures and processes concerning allocations / elections / appointments which the Council / political groups are required to make at or in connection with the Annual Meeting in accordance with legislation and the Council's own Constitution

FOR INFORMATION.

2. POLITICALLY BALANCED APPOINTMENTS GENERALLY

- 2.1 In accordance with the Local Government and Housing Act 1989 ("the 1989 Act") the Council is divided into political groups.
- 2.2 **Appendix 1** contains details of which County Councillors belong to which Group and the identity of the Group Leaders and other representatives.
- 2.3 The existence of political groupings means that the Council must comply with the political balance regime contained in the 1989 Act and related legislation such as the Local Government (Committees and Political Groups) Regulations 1990.
- 2.4 To assist Members in understanding the statutory political balance requirements the following are attached as background information:
- (i) **Appendix 2** briefly outlines how political groups are established; the process for carrying out a review and determining the allocation of seats on committees and relevant outside bodies to groups; the principles and methodology to be applied to the allocations / appointments processes and the requirement to appoint in accordance with the wishes of groups in so far as their members are concerned.
 - (ii) **Appendix 3** outlines the overall entitlement to seats by political groups and entitlement to individual committee seats.
 - (iii) **Appendix 4** - The Ready Reckoner used in (ii) above to establish the entitlement to seats.
- 2.5 The major requirements of the 1989 Act and the related legislation concerning the political balance regime are that:

(i) The Council's main Committees and Sub-Committees (except the three Shire Committees and the Standards Committee) have to be constituted so that they are politically balanced so far as is reasonably practicable. As a result of the decision of the Council at its meeting on 25th April 2012 the main committees in this context and which must be politically balanced are:

1. People Scrutiny Committee (14 Councillors plus co-optees)
2. Place Scrutiny Committee (14 Councillors plus co-opted Member)
3. Audit Committee (14 Councillors plus co-opted lay member) [in accordance with rule 61 of the Local Government Democracy (Wales) Act 2013].
4. Democratic Services Committee (14 Councillors)
5. Planning, Taxi Licensing and Rights of Way Committee (21 Councillors)
6. Licensing Act 2003 Committee (14 Councillors)
7. Employment & Appeals Committee (14 Councillors)
8. Pensions and Investment Committee (5 Councillors plus Co-Opted Members and Portfolio Holder for Finance)

Thus the total number of seats (excluding co-optees) on all committees is 110

(ii) The appointments to the following outside bodies have to comply with the 1989 Act political balance regime:

- (a) Mid and West Wales Fire and Rescue Service (MWWFRS),
- (b) Police and Crime Panel (PCP)
- (c) Brecon Beacons National Park Authority (BBNPA);

but it is only the BBNPA appointments which are required to be undertaken annually. The appointments to the MWWFRS and PCP are for the period from the first Annual Meeting after the ordinary Council elections in 2012 until the next ordinary council elections in 2017.

3. POSITION OF SUB-COMMITTEES

3.1 The political balance regime does also apply to the sub-committees of those committees to which the regime applies (i.e. any sub-committee of a Committee referred to above in Paragraph 2.5(i).

3.2 Thus the political balance requirements do not therefore apply to a sub-committee of the Standards Committee or a Shire Committee.

3.3 Additionally the only other sub-committees / panels of committees which exist deal with licensing and staffing appeals and have also been excluded from the requirement to be politically balanced on grounds of impracticability e.g. the licensing panels can only comprise 3 members and there can be difficulties around member availability.

4. APPOINTMENTS OF CHAIRS TO OTHER COMMITTEES AND THE POSITION OF VICE-CHAIRS

Audit Committee.

- 4.1 The Local Government (Wales) Measure 2011 stipulates that the Audit Committee (and not Full Council) is to appoint its Chair who must not be a member of the Executive Group.

Chairs of Non-Scrutiny Committees (except the Democratic Services Committee)

- 4.2 There are no other statutory provisions relating to the process for the appointment of chairs of non-scrutiny committees and in particular there is no statutory requirement for such appointments to be politically balanced. The Council since 2011 has left it to each individual non-scrutiny committee to appoint its own Chair.

Vice-Chairs of All Committees.

- 4.3 Similarly the appointment of Vice-Chairs of all Committees (including Scrutiny Committees) is not required to be politically balanced or subjected to any particular appointment process and the Council's convention has been to leave it to each individual Committee to appoint its Vice-Chair.

FOR DECISION.

5. POLITICALLY BALANCED APPOINTMENTS TO COUNCIL COMMITTEES

- 5.1 The effect of this political balance regime is that at certain prescribed times / occasions the Council must REVIEW the representation by each of the political groups on the main Council Committees listed in 2.5 (i) above and then DETERMINE the allocation of seats on those committees to which each political group is entitled. One such occasion is the Council's Annual Meeting.
- 5.2 This exercise will be undertaken having regard to the principles and the Methodology referred to in **Appendix 2**. Discussion normally also takes place with the Group Leaders. The final adjusted proposals for the allocation of seats to the groups on committees is set out in **Appendix 5 (A revised version will be circulated at the meeting)**.
- 5.3 Council will be required to approve the proposals set out in Appendix 5. This will require a proposer and seconder.

Recommendation:	Reason for Recommendation:
To review and determine the allocation of seats on Council Committees to the different Political Groups in accordance with Appendix 5	To comply with statutory requirements (including those concerning the need for political balance) and the Council's Constitution in relation to the allocation and appointment of committee seats and Chairs.

- 5.4 In appointing Councillors to seats on committees allocated to the Groups in accordance with **Appendix 5** the Council must give effect to the wishes of the political groups.
- 5.5 The wishes of the political groups as to those Councillors from the respective groups to be appointed to committees is set out in **Appendix 6 (A copy will be circulated at the meeting)**.
- 5.6 **Council will be required to appoint councillors to committees in accordance with the wishes of the groups as set out in Appendix 6. This will require a proposer and seconder.**

Recommendation:	Reason for Recommendation:
To make appointments to Committees in accordance with the wishes of the different Political Groups as set out in Appendix 6	To comply with statutory requirements (including those concerning the need for political balance) and the Council's Constitution in relation to the allocation and appointment of committee seats and Chairs.

6. APPOINTMENTS TO CHAIRS OF SCRUTINY COMMITTEES

- 6.1 The appointment of the Chairs of the 2 Scrutiny Committees needs to be in accordance with the Local Government (Wales) Measure 2011 (the Measure)
- 6.2 Without oversimplifying the position the legislation provides that in situations such as those which exist in Powys in terms of the number of groups and scrutiny committees the allocation of scrutiny committee chairs is based firstly on working out the proportion of chairs which go to the "Executive" group(s) based on the proportion which the members of the Executive group(s) bear to the overall membership of the council.
- 6.3 The chairs left over after this first exercise are allocated to the "Opposition" group(s). A possible alternative under the Measure would be for both chairs to be allocated to the "Opposition" groups provided this had cross group support.
- 6.4 The current position is that in accordance with the Measure, the Executive Group is entitled to one of the scrutiny chairs and therefore the 1 chair is to be filled by Opposition Groups (**Appendix 7**). The Opposition Group which has the entitlement to that scrutiny chair is the Liberal Democrats Group.
- 6.5 **The Council is required to allocate the 2 scrutiny chairs to the political groups as indicated above and to note the appointment of Chairs by those groups as below. This will require a proposer and seconder.**

People Scrutiny Committee Executive Groups (Powys Independent Alliance; The Independent Group; The Non-Political Group)	Powys Independent Alliance County Councillor D.R. Jones
Place Scrutiny Committee Opposition Groups (Welsh Liberal Democrats; Welsh Conservatives;	Welsh Liberal Democrats

Welsh Labour)	County Councillor K.W. Curry
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Recommendation:	Reason for Recommendation:
To allocate the 2 Scrutiny Committee Chairs to the Political Groups as set out in paragraph 6.5, and to note the political groups' appointments in respect of Chairs.	To comply with statutory requirements (including those concerning the need for political balance) and the Council's Constitution in relation to the allocation and appointment of committee seats and Chairs.

7. APPOINTMENTS OF CHAIRS TO OTHER COMMITTEES AND THE POSITION OF VICE-CHAIRS

Democratic Services Committee.

7.1 The Chair of the Democratic Services Committee is required to be appointed by the County Council. The Chair of the Democratic Services Committee cannot be a member of an executive group.

7.2 **The Council is required to appoint the Chair of the Democratic Services Committee. This will require a proposer and seconder.**

Recommendation:	Reason for Recommendation:
To appoint the Chair of the Democratic Services Committee.	To make appointments in accordance with statute and the Constitution.

8. POLITICALLY BALANCED APPOINTMENTS TO RELEVANT OUTSIDE BODIES

Brecon Beacons National Park Authority (BBNPA)

8.1 **Appendix 8** sets out details relating to the background to the proposed appointments to the BBNPA.

8.2 The allocation of the 8 seats on the BBNPA to the Political Groups in order to satisfy the political balance requirements has to be undertaken as though the allocation were in respect of an 8 Member committee.

8.3 The outcome of that exercise and the identity of those individual Members nominated so far to sit on the BBNPA by their respective Groups is set out below:

Powys Independent Alliance	County Councillors G.G. Hopkins, E.T. Morgan, G.W. Ratcliffe
The Independent Group	County Councillors M.J. Jones
Welsh Liberal Democrats	County Councillor P.J. Ashton
Welsh Conservatives	County Councillor G. Williams
Welsh Labour	County Councillor D.W. Meredith
The Non-Political Group	County Councillor Mrs M.R. Harris

8.4 **The Council is required to make appointments to the BBNPA in accordance with groups' nominations as set out in paragraph 8.3 above. This will require a proposer and seconder.**

Recommendation:	Reason for Recommendation:
To make appointments to the Brecon Beacons National Park Authority in accordance with the report.	To make appointments in accordance with statute and the Constitution.

9. NON-POLITICALLY BALANCED APPOINTMENTS TO OUTSIDE BODIES

Welsh Local Government Association (WLGA)

- 9.1 Powys County Council is a full member of the WLGA and under the constitution of that body is entitled to appoint 3 Members to the WLGA Council.
- 9.2 The appointments continue from one WLGA Annual Meeting to the next and, therefore, the County Council is required to undertake this appointments process at its own Annual Meeting each year.
- 9.3 The Council in past years has always appointed the Leader of Council as one of its representatives to the WLGA.
- 9.4 The nominations from the political groups are as follows:

Powys Independent Alliance	County Councillor W.T. Jones
The Independent Group	County Councillor R.G. Brown
Welsh Liberal Democrats	County Councillor
Welsh Conservatives	County Councillor
Welsh Labour	County Councillor
The Non-Political Group	County Councillor W.B. Thomas

- 9.5 **The Council is required to make these appointments as set out in paragraph 9.4 above. This will require a proposer and seconder.**

Recommendation:	Reason for Recommendation:
To make 3 appointments to the Welsh Local Government Association.	To secure the Council's representative role.

Welsh Local Government Association (WLGA) Co-Ordinating Committee.

9.6 The Council is entitled to appoint one of its 3 representatives to serve on the WLGA Co-Ordinating Committee of the WLGA Council. The Council in past years has appointed the Leader of the Council to this position.

9.7 **Council is required to appoint 1 of its representatives to the WLGA Co-Ordinating Committee. This will require a proposer and seconder.**

Recommendation:	Reason for Recommendation:
To appoint one of the Council's appointments to the WLGA as the Council's appointment to the Co-ordinating Committee of the WLGA Council	To secure the Council's representative role.

Person(s) To Action Decision:	Steve Boyd, Cabinet Manager		
Date By When Decision To Be Actioned:	11 th May, 2016		
Relevant Policy (ies):	Council's Constitution.		
Within Policy:	Y	Within Budget:	Y
Contact Officer Name:	Tel:	Fax:	Email:
Wyn Richards Scrutiny Manager	01597 826375	01597 826220	wyn.richards@powys.gov.uk

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Political Group Information – April 2016

Appendix 1

Summary:

	No.	%
Powys Independent Alliance	22	30.14
Welsh Liberal Democrats	10	13.70
Welsh Labour Group	6	8.22
The Independent Group	13	17.81
Welsh Conservatives	10	13.70
The Non-Political Group	8	10.96
Non-Aligned Members	4	5.48
Total	73	100.01

Group Information:

Cynghrair Annibynnol Powys Powys Independent Alliance	Members: 22
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Group Leader:	County Councillor W.T. Jones
Group Chairman:	County Councillor G.G. Hopkins
Group Deputy Leader(s):	County Councillor J.H. Brunt County Councillor D.R. Price
Group Secretary:	County Councillor G.W Ratcliffe

County Councillors:

G.P. Vaughan	L.V. Corfield
G.G. Hopkins	A.G. Thomas
K.M. Roberts-Jones	D.G. Thomas
H. Lewis	E. Michael Jones
S.M. Hayes	E.R. Davies
D.O. Evans	D. Bailey
J.H. Brunt	W.T. Jones
W.J. Evans	T.J. Van-Rees
E.T. Morgan	G.W. Ratcliffe
D.R. Price	J.G. Shearer
A. York	D.R. Jones

Welsh Liberal Democrats Democratiaid Rhyddfrydol Cymru	Members: 10
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Group Leader:	County Councillor J.G. Morris
Group Deputy Leader(s):	County Councillor F.H. Jump County Councillor K.W. Curry
Group Secretary:	County Councillor G.J. Bowker

Political Group Information – April 2016

Appendix 1

County Councillors:

G.J. Bowker	W.D. Powell
K.W. Curry	F.H. Jump
M. Mackenzie	K.S. Silk
J.G. Morris	P.J. Ashton
C.J. Gibson-Watt	G. Morgan

Grŵp Plaid Lafur Welsh Labour Group	Members: 6
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Group Leader:	County Councillor S.C. Davies
Group Deputy Leader:	County Councillor D.W. Meredith
Group Chairman:	County Councillor D.W. Meredith
Group Secretary:	
Group Party Whip:	County Councillor M.J. Dorrance

County Councillors:

M.J. Dorrance	D.A. Thomas
S. McNicholas	S.C. Davies
D.W. Meredith	S.L. Williams

The Independent Group	Members: 13
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Group Leader:	County Councillors R.G. Brown
Deputy Leader:	County Councillor
Group Secretary:	County Councillor

County Councillors:

R.G. Brown	E.A. Jones
V.E. Evans	R.H. Mills
P.C. Pritchard	A. Holloway
D.C. Jones	M.C. Alexander
D.J. Mayor	P.J. Medicott
J.M. Williams	J.G. Jones
M.J. Jones	

Political Group Information – April 2016

Appendix 1

Welsh Conservatives Ceidwadwyr Cymreig	Members: 10
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Group Leader:	County Councillor A.W. Davies
Deputy Leader:	County Councillor G. Williams
Group Secretary:	County Councillor T. Turner

County Councillors:

S. Davies	R.I. George
A.W. Davies	P.E. Lewis
G.M. Jones	R.G. Thomas
P. Harris	T. Turner
G. Williams	G.D. Price

The Non-Political Group	Members: 8
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Group Leader:	County Councillor W.B. Thomas
Deputy Leader:	County Councillor M.R. Harris
Group Secretary:	County Councillor

County Councillors:

M.R. Harris	W.B. Thomas
E.M. Jones	L.R.E. Davies
K.F. Tampin	W.J.T. Powell
D. Davies	J.C. Holmes

Non-Aligned:

Non-Aligned Members	Members: 4
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County Councillors:

H. Williams	M.J.B. Davies
G.R. Banks	W.A. Fitzpatrick

Dated: 04 May 2016

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This paper seeks to assist Members in understanding the statutory political balance requirements by briefly setting out how political groups are established; how Councillors become members of a political group; the process for carrying out a review and determining the allocation of committee seats to groups; the principles and methodology to be applied to the allocations/appointments processes and the requirement to appoint in accordance with the wishes of groups.

IMPLICATIONS OF MEMBERS DIVIDED INTO POLITICAL GROUPS

Where political groups exist:-

- (a) **All Committees** including the **Scrutiny** Committees have to be **constituted** so as to be **politically balanced** e.g. a political group composed of **one third of the whole membership** of the Council would be entitled to **one third of the seats** on a committee. In the case of a committee of **15** this would give the group **5** seats. **Sub-Committees** would **also** have to be politically balanced.

NB – The Cabinet is not a committee of the Council and the political balance requirements do not apply to it.

- (b) Each **Political Group** (and not the Council) **selects** (in relation to the seats allocated to that group) which councillors **sit on which committee/Sub-Committee** (save for those members **not** in a group).
- (c) Those members **not in a Group** receive a **proportionate allocation** of seats on each Committee/Sub-Committee and the **council** determines the **appointment** of those independent members to Committees/Sub-Committees in whatever method it deems appropriate.
- (d) **Only** the **Standards Committee**, the **3 Shire Committees**, the **Pensions and Investment Panel** and Member/Officer **Working Groups** are **exempt** from the political balance requirements.
- (e) Appointments to the relevant outside bodies i.e. **National Park, Police Authority** and **Fire Authority** are required to be **politically balanced** (appointments to other outside bodies are not required to be politically balanced)

To look at some points in slightly more detail.

A “**political group**” comes in to existence when at least **two** Councillors deliver to the Proper Officer, a notice in writing stating that they wish to be treated as a “**political group**”, stating the **name of the group** and **the name of its leader** and (optional) the name of one other authorised to act in place of the leader (the representative). By **signing** the notice Councillors **become members** of that Group. Only **one** political group need declare for the political balance regime to apply.

If one or more **political groups** are formed then the **Full County Council** must as soon as reasonably practical **REVIEW** the representation of political groups on the Council’s committees, and those relevant **outside** bodies referred to above. Where a **committee** has power to appoint to a **sub-committee** (or appoint to a relevant **outside** body) **the Committee** similarly must conduct a review. It is an **annual requirement to review** the

Appendix 2

representation of the different political groups at the Annual Meeting. There is also a requirement to undertake this exercise whenever a Member forms a Group.

Once the review exercise is completed the Council/Committee must **DETERMINE** the **allocation of seats** on committees and sub-committees and appointments on relevant outside bodies **to the different political groups**. That **determination** must be carried out in a way which, **so far as reasonably practicable**, gives effect to the **PRINCIPLES** set out in the Local Government and Housing Act 1989, namely:-

- (a) that not all the seats on the Council's committees and sub-committees are allocated to the same political group (**no one-party committees/sub-committees**).
- (b) that if there is a majority group/party (**i.e. in the case of Powys a group with 37 or more members**) it should have a **majority of all the seats** on the Council's committees and sub-committees.
- (c) subject to (a) and (b) that the total **aggregate** number of seats on **all the committees** allocated to a particular political group reflect that group's **proportion** of the membership of the Council.
- (d) subject to (a) to (c) that the number of seats on each **individual** committee/sub-committee/outside body are allocated to a particular political group to reflect that group's **proportion** of the membership of the Council.

Once a determination has been made, it becomes the duty of the Council (or committee) to **exercise** the power to **MAKE APPOINTMENTS** as soon as practicable and to give effect to the **wishes of the political groups** as to **WHO** is to be appointed to the **individual seats** allocated to those groups. Similar arrangements apply to the appointment of to the **relevant outside bodies**.

Theoretically the Council could, **if all 73 members agreed**, put in place **different arrangements**, in part or in whole, to those outlined in this paper in relation to allocating seats on Committees (and similarly Committees can put different arrangements in place for their Sub-Committees).

Committee Allocations	25/04/2016		
Scrutiny Cttees			
	Seats		
People	14		
Place	14		
Total		28	
Regulatory & Other Cttees			
	Seats		
Planning, Taxi Licesning, Rights of Way	21		
Employment Appeals	14		
Audit	14		
Democratic Services	14		
Pensions and Investment	5		
Licensing Act 2003	14		
Total		82	
	Total	110	
Individual Group Multiplier	Group Number	Multiplier (Note 1)	
Powys Independent Alliance	22	0.30137	
Welsh Conservatives	10	0.13699	
Welsh Liberal Democrats	10	0.13699	
Welsh Labour	6	0.08219	
The Independent Group	13	0.17808	
Non-Political Group	8	0.10959	
Non Aligned 1	1	0.01370	
Non Aligned 2	1	0.01370	
Non Aligned 3	1	0.01370	
Non Aligned 4	1	0.01370	
Totals	73		

Aggregate Seats Entitlement (140 seats)			
	Group Number	Aggregate Seats (Note 2)	Rounded Up
Powys Independent Alliance	22	33.151	33
Welsh Conservatives	10	15.068	15
Welsh Liberal Democrats	10	15.068	15
Welsh Labour	6	9.041	9
The Independent Group	13	19.589	20
Non-Political Group	8	12.055	12
Non Aligned 1	1	1.507	2
Non Aligned 2	1	1.507	2
Non Aligned 3	1	1.507	2
Non Aligned 4	1	1.507	2
Totals	73	108.493	110
Note 1.			
Multiplier = No of Members on group divided by the Number of Members on the Council			
Note 2.			
Aggregate seats = number of seats on all committees allocated to the political groups to reflect that group's proportion of the membership of the Council. This is based on a total of 140 maximum number of seats on all committees. The seats are calculated by multiplying the multiplier for each group by the total number of seats.			

Individual Committee Allocations Based on the Ready Reckoner						25/04/2016
Committee of 21						
Group	Group Number	Multiplier from Ready Reckoner	Seats (Note 1)	Rounded Up	Differential	Differential Ranking
Powys Independent Alliance / Cynghrair Annibynnol Powys	22	0.3014	6.33	6	0.67	5
Welsh Conservatives / Ceidwadwyr Cymreig	10	0.1370	2.88	3	0.12	1
Welsh Liberal Democrats / Democratiaid Rhyddfrydol Cymru	10	0.1370	2.88	3	0.12	1
Welsh Labour / Llafur Cymru	6	0.0822	1.73	2	0.27	4
The Independent Group	13	0.1781	3.74	4	0.26	3
Non-Political Group	8	0.1096	2.30	2	0.70	6
Non Aligned 1	1	0.0137	0.29	0	0.71	7
Non Aligned 2	1	0.0137	0.29	0	0.71	7
Non Aligned 3	1	0.0137	0.29	0	0.71	7
Non Aligned 4	1	0.0137	0.29	0	0.71	7
				20		
Vacant Seats to be allocated by Group Leaders				1		
Total Seats on Committee				21		
Committee of 14						
Group	Group Number	Multiplier from Ready Reckoner	Seats	Rounded Up	Differential	Differential Ranking
Powys Independent Alliance / Cynghrair Annibynnol Powys	22	0.3014	4.22	4	0.78	5
Welsh Conservatives / Ceidwadwyr Cymreig	10	0.1370	1.92	2	0.08	1
Welsh Liberal Democrats / Democratiaid Rhyddfrydol Cymru	10	0.1370	1.92	2	0.08	1
Welsh Labour / Llafur Cymru	6	0.0822	1.15	1	0.85	9
The Independent Group	13	0.1781	2.49	2	0.51	4
Non-Political Group	8	0.1096	1.53	2	0.47	3
Non Aligned 1	1	0.0137	0.19	0	0.81	6
Non Aligned 2	1	0.0137	0.19	0	0.81	6
Non Aligned 3	1	0.0137	0.19	0	0.81	6
Non Aligned 4	1	0.0137	0.19	0	0.81	6
				13		
Vacant Seats to be allocated by Group Leaders				1		
Total Seats on Committee				14		

Committee of 5 (Pensions and Investment Committee)						
Group	Group Number	Multiplier from Ready Reckoner	Seats	Rounded Up	Differential	Differential Ranking
Powys Independent Alliance / Cynghrair Annibynnol Powys	22	0.3014	1.51	2	0.49	5
Welsh Conservatives / Ceidwadwyr Cymreig	10	0.1370	0.68	1	0.32	2
Welsh Liberal Democrats / Democratiaid Rhyddfrydol Cymru	10	0.1370	0.68	1	0.32	2
Welsh Labour / Llafur Cymru	6	0.0822	0.41	0	0.59	6
The Independent Group	13	0.1781	0.89	1	0.11	1
Non-Political Group	8	0.1096	0.55	1	0.45	4
Non Aligned 1	1	0.0137	0.07	0	0.93	7
Non Aligned 2	1	0.0137	0.07	0	0.93	7
Non Aligned 3	1	0.0137	0.07	0	0.93	7
Non Aligned 4	1	0.0137	0.07	0	0.93	7
				6		
Vacant Seats to be allocated by Group Leaders				-1		
Total Seats on Committee				5		
Committee of 8 (Brecon Beacons National Park)						
Group	Group Number	Multiplier from Ready Reckoner	Seats	Rounded Up	Differential	Differential Ranking
Powys Independent Alliance / Cynghrair Annibynnol Powys	22	0.3014	2.41	2	0.59	4
Welsh Conservatives / Ceidwadwyr Cymreig	10	0.1370	1.10	1	0.90	8
Welsh Liberal Democrats / Democratiaid Rhyddfrydol Cymru	10	0.1370	1.10	1	0.90	8
Welsh Labour / Llafur Cymru	6	0.0822	0.66	1	0.34	2
The Independent Group	13	0.1781	1.42	1	0.58	3
Non-Political Group	8	0.1096	0.88	1	0.12	1
Non Aligned 1	1	0.0137	0.11	0	0.89	5
Non Aligned 2	1	0.0137	0.11	0	0.89	5
Non Aligned 3	1	0.0137	0.11	0	0.89	5
Non Aligned 4	1	0.0137	0.11	0	0.89	5
				7		
Vacant Seats to be allocated by Group Leaders				1		
Total Seats on Committee				8		
Note 1.	Seats = Multiplier for each group x seats on a committee					

Political Group Ready Reckoner

No of Members of Group	No of Members on Council	% of Council	Committee of 15	Proportion on Cttee of 15	Act no of seats on cttee 15	Committee of 14	Proportion on Cttee of 14	Act no on cttee 14	Committee of 13	Proportion on cttee 13	Act no of cttee 13	Committee 12	Proportion on Cttee 12	Act no of seats on Cttee 12	Committee 11	Proportion on Committee 11	Act no of seats on Cttee 11	Committee of 10	Proportion on Cttee 10	Act no of seats on Cttee 10	Committee of 9	Proportion on Cttee 9	Act no of seats on Cttee 9	Committee of 8	Proportion on Cttee 8	Act no of seats on Cttee 8	Committee of 7	Proportion on Cttee 7	Act no of seats on Cttee (7)	Committee of 6	Proportion on Cttee 6	Act no on Cttee 6
1	73	1.37	15	0.21	0	14	0.19	0	13	0.18	0	12	0.16	0	11	0.15	0	10	0.14	0	9	0.12	0	8	0.11	0	7	0.10	0	6	0.08	0
2	73	2.74	15	0.41	0	14	0.38	0	13	0.36	0	12	0.33	0	11	0.30	0	10	0.27	0	9	0.25	0	8	0.22	0	7	0.19	0	6	0.16	0
3	73	4.11	15	0.62	1	14	0.58	1	13	0.53	1	12	0.49	0	11	0.45	0	10	0.41	0	9	0.37	0	8	0.33	0	7	0.29	0	6	0.25	0
4	73	5.48	15	0.82	1	14	0.77	1	13	0.71	1	12	0.66	1	11	0.60	1	10	0.55	1	9	0.49	0	8	0.44	0	7	0.38	0	6	0.33	0
5	73	6.85	15	1.03	1	14	0.96	1	13	0.89	1	12	0.82	1	11	0.75	1	10	0.68	1	9	0.62	1	8	0.55	1	7	0.48	0	6	0.41	0
6	73	8.22	15	1.23	1	14	1.15	1	13	1.07	1	12	0.99	1	11	0.90	1	10	0.82	1	9	0.74	1	8	0.66	1	7	0.58	1	6	0.49	0
7	73	9.59	15	1.44	1	14	1.34	1	13	1.25	1	12	1.15	1	11	1.05	1	10	0.96	1	9	0.86	1	8	0.77	1	7	0.67	1	6	0.58	1
8	73	10.96	15	1.64	2	14	1.53	2	13	1.42	1	12	1.32	1	11	1.21	1	10	1.10	1	9	0.99	1	8	0.88	1	7	0.77	1	6	0.66	1
9	73	12.33	15	1.85	2	14	1.73	2	13	1.60	2	12	1.48	1	11	1.36	1	10	1.23	1	9	1.11	1	8	0.99	1	7	0.86	1	6	0.74	1
10	73	13.70	15	2.05	2	14	1.92	2	13	1.78	2	12	1.64	2	11	1.51	2	10	1.37	1	9	1.23	1	8	1.10	1	7	0.96	1	6	0.82	1
11	73	15.07	15	2.26	2	14	2.11	2	13	1.96	2	12	1.81	2	11	1.66	2	10	1.51	2	9	1.36	1	8	1.21	1	7	1.05	1	6	0.90	1
12	73	16.44	15	2.47	2	14	2.30	2	13	2.14	2	12	1.97	2	11	1.81	2	10	1.64	2	9	1.48	1	8	1.32	1	7	1.15	1	6	0.99	1
13	73	17.81	15	2.67	3	14	2.49	3	13	2.32	2	12	2.14	2	11	1.96	2	10	1.78	2	9	1.60	2	8	1.42	1	7	1.25	1	6	1.07	1
14	73	19.18	15	2.88	3	14	2.68	3	13	2.49	2	12	2.30	2	11	2.11	2	10	1.92	2	9	1.73	2	8	1.53	2	7	1.34	1	6	1.15	1
15	73	20.55	15	3.08	3	14	2.88	3	13	2.67	3	12	2.47	2	11	2.26	2	10	2.05	2	9	1.85	2	8	1.64	2	7	1.44	1	6	1.23	1
16	73	21.92	15	3.29	3	14	3.07	3	13	2.85	3	12	2.63	3	11	2.41	2	10	2.19	2	9	1.97	2	8	1.75	2	7	1.53	2	6	1.32	1
17	73	23.29	15	3.49	3	14	3.26	3	13	3.03	3	12	2.79	3	11	2.56	3	10	2.33	2	9	2.10	2	8	1.86	2	7	1.63	2	6	1.40	1
18	73	24.66	15	3.70	4	14	3.45	3	13	3.21	3	12	2.96	3	11	2.71	3	10	2.47	2	9	2.22	2	8	1.97	2	7	1.73	2	6	1.48	1
19	73	26.03	15	3.90	4	14	3.64	4	13	3.38	3	12	3.12	3	11	2.86	3	10	2.60	3	9	2.34	2	8	2.08	2	7	1.82	2	6	1.56	2
20	73	27.40	15	4.11	4	14	3.84	4	13	3.56	4	12	3.29	3	11	3.01	3	10	2.74	3	9	2.47	2	8	2.19	2	7	1.92	2	6	1.64	2
21	73	28.77	15	4.32	4	14	4.03	4	13	3.74	4	12	3.45	3	11	3.16	3	10	2.88	3	9	2.59	3	8	2.30	2	7	2.01	2	6	1.73	2
22	73	30.14	15	4.52	5	14	4.22	4	13	3.92	4	12	3.62	4	11	3.32	3	10	3.01	3	9	2.71	3	8	2.41	2	7	2.11	2	6	1.81	2
23	73	31.51	15	4.73	5	14	4.41	4	13	4.10	4	12	3.78	4	11	3.47	3	10	3.15	3	9	2.84	3	8	2.52	3	7	2.21	2	6	1.89	2
24	73	32.88	15	4.93	5	14	4.60	5	13	4.27	4	12	3.95	4	11	3.62	4	10	3.29	3	9	2.96	3	8	2.63	3	7	2.30	2	6	1.97	2
25	73	34.25	15	5.14	5	14	4.79	5	13	4.45	4	12	4.11	4	11	3.77	4	10	3.42	3	9	3.08	3	8	2.74	3	7	2.40	2	6	2.05	2
26	73	35.62	15	5.34	5	14	4.99	5	13	4.63	5	12	4.27	4	11	3.92	4	10	3.56	4	9	3.21	3	8	2.85	3	7	2.49	2	6	2.14	2
27	73	36.99	15	5.55	6	14	5.18	5	13	4.81	5	12	4.44	4	11	4.07	4	10	3.70	4	9	3.33	3	8	2.96	3	7	2.59	3	6	2.22	2
28	73	38.36	15	5.75	6	14	5.37	5	13	4.99	5	12	4.60	5	11	4.22	4	10	3.84	4	9	3.45	3	8	3.07	3	7	2.68	3	6	2.30	2
29	73	39.73	15	5.96	6	14	5.56	6	13	5.16	5	12	4.77	5	11	4.37	4	10	3.97	4	9	3.58	4	8	3.18	3	7	2.78	3	6	2.38	2
30	73	41.10	15	6.16	6	14	5.75	6	13	5.34	5	12	4.93	5	11	4.52	5	10	4.11	4	9	3.70	4	8	3.29	3	7	2.88	3	6	2.47	2
31	73	42.47	15	6.37	6	14	5.95	6	13	5.52	6	12	5.10	5	11	4.67	5	10	4.25	4	9	3.82	4	8	3.40	3	7	2.97	3	6	2.55	3
32	73	43.84	15	6.58	7	14	6.14	6	13	5.70	6	12	5.26	5	11	4.82	5	10	4.38	4	9	3.95	4	8	3.51	4	7	3.07	3	6	2.63	3
33	73	45.21	15	6.78	7	14	6.33	6	13	5.88	6	12	5.42	5	11	4.97	5	10	4.52	5	9	4.07	4	8	3.62	4	7	3.16	3	6	2.71	3
34	73	46.58	15	6.99	7	14	6.52	7	13	6.05	6	12	5.59	6	11	5.12	5	10	4.66	5	9	4.19	4	8	3.73	4	7	3.26	3	6	2.79	3
35	73	47.95	15	7.19	7	14	6.71	7	13	6.23	6	12	5.75	6	11	5.27	5	10	4.79	5	9	4.32	4	8	3.84	4	7	3.36	3	6	2.88	3
36	73	49.32	15	7.40	7	14	6.90	7	13	6.41	6	12	5.92	6	11	5.42	5	10	4.93	5	9	4.44	4	8	3.95	4	7	3.45	3	6	2.96	3
37	73	50.68	15	7.60	8	14	7.10	7	13	6.59	7	12	6.08	6	11	5.58	6	10	5.07	5	9	4.56	5	8	4.05	4	7	3.55	4	6	3.04	3
38	73	52.05	15	7.81	8	14	7.29	7	13	6.77	7	12	6.25	6	11	5.73	6	10	5.21	5	9	4.68	5	8	4.16	4	7	3.64	4	6	3.12	3
39	73	53.42	15	8.01	8	14	7.48	7	13	6.95	7	12	6.41	6	11	5.88	6	10	5.34	5	9	4.81	5	8	4.27	4	7	3.74	4	6	3.21	3
40	73	54.79	15	8.22	8	14	7.67	8	13	7.12	7	12	6.58	7	11	6.03	6	10	5.48	5	9	4.93	5	8	4.38	4	7	3.84	4	6	3.29	3
41	73	56.16	15	8.42	8	14	7.86	8	13	7.30	7	12	6.74	7	11	6.18	6	10	5.62	6	9	5.05	5	8	4.49	4	7	3.93	4	6	3.37	3
42	73	57.53	15	8.63	9	14	8.05	8	13	7.48	7	12	6.90	7	11	6.33	6	10	5.75	6	9	5.18	5	8	4.60	5	7	4.03	4	6	3.45	3
43	73	58.90	15	8.84	9	14	8.25	8	13	7.66	8	12	7.07	7	11	6.48	6	10	5.89	6	9	5.30	5	8	4.71	5	7	4.12	4	6	3.53	4
44	73	60.27	15	9.04	9	14	8.44	8	13	7.84	8	12	7.23	7	11	6.63	7	10	6.03	6	9	5.42	5	8	4.82	5	7	4.22	4	6	3.62	4

Political Group Ready Reckoner

No of Members of Group	No of Members on Council	% of Council	Committee of 15	Proportion on Cttee of 15	Act no of seats on cttee 15	Committee of 14	Proportion on Cttee of 14	Act no on cttee 14	Committee of 13	Proportion on cttee 13	Act no of cttee 13	Committee 12	Proportion on Cttee 12	Act no of seats on Cttee 12	Committee 11	Proportion on Committee 11	Act no of seats on Cttee 11	Committee of 10	Proportion on Cttee 10	Act no of seats on Cttee 10	Committee of 9	Proportion on Cttee 9	Act no of seats on Cttee 9	Committee of 8	Proportion on Cttee 8	Act no of seats on Cttee 8	Committee of 7	Proportion on Cttee 7	Act no of seats on Cttee (7)	Committee of 6	Proportion on Cttee 6	Act no on Cttee 6
45	73	61.64	15	9.25	9	14	8.63	9	13	8.01	8	12	7.40	7	11	6.78	7	10	6.16	6	9	5.55	6	8	4.93	5	7	4.32	4	6	3.70	4
46	73	63.01	15	9.45	9	14	8.82	9	13	8.19	8	12	7.56	8	11	6.93	7	10	6.30	6	9	5.67	6	8	5.04	5	7	4.41	4	6	3.78	4
47	73	64.38	15	9.66	10	14	9.01	9	13	8.37	8	12	7.73	8	11	7.08	7	10	6.44	6	9	5.79	6	8	5.15	5	7	4.51	5	6	3.86	4
48	73	65.75	15	9.86	10	14	9.21	9	13	8.55	9	12	7.89	8	11	7.23	7	10	6.58	7	9	5.92	6	8	5.26	5	7	4.60	5	6	3.95	4
49	73	67.12	15	10.07	10	14	9.40	9	13	8.73	9	12	8.05	8	11	7.38	7	10	6.71	7	9	6.04	6	8	5.37	5	7	4.70	5	6	4.03	4
50	73	68.49	15	10.27	10	14	9.59	10	13	8.90	9	12	8.22	8	11	7.53	8	10	6.85	7	9	6.16	6	8	5.48	5	7	4.79	5	6	4.11	4
51	73	69.86	15	10.48	10	14	9.78	10	13	9.08	9	12	8.38	8	11	7.68	8	10	6.99	7	9	6.29	6	8	5.59	6	7	4.89	5	6	4.19	4
52	73	71.23	15	10.68	11	14	9.97	10	13	9.26	9	12	8.55	9	11	7.84	8	10	7.12	7	9	6.41	6	8	5.70	6	7	4.99	5	6	4.27	4
53	73	72.60	15	10.89	11	14	10.16	10	13	9.44	9	12	8.71	9	11	7.99	8	10	7.26	7	9	6.53	7	8	5.81	6	7	5.08	5	6	4.36	4
54	73	73.97	15	11.10	11	14	10.36	10	13	9.62	10	12	8.88	9	11	8.14	8	10	7.40	7	9	6.66	7	8	5.92	6	7	5.18	5	6	4.44	4
55	73	75.34	15	11.30	11	14	10.55	11	13	9.79	10	12	9.04	9	11	8.29	8	10	7.53	8	9	6.78	7	8	6.03	6	7	5.27	5	6	4.52	5
56	73	76.71	15	11.51	12	14	10.74	11	13	9.97	10	12	9.21	9	11	8.44	8	10	7.67	8	9	6.90	7	8	6.14	6	7	5.37	5	6	4.60	5
57	73	78.08	15	11.71	12	14	10.93	11	13	10.15	10	12	9.37	9	11	8.59	9	10	7.81	8	9	7.03	7	8	6.25	6	7	5.47	5	6	4.68	5
58	73	79.45	15	11.92	12	14	11.12	11	13	10.33	10	12	9.53	10	11	8.74	9	10	7.95	8	9	7.15	7	8	6.36	6	7	5.56	6	6	4.77	5
59	73	80.82	15	12.12	12	14	11.32	11	13	10.51	11	12	9.70	10	11	8.89	9	10	8.08	8	9	7.27	7	8	6.47	6	7	5.66	6	6	4.85	5
60	73	82.19	15	12.33	12	14	11.51	12	13	10.68	11	12	9.86	10	11	9.04	9	10	8.22	8	9	7.40	7	8	6.58	7	7	5.75	6	6	4.93	5
61	73	83.56	15	12.53	13	14	11.70	12	13	10.86	11	12	10.03	10	11	9.19	9	10	8.36	8	9	7.52	8	8	6.68	7	7	5.85	6	6	5.01	5
62	73	84.93	15	12.74	13	14	11.89	12	13	11.04	11	12	10.19	10	11	9.34	9	10	8.49	8	9	7.64	8	8	6.79	7	7	5.95	6	6	5.10	5
63	73	86.30	15	12.95	13	14	12.08	12	13	11.22	11	12	10.36	10	11	9.49	9	10	8.63	9	9	7.77	8	8	6.90	7	7	6.04	6	6	5.18	5
64	73	87.67	15	13.15	13	14	12.27	12	13	11.40	11	12	10.52	11	11	9.64	10	10	8.77	9	9	7.89	8	8	7.01	7	7	6.14	6	6	5.26	5
65	73	89.04	15	13.36	13	14	12.47	12	13	11.58	12	12	10.68	11	11	9.79	10	10	8.90	9	9	8.01	8	8	7.12	7	7	6.23	6	6	5.34	5
66	73	90.41	15	13.56	14	14	12.66	13	13	11.75	12	12	10.85	11	11	9.95	10	10	9.04	9	9	8.14	8	8	7.23	7	7	6.33	6	6	5.42	5
67	73	91.78	15	13.77	14	14	12.85	13	13	11.93	12	12	11.01	11	11	10.10	10	10	9.18	9	9	8.26	8	8	7.34	7	7	6.42	6	6	5.51	6
68	73	93.15	15	13.97	14	14	13.04	13	13	12.11	12	12	11.18	11	11	10.25	10	10	9.32	9	9	8.38	8	8	7.45	7	7	6.52	7	6	5.59	6
69	73	94.52	15	14.18	14	14	13.23	13	13	12.29	12	12	11.34	11	11	10.40	10	10	9.45	9	9	8.51	9	8	7.56	8	7	6.62	7	6	5.67	6
70	73	95.89	15	14.38	14	14	13.42	13	13	12.47	12	12	11.51	12	11	10.55	11	10	9.59	10	9	8.63	9	8	7.67	8	7	6.71	7	6	5.75	6
71	73	97.26	15	14.59	15	14	13.62	14	13	12.64	13	12	11.67	12	11	10.70	11	10	9.73	10	9	8.75	9	8	7.78	8	7	6.81	7	6	5.84	6
72	73	98.63	15	14.79	15	14	13.81	14	13	12.82	13	12	11.84	12	11	10.85	11	10	9.86	10	9	8.88	9	8	7.89	8	7	6.90	7	6	5.92	6
73	73	100.00	15	15.00	15	14	14.00	14	13	13.00	13	12	12.00	12	11	11.00	11	10	10.00	10	9	9.00	9	8	8.00	8	7	7.00	7	6	6.00	6

Political Group Ready Reckoner - Committees of 3 - 15

No of Members of Group	No of Members on Council	% of Council	No of Members of Group	No of Members on Council	% of Council	Committee of 5	Proportion of seats on Cttee 5	Act no of seats on Cttee 5	Committee of 4	Proportion on Cttee 4	Act no of seats on Cttee 4	committee of 3	Proportion on cttee 3	Act no on cttee 3
1	73	1.37	1	73	1.37	5	0.07	0	4	0.05	0	3	0.04	0
2	73	2.74	2	73	2.74	5	0.14	0	4	0.11	0	3	0.08	0
3	73	4.11	3	73	4.11	5	0.21	0	4	0.16	0	3	0.12	0
4	73	5.48	4	73	5.48	5	0.27	0	4	0.22	0	3	0.16	0
5	73	6.85	5	73	6.85	5	0.34	0	4	0.27	0	3	0.21	0
6	73	8.22	6	73	8.22	5	0.41	0	4	0.33	0	3	0.25	0
7	73	9.59	7	73	9.59	5	0.48	0	4	0.38	0	3	0.29	0
8	73	10.96	8	73	10.96	5	0.55	1	4	0.44	0	3	0.33	0
9	73	12.33	9	73	12.33	5	0.62	1	4	0.49	0	3	0.37	0
10	73	13.70	10	73	13.70	5	0.68	1	4	0.55	1	3	0.41	0
11	73	15.07	11	73	15.07	5	0.75	1	4	0.60	1	3	0.45	0
12	73	16.44	12	73	16.44	5	0.82	1	4	0.66	1	3	0.49	0
13	73	17.81	13	73	17.81	5	0.89	1	4	0.71	1	3	0.53	1
14	73	19.18	14	73	19.18	5	0.96	1	4	0.77	1	3	0.58	1
15	73	20.55	15	73	20.55	5	1.03	1	4	0.82	1	3	0.62	1
16	73	21.92	16	73	21.92	5	1.10	1	4	0.88	1	3	0.66	1
17	73	23.29	17	73	23.29	5	1.16	1	4	0.93	1	3	0.70	1
18	73	24.66	18	73	24.66	5	1.23	1	4	0.99	1	3	0.74	1
19	73	26.03	19	73	26.03	5	1.30	1	4	1.04	1	3	0.78	1
20	73	27.40	20	73	27.40	5	1.37	1	4	1.10	1	3	0.82	1
21	73	28.77	21	73	28.77	5	1.44	1	4	1.15	1	3	0.86	1
22	73	30.14	22	73	30.14	5	1.51	2	4	1.21	1	3	0.90	1
23	73	31.51	23	73	31.51	5	1.58	2	4	1.26	1	3	0.95	1
24	73	32.88	24	73	32.88	5	1.64	2	4	1.32	1	3	0.99	1
25	73	34.25	25	73	34.25	5	1.71	2	4	1.37	1	3	1.03	1
26	73	35.62	26	73	35.62	5	1.78	2	4	1.42	1	3	1.07	1
27	73	36.99	27	73	36.99	5	1.85	2	4	1.48	1	3	1.11	1
28	73	38.36	28	73	38.36	5	1.92	2	4	1.53	2	3	1.15	1
29	73	39.73	29	73	39.73	5	1.99	2	4	1.59	2	3	1.19	1
30	73	41.10	30	73	41.10	5	2.05	2	4	1.64	2	3	1.23	1
31	73	42.47	31	73	42.47	5	2.12	2	4	1.70	2	3	1.27	1
32	73	43.84	32	73	43.84	5	2.19	2	4	1.75	2	3	1.32	1
33	73	45.21	33	73	45.21	5	2.26	2	4	1.81	2	3	1.36	1
34	73	46.58	34	73	46.58	5	2.33	2	4	1.86	2	3	1.40	1
35	73	47.95	35	73	47.95	5	2.40	2	4	1.92	2	3	1.44	1
36	73	49.32	36	73	49.32	5	2.47	2	4	1.97	2	3	1.48	1
37	73	50.68	37	73	50.68	5	2.53	3	4	2.03	2	3	1.52	2
38	73	52.05	38	73	52.05	5	2.60	3	4	2.08	2	3	1.56	2
39	73	53.42	39	73	53.42	5	2.67	3	4	2.14	2	3	1.60	2
40	73	54.79	40	73	54.79	5	2.74	3	4	2.19	2	3	1.64	2
41	73	56.16	41	73	56.16	5	2.81	3	4	2.25	2	3	1.68	2
42	73	57.53	42	73	57.53	5	2.88	3	4	2.30	2	3	1.73	2
43	73	58.90	43	73	58.90	5	2.95	3	4	2.36	2	3	1.77	2
44	73	60.27	44	73	60.27	5	3.01	3	4	2.41	2	3	1.81	2

Political Group Ready Reckoner - Committees of 3 - 15															
No of Members of Group	No of Members on Council	% of Council	No of Members of Group	No of Members on Council	% of Council	Committee of 5	Proportion of seats on Cttee 5	Act no of seats on Cttee 5	Committee of 4	Proportion on Cttee 4	Act no of seats on Cttee 4	committee of 3	Proportion on cttee 3	Act no on cttee 3	
45	73	61.64	45	73	61.64	5	3.08	3	4	2.47	2	3	1.85	2	
46	73	63.01	46	73	63.01	5	3.15	3	4	2.52	3	3	1.89	2	
47	73	64.38	47	73	64.38	5	3.22	3	4	2.58	3	3	1.93	2	
48	73	65.75	48	73	65.75	5	3.29	3	4	2.63	3	3	1.97	2	
49	73	67.12	49	73	67.12	5	3.36	3	4	2.68	3	3	2.01	2	
50	73	68.49	50	73	68.49	5	3.42	3	4	2.74	3	3	2.05	2	
51	73	69.86	51	73	69.86	5	3.49	3	4	2.79	3	3	2.10	2	
52	73	71.23	52	73	71.23	5	3.56	4	4	2.85	3	3	2.14	2	
53	73	72.60	53	73	72.60	5	3.63	4	4	2.90	3	3	2.18	2	
54	73	73.97	54	73	73.97	5	3.70	4	4	2.96	3	3	2.22	2	
55	73	75.34	55	73	75.34	5	3.77	4	4	3.01	3	3	2.26	2	
56	73	76.71	56	73	76.71	5	3.84	4	4	3.07	3	3	2.30	2	
57	73	78.08	57	73	78.08	5	3.90	4	4	3.12	3	3	2.34	2	
58	73	79.45	58	73	79.45	5	3.97	4	4	3.18	3	3	2.38	2	
59	73	80.82	59	73	80.82	5	4.04	4	4	3.23	3	3	2.42	2	
60	73	82.19	60	73	82.19	5	4.11	4	4	3.29	3	3	2.47	2	
61	73	83.56	61	73	83.56	5	4.18	4	4	3.34	3	3	2.51	3	
62	73	84.93	62	73	84.93	5	4.25	4	4	3.40	3	3	2.55	3	
63	73	86.30	63	73	86.30	5	4.32	4	4	3.45	3	3	2.59	3	
64	73	87.67	64	73	87.67	5	4.38	4	4	3.51	4	3	2.63	3	
65	73	89.04	65	73	89.04	5	4.45	4	4	3.56	4	3	2.67	3	
66	73	90.41	66	73	90.41	5	4.52	5	4	3.62	4	3	2.71	3	
67	73	91.78	67	73	91.78	5	4.59	5	4	3.67	4	3	2.75	3	
68	73	93.15	68	73	93.15	5	4.66	5	4	3.73	4	3	2.79	3	
69	73	94.52	69	73	94.52	5	4.73	5	4	3.78	4	3	2.84	3	
70	73	95.89	70	73	95.89	5	4.79	5	4	3.84	4	3	2.88	3	
71	73	97.26	71	73	97.26	5	4.86	5	4	3.89	4	3	2.92	3	
72	73	98.63	72	73	98.63	5	4.93	5	4	3.95	4	3	2.96	3	
73	73	100.00	73	73	100.00	5	5.00	5	4	4.00	4	3	3.00	3	

Political Group Ready Reckoner Committees of 16 - 25

No of Members of Group	No of Members on Council	% of Council	Committee of 16	Proportion on Cttee of 16	Act no of seats on cttee 16	Committee of 17	Proportion on Cttee of 17	Act no on cttee 17	Committee of 18	Proportion on cttee 18	Act no of cttee 18	Committee 19	Proportion on Cttee 19	Act no of seats on Cttee 19	Committee 20	Proportion on Committee 20	Act no of seats on Cttee 20	Committee of 21	Proportion on Cttee 21	Act no of seats on Cttee 21
1	73	1.37	16	0.22	0	17	0.23	0	18	0.25	0	19	0.26	0	20	0.27	0	21	0.29	0
2	73	2.74	16	0.44	0	17	0.47	0	18	0.49	0	19	0.52	1	20	0.55	1	21	0.58	1
3	73	4.11	16	0.66	1	17	0.70	1	18	0.74	1	19	0.78	1	20	0.82	1	21	0.86	1
4	73	5.48	16	0.88	1	17	0.93	1	18	0.99	1	19	1.04	1	20	1.10	1	21	1.15	1
5	73	6.85	16	1.10	1	17	1.16	1	18	1.23	1	19	1.30	1	20	1.37	1	21	1.44	1
6	73	8.22	16	1.32	1	17	1.40	1	18	1.48	1	19	1.56	2	20	1.64	2	21	1.73	2
7	73	9.59	16	1.53	2	17	1.63	2	18	1.73	2	19	1.82	2	20	1.92	2	21	2.01	2
8	73	10.96	16	1.75	2	17	1.86	2	18	1.97	2	19	2.08	2	20	2.19	2	21	2.30	2
9	73	12.33	16	1.97	2	17	2.10	2	18	2.22	2	19	2.34	2	20	2.47	2	21	2.59	3
10	73	13.70	16	2.19	2	17	2.33	2	18	2.47	2	19	2.60	3	20	2.74	3	21	2.88	3
11	73	15.07	16	2.41	2	17	2.56	3	18	2.71	3	19	2.86	3	20	3.01	3	21	3.16	3
12	73	16.44	16	2.63	3	17	2.79	3	18	2.96	3	19	3.12	3	20	3.29	3	21	3.45	3
13	73	17.81	16	2.85	3	17	3.03	3	18	3.21	3	19	3.38	3	20	3.56	4	21	3.74	4
14	73	19.18	16	3.07	3	17	3.26	3	18	3.45	3	19	3.64	4	20	3.84	4	21	4.03	4
15	73	20.55	16	3.29	3	17	3.49	3	18	3.70	4	19	3.90	4	20	4.11	4	21	4.32	4
16	73	21.92	16	3.51	4	17	3.73	4	18	3.95	4	19	4.16	4	20	4.38	4	21	4.60	5
17	73	23.29	16	3.73	4	17	3.96	4	18	4.19	4	19	4.42	4	20	4.66	5	21	4.89	5
18	73	24.66	16	3.95	4	17	4.19	4	18	4.44	4	19	4.68	5	20	4.93	5	21	5.18	5
19	73	26.03	16	4.16	4	17	4.42	4	18	4.68	5	19	4.95	5	20	5.21	5	21	5.47	5
20	73	27.40	16	4.38	4	17	4.66	5	18	4.93	5	19	5.21	5	20	5.48	5	21	5.75	6
21	73	28.77	16	4.60	5	17	4.89	5	18	5.18	5	19	5.47	5	20	5.75	6	21	6.04	6
22	73	30.14	16	4.82	5	17	5.12	5	18	5.42	5	19	5.73	6	20	6.03	6	21	6.33	6
23	73	31.51	16	5.04	5	17	5.36	5	18	5.67	6	19	5.99	6	20	6.30	6	21	6.62	7
24	73	32.88	16	5.26	5	17	5.59	6	18	5.92	6	19	6.25	6	20	6.58	7	21	6.90	7
25	73	34.25	16	5.48	5	17	5.82	6	18	6.16	6	19	6.51	7	20	6.85	7	21	7.19	7
26	73	35.62	16	5.70	6	17	6.05	6	18	6.41	6	19	6.77	7	20	7.12	7	21	7.48	7
27	73	36.99	16	5.92	6	17	6.29	6	18	6.66	7	19	7.03	7	20	7.40	7	21	7.77	8
28	73	38.36	16	6.14	6	17	6.52	7	18	6.90	7	19	7.29	7	20	7.67	8	21	8.05	8
29	73	39.73	16	6.36	6	17	6.75	7	18	7.15	7	19	7.55	8	20	7.95	8	21	8.34	8
30	73	41.10	16	6.58	7	17	6.99	7	18	7.40	7	19	7.81	8	20	8.22	8	21	8.63	9
31	73	42.47	16	6.79	7	17	7.22	7	18	7.64	8	19	8.07	8	20	8.49	8	21	8.92	9
32	73	43.84	16	7.01	7	17	7.45	7	18	7.89	8	19	8.33	8	20	8.77	9	21	9.21	9
33	73	45.21	16	7.23	7	17	7.68	8	18	8.14	8	19	8.59	9	20	9.04	9	21	9.49	9
34	73	46.58	16	7.45	7	17	7.92	8	18	8.38	8	19	8.85	9	20	9.32	9	21	9.78	10
35	73	47.95	16	7.67	8	17	8.15	8	18	8.63	9	19	9.11	9	20	9.59	10	21	10.07	10
36	73	49.32	16	7.89	8	17	8.38	8	18	8.88	9	19	9.37	9	20	9.86	10	21	10.36	10
37	73	50.68	16	8.11	8	17	8.62	9	18	9.12	9	19	9.63	10	20	10.14	10	21	10.64	11
38	73	52.05	16	8.33	8	17	8.85	9	18	9.37	9	19	9.89	10	20	10.41	10	21	10.93	11
39	73	53.42	16	8.55	9	17	9.08	9	18	9.62	10	19	10.15	10	20	10.68	11	21	11.22	11
40	73	54.79	16	8.77	9	17	9.32	9	18	9.86	10	19	10.41	10	20	10.96	11	21	11.51	12

41	73	56.16	16	8.99	9	17	9.55	10	18	10.11	10	19	10.67	11	20	11.23	11	21	11.79	12
42	73	57.53	16	9.21	9	17	9.78	10	18	10.36	10	19	10.93	11	20	11.51	12	21	12.08	12
43	73	58.90	16	9.42	9	17	10.01	10	18	10.60	11	19	11.19	11	20	11.78	12	21	12.37	12
44	73	60.27	16	9.64	10	17	10.25	10	18	10.85	11	19	11.45	11	20	12.05	12	21	12.66	13
45	73	61.64	16	9.86	10	17	10.48	10	18	11.10	11	19	11.71	12	20	12.33	12	21	12.95	13
46	73	63.01	16	10.08	10	17	10.71	11	18	11.34	11	19	11.97	12	20	12.60	13	21	13.23	13
47	73	64.38	16	10.30	10	17	10.95	11	18	11.59	12	19	12.23	12	20	12.88	13	21	13.52	14
48	73	65.75	16	10.52	11	17	11.18	11	18	11.84	12	19	12.49	12	20	13.15	13	21	13.81	14
49	73	67.12	16	10.74	11	17	11.41	11	18	12.08	12	19	12.75	13	20	13.42	13	21	14.10	14
50	73	68.49	16	10.96	11	17	11.64	12	18	12.33	12	19	13.01	13	20	13.70	14	21	14.38	14
51	73	69.86	16	11.18	11	17	11.88	12	18	12.58	13	19	13.27	13	20	13.97	14	21	14.67	15
52	73	71.23	16	11.40	11	17	12.11	12	18	12.82	13	19	13.53	14	20	14.25	14	21	14.96	15
53	73	72.60	16	11.62	12	17	12.34	12	18	13.07	13	19	13.79	14	20	14.52	15	21	15.25	15
54	73	73.97	16	11.84	12	17	12.58	13	18	13.32	13	19	14.05	14	20	14.79	15	21	15.53	16
55	73	75.34	16	12.05	12	17	12.81	13	18	13.56	14	19	14.32	14	20	15.07	15	21	15.82	16
56	73	76.71	16	12.27	12	17	13.04	13	18	13.81	14	19	14.58	15	20	15.34	15	21	16.11	16
57	73	78.08	16	12.49	12	17	13.27	13	18	14.05	14	19	14.84	15	20	15.62	16	21	16.40	16
58	73	79.45	16	12.71	13	17	13.51	14	18	14.30	14	19	15.10	15	20	15.89	16	21	16.68	17
59	73	80.82	16	12.93	13	17	13.74	14	18	14.55	15	19	15.36	15	20	16.16	16	21	16.97	17
60	73	82.19	16	13.15	13	17	13.97	14	18	14.79	15	19	15.62	16	20	16.44	16	21	17.26	17
61	73	83.56	16	13.37	13	17	14.21	14	18	15.04	15	19	15.88	16	20	16.71	17	21	17.55	18
62	73	84.93	16	13.59	14	17	14.44	14	18	15.29	15	19	16.14	16	20	16.99	17	21	17.84	18
63	73	86.30	16	13.81	14	17	14.67	15	18	15.53	16	19	16.40	16	20	17.26	17	21	18.12	18
64	73	87.67	16	14.03	14	17	14.90	15	18	15.78	16	19	16.66	17	20	17.53	18	21	18.41	18
65	73	89.04	16	14.25	14	17	15.14	15	18	16.03	16	19	16.92	17	20	17.81	18	21	18.70	19
66	73	90.41	16	14.47	14	17	15.37	15	18	16.27	16	19	17.18	17	20	18.08	18	21	18.99	19
67	73	91.78	16	14.68	15	17	15.60	16	18	16.52	17	19	17.44	17	20	18.36	18	21	19.27	19
68	73	93.15	16	14.90	15	17	15.84	16	18	16.77	17	19	17.70	18	20	18.63	19	21	19.56	20
69	73	94.52	16	15.12	15	17	16.07	16	18	17.01	17	19	17.96	18	20	18.90	19	21	19.85	20
70	73	95.89	16	15.34	15	17	16.30	16	18	17.26	17	19	18.22	18	20	19.18	19	21	20.14	20
71	73	97.26	16	15.56	16	17	16.53	17	18	17.51	18	19	18.48	18	20	19.45	19	21	20.42	20
72	73	98.63	16	15.78	16	17	16.77	17	18	17.75	18	19	18.74	19	20	19.73	20	21	20.71	21
73	73	100.00	16	16.00	16	17	17.00	17	18	18.00	18	19	19.00	19	20	20.00	20	21	21.00	21

Committee of 22	Proportion on Cttee 22	Act no of seats on Cttee 22	Committee of 23	Proportion on Cttee 23	Act no of seats on Cttee 23	Committee of 24	Proportion on Cttee 24	Act no of seats on Cttee 24	Committee of 25	Proportion on Cttee 25	Act no on Cttee 25
22	0.30	0	23	0.32	0	24	0.33	0	25	0.34	0
22	0.60	1	23	0.63	1	24	0.66	1	25	0.68	1
22	0.90	1	23	0.95	1	24	0.99	1	25	1.03	1
22	1.21	1	23	1.26	1	24	1.32	1	25	1.37	1
22	1.51	2	23	1.58	2	24	1.64	2	25	1.71	2
22	1.81	2	23	1.89	2	24	1.97	2	25	2.05	2
22	2.11	2	23	2.21	2	24	2.30	2	25	2.40	2
22	2.41	2	23	2.52	3	24	2.63	3	25	2.74	3
22	2.71	3	23	2.84	3	24	2.96	3	25	3.08	3
22	3.01	3	23	3.15	3	24	3.29	3	25	3.42	3
22	3.32	3	23	3.47	3	24	3.62	4	25	3.77	4
22	3.62	4	23	3.78	4	24	3.95	4	25	4.11	4
22	3.92	4	23	4.10	4	24	4.27	4	25	4.45	4
22	4.22	4	23	4.41	4	24	4.60	5	25	4.79	5
22	4.52	5	23	4.73	5	24	4.93	5	25	5.14	5
22	4.82	5	23	5.04	5	24	5.26	5	25	5.48	5
22	5.12	5	23	5.36	5	24	5.59	6	25	5.82	6
22	5.42	5	23	5.67	6	24	5.92	6	25	6.16	6
22	5.73	6	23	5.99	6	24	6.25	6	25	6.51	7
22	6.03	6	23	6.30	6	24	6.58	7	25	6.85	7
22	6.33	6	23	6.62	7	24	6.90	7	25	7.19	7
22	6.63	7	23	6.93	7	24	7.23	7	25	7.53	8
22	6.93	7	23	7.25	7	24	7.56	8	25	7.88	8
22	7.23	7	23	7.56	8	24	7.89	8	25	8.22	8
22	7.53	8	23	7.88	8	24	8.22	8	25	8.56	9
22	7.84	8	23	8.19	8	24	8.55	9	25	8.90	9
22	8.14	8	23	8.51	9	24	8.88	9	25	9.25	9
22	8.44	8	23	8.82	9	24	9.21	9	25	9.59	10
22	8.74	9	23	9.14	9	24	9.53	10	25	9.93	10
22	9.04	9	23	9.45	9	24	9.86	10	25	10.27	10
22	9.34	9	23	9.77	10	24	10.19	10	25	10.62	11
22	9.64	10	23	10.08	10	24	10.52	11	25	10.96	11
22	9.95	10	23	10.40	10	24	10.85	11	25	11.30	11
22	10.25	10	23	10.71	11	24	11.18	11	25	11.64	12
22	10.55	11	23	11.03	11	24	11.51	12	25	11.99	12
22	10.85	11	23	11.34	11	24	11.84	12	25	12.33	12
22	11.15	11	23	11.66	12	24	12.16	12	25	12.67	13
22	11.45	11	23	11.97	12	24	12.49	12	25	13.01	13
22	11.75	12	23	12.29	12	24	12.82	13	25	13.36	13
22	12.05	12	23	12.60	13	24	13.15	13	25	13.70	14

22	12.36	12	23	12.92	13	24	13.48	13	25	14.04	14
22	12.66	13	23	13.23	13	24	13.81	14	25	14.38	14
22	12.96	13	23	13.55	14	24	14.14	14	25	14.73	15
22	13.26	13	23	13.86	14	24	14.47	14	25	15.07	15
22	13.56	14	23	14.18	14	24	14.79	15	25	15.41	15
22	13.86	14	23	14.49	14	24	15.12	15	25	15.75	16
22	14.16	14	23	14.81	15	24	15.45	15	25	16.10	16
22	14.47	14	23	15.12	15	24	15.78	16	25	16.44	16
22	14.77	15	23	15.44	15	24	16.11	16	25	16.78	17
22	15.07	15	23	15.75	16	24	16.44	16	25	17.12	17
22	15.37	15	23	16.07	16	24	16.77	17	25	17.47	17
22	15.67	16	23	16.38	16	24	17.10	17	25	17.81	18
22	15.97	16	23	16.70	17	24	17.42	17	25	18.15	18
22	16.27	16	23	17.01	17	24	17.75	18	25	18.49	18
22	16.58	17	23	17.33	17	24	18.08	18	25	18.84	19
22	16.88	17	23	17.64	18	24	18.41	18	25	19.18	19
22	17.18	17	23	17.96	18	24	18.74	19	25	19.52	20
22	17.48	17	23	18.27	18	24	19.07	19	25	19.86	20
22	17.78	18	23	18.59	19	24	19.40	19	25	20.21	20
22	18.08	18	23	18.90	19	24	19.73	20	25	20.55	21
22	18.38	18	23	19.22	19	24	20.05	20	25	20.89	21
22	18.68	19	23	19.53	20	24	20.38	20	25	21.23	21
22	18.99	19	23	19.85	20	24	20.71	21	25	21.58	22
22	19.29	19	23	20.16	20	24	21.04	21	25	21.92	22
22	19.59	20	23	20.48	20	24	21.37	21	25	22.26	22
22	19.89	20	23	20.79	21	24	21.70	22	25	22.60	23
22	20.19	20	23	21.11	21	24	22.03	22	25	22.95	23
22	20.49	20	23	21.42	21	24	22.36	22	25	23.29	23
22	20.79	21	23	21.74	22	24	22.68	23	25	23.63	24
22	21.10	21	23	22.05	22	24	23.01	23	25	23.97	24
22	21.40	21	23	22.37	22	24	23.34	23	25	24.32	24
22	21.70	22	23	22.68	23	24	23.67	24	25	24.66	25
22	22.00	22	23	23.00	23	24	24.00	24	25	25.00	25

Ready Reckoner - Allocation of Seats									04/05/2016				
Committee	Committee Seats	Powys Independent Alliance	Welsh Conservatives	Welsh Liberal Democrats	Welsh Labour	The Independent Group	Non-Political Group	Non-Aligned 1 HW	Non-Aligned 2 MD	Non-Aligned 3 GB	Non-Aligned 4 LF	Total Allocation of Seats	+ / -
		(22)	(10)	(10)	(6)	(13)	(8)	(1)	(1)	(1)	(1)	(73)	
People	14	4	2	2	1	2	2	0	0	0	0	13	-1
Place	14	4	2	2	1	2	2	0	0	0	0	13	-1
Planning, Taxi Licensing and Rights of Way	21	6	3	3	2	4	2	0	0	0	0	20	-1
Employment and Appeals	14	4	2	2	1	2	2	0	0	0	0	13	-1
Audit	14	4	2	2	1	2	2	0	0	0	0	13	-1
Licensing Act 2003	14	4	2	2	1	2	2	0	0	0	0	13	-1
Democratic Services	14	4	2	2	1	2	2	0	0	0	0	13	-1
Pensions and Investment	5	2	1	1	0	1	1	0	0	0	0	6	1
Total Seats on Committees	110	32	16	16	8	17	15	0	0	0	0	104	
Overall Aggregate Entitlement		33	15	15	9	20	12	2	2	2	2		
+ / -		-1	1	1	-1	-3	3	-2	-2	-2	-2		

Group Leaders' Determination - Allocation of Seats - May 2016									04/05/2016						
Committee	Committee Seats	Powys Independent Alliance	Welsh Conservatives	Welsh Liberal Democrats	Welsh Labour	The Independent Group	Non-Political Group	Non-Aligned 1 HW	Non-Aligned 2 MD	Non-Aligned 3 GB	Non-Aligned 4 LF	Total Allocation of Seats	+ / -	Transfer of Seats	Vacancies
		(22)	(10)	(10)	(6)	(13)	(8)	(1)	(1)	(1)	(1)	(73)			
People Place	14											0	-14		
Planning, Taxi Licensing and Rights of Way	14											0	-14		
Employment and Appeals	21											0	-21		
Audit	14											0	-14		
Licensing Act 2003	14											0	-14		
Democratic Services	14											0	-14		
Pensions and Investment	5											0	-5		
Total Seats on Committees	110	0	0	0	0	0	0	0	0	0	0	0			
Overall Aggregate Entitlement		33	15	15	9	20	12	2	2	2	2				
+ / -		-33	-15	-15	-9	-20	-12	-2	-2	-2	-2				
Adjusted + / -															
3	Adjustments Agreed by the Political Group Leaders														
NOTE 1:	The allocation of seats to non-aligned members is at the discretion of the political groups.														
NOTE 2:	Cabinet Members are not eligible for committee seats - For groups who have Cabinet Members - it is at their discretion as to how to distribute their total allocation of seats to Non-Cabinet Members														

Allocation of Scrutiny Committee Chairs – Measure Provisions.**Step 1.**

Percentage size of “Executive” Group(s) as a proportion of the Whole Council (73 Members):

Group Name	No in Group	Percentage of Whole Council
Non-Political Group	8	10.96%
The Independent Group	13	17.81%
Powys Independent Alliance	22	30.14%
Total	43	58.91%

Step 2.

Entitlement of “Executive” Group(s) to proportion of 2 seats.

58.91% of 2 seats = 1.18 seats.

If less than whole number then Rounding Down is required.

Entitlement = 1 seat.

Step 3.

As there is an entitlement of 1 seat for the “Executive” Group(s) the 1 remaining seat therefore is to be allocated to “Opposition” Groups based on the proportion size of individual groups to the Whole Council (73 Members):

Group Name	No in Group	Percentage of Whole Council
Welsh Conservatives	10	13.70%
Welsh Liberal Democrats	10	13.70%
Welsh Labour	6	8.22%

Step 4.

Entitlement of “Opposition” Groups to proportion of 1 remaining seat (number of seats multiplied by percentage in step 3):

Group Name	Entitlement (1 seat multiplied by percentage in step 3)	Rounding Up.	Ranking
Welsh Conservatives	0.137	0	(1)
Welsh Liberal Democrats	0.137	0	(1)
Welsh Labour	0.082	0	(3)

The equality of entitlement between the Welsh Conservatives and the Welsh Liberal Democrats was discussed with both Group Leaders. As a result an agreement was reached between the Groups that the entitlement to the scrutiny chair would fall to the Welsh Liberal Democrats.

Entitlement:

Executive Group(s) – 1 seat

Liberal Democrats Group – 1 seat

04/05/16

Appendix 8

Political Balance Appointments to Brecon Beacons National Park Committee

1. The Brecon Beacons National Park Authority (BBNP) comprises 24 members; 8 nominees of the Assembly and 16 appointees from constituent Local Authorities.
2. The Local Authorities appointing to the BBNP are as follows:-

<u>Authority</u>	<u>Number of Members Appointed</u>
Powys	8
Blaenau Gwent	1
Carmarthenshire	2
Merthyr Tydfil	1
Monmouthshire	2
Rhondda Cynon Taff	1
Torfaen	1
	16

3. The BBNP itself is not required under the Local Government and Housing Act 1989 to be politically balanced but Local Authorities appointing to it must make appointments which are politically balanced.
4. As a “Body” to which the 1989 Act political balance regime applies the Council is required to undertake the same review, allocation of seats and appointments process as undertaken for its own committees.
5. Whilst the Environment Act 1995 provides that a Council “shall have regard to the desirability of appointing Members of the Council who represent electoral divisions situated wholly or partly within the relevant Park” the Local Government and Housing Act 1989 requires that appointments by Local Authorities must be politically balanced.
6. The Minister has asked Local Authorities to have regard to the attached protocol when making appointments to National Park Authorities.
7. This protocol, however, does acknowledge that meeting the political balance requirements may constrain how far the principles in the protocol can be fully applied.
8. The allocation of the 8 seats on the National Park to the Political Groups in order to satisfy the political balance requirements will be undertaken as though the allocation were in respect of an 8 Member committee.
9. The outcome of that exercise and the identity of the 8 individual Members nominated to sit on the National Park Authority by their respective Groups is set out in the report. The Council is requested to make the allocation of seats and individual appointments in accordance with the report.

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CC55- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

COUNCIL
11th May 2016

REPORT AUTHOR: County Councillor Barry Thomas, Leader

SUBJECT: DRAFT One Powys Plan Update 2016-17

REPORT FOR: Consideration and Approval

1. Summary

1.1 The purpose of this report is to present the draft One Powys Plan (“OPP”) UPDATE 2016-17 for consideration and approval which is found at Appendix A.

2. Background and additional information

- 2.1 The One Powys Plan 2014-17 (Single Integrated Plan) was recommended by members of the Powys Local Service Board and agreed by Powys County Council on 30th April 2014. The plan outlines the priorities for multi-agency working which support and respond to clearly evidenced local needs of the community of Powys.
- 2.2 Whilst the integration of strategic plans makes sense, the production of a single integrated plan was a statutory requirement under the Shared Purpose; Shared Delivery guidance from Welsh Government.
- 2.3 Powys County Council is required to produce an annual improvement plan under statutory duties placed upon it under the Local Government (Wales) Measure 2009, Part 1. The council took the unique decision to incorporate its improvement plan (formerly known as the Powys Change Plan) into the One Powys Plan 2014-17. This decision was made with the acknowledgement that significant change to service provision and outcomes for citizens of Powys is best achieved through working in partnership.
- 2.4 The unique course taken by the LSB and Powys County Council has been favourably received by both Welsh Government officials and the Wales Audit Office as ‘a step in the right direction’.
- 2.5 LSB and partner organisations have previously indicated their wish to apply a proportionate level of resource and effort to reviewing the OPP following the extensive work undertaken to bring together the original plan in 2014 and the investment in programme management and governance to ensure its successful delivery.
- 2.6 With the introduction of the Well-being of Future Generation (Wales) Act 2015, the planning landscape for the partnership arena is changing and the new Public Service Board is required to agree a One Powys ‘Well-being’ Plan before May 2018. The Minister for Public Services has indicated that delivery of the current single integrated plan should continue until the new well-being plan is in place.

In its leadership role, the council has previously held discussions with both WG and WAO to find a balance between recognising that the OPP is a 3 - 4 year plan and the council meeting its statutory duty to produce an annual improvement plan.

- 2.7 An agreed approach to producing an annual update was agreed and supported in principle by both WG and WAO. We remain reasonably confident that the annual update 2016-17 meets the key requirements of the Local Government (Wales) Measure 2009, Part 1.
- 2.8 On entering the third year of the plan, the council recognises some tensions arising from integrating the council's statutory improvement plan within the One Powys Plan (OPP). The council has at times, found it difficult to use the OPP to easily identify and communicate the council's vision (as opposed the LSB's vision). This is necessary for engagement with staff, elected members, the public and stakeholders such as regulators. In addition, it is not always possible to easily see the links to the council's medium term financial strategy (MTFS). The council also recognises that other partners retain their own corporate planning frameworks.
- 2.9 The council will adhere to the current integrated approach to achieve statutory compliance for 2016/17. The council will however, develop a standalone Corporate Improvement Plan (CIP) for 2016-17, in parallel with the OPP Update 2016/17. This CIP will clearly define the council's vision, priorities and intended outcomes, clearly making links to the OPP, the MTFS and workforce strategy. This will help resolve the issues identified in section 2.8
- 2.10 The intention is to evolve this initial CIP into the council's future corporate plan as indicated in the current Local Government (Wales) Bill.

3. Background and additional information

- 3.1 Since publishing the One Powys Plan, the programmes have been further defining, planning and delivering the work that needs to be done to deliver the priorities and commitments.
- 3.2 To inform the 2016 review of the One Powys Plan 2014-17, Strategic Programme Managers have been asked to work with colleagues to review each programme giving particular consideration to the following:
 - Emerging sector pressures / challenges
 - Financial pressures / Savings requirements
 - Business Insight
 - Equality and Welsh Language pressures
 - Assessment of progress to date (Year 2 outline evaluation)
- 3.3 Those reviews have resulted in minimal changes to the broad direction of travel already agreed and most of the eleven themes are just re-confirming their position. Stronger Communities is showing the most significant change as a degree of focus moves to economic regeneration. These changes are supported by the business insight work undertaken on the economy in Powys.
- 3.4 The results of the reviews have been signed off by Programme Sponsors and approved by the relevant Programme Boards

- 3.5 The draft has been subject to further challenge through the LSB and council Joint Chairs and Vice Chairs Steering Group. Where appropriate, amendments been made to the update document, agreed with the relevant programme sponsor where applicable.
- 3.6 The update will be published bilingually whilst large print, braille and audiotape versions will be made available upon request, in line with PCC policy.

4. Proposal

- 4.1 That Cabinet consider and approve the One Powys Plan Update 2016-17.

5. One Powys Plan

- 5.1 The purpose of this report is to present a third year update of the One Powys Plan 2014-17 agreed in April 2014. Further detail is outlined in the body of the report.

6. Options Considered/Available

- 6.1 N/A

7. Sustainability and Environmental Issues/Equalities/Crime and Disorder/Welsh Language/Other Policies etc.

- 7.1 In developing the One Powys Plan we have paid attention to the Welsh Governments forthcoming Wellbeing of Future Generations (Wales) Bill. The One Powys Plan also picks up issues in relation to our statutory requirements.
- 7.2 The Guiding principles in the Plan state that we are committed to treating the Welsh and English languages on a basis of equality when providing services to the public, as we contribute to the creation of a truly prosperous, inclusive and bilingual Wales.

8. Children and Young People's Impact Statement - Safeguarding and Wellbeing

- 8.1 The One Powys Plan and the governance arrangements pick up our statutory requirements around Safeguarding and Wellbeing.

9. Local Member(s)

- 9.1 The One Powys Plan Update impacts with equal force across the whole County.

10. Other Front Line Services

- 10.1 N/A

11. Support Services (Legal, Finance, HR, ICT, BPU)

- 11.1 Finance - The Service Accountant commented: There are no budgetary implications as far as this paper is concerned.
- 11.2 Legal – The recommendation can be approved from a legal point of view.

12. Local Service Board/Partnerships/Stakeholders etc.

- 12.1 The LSB partners have been key stakeholders in the One Powys Plan review process and have approved the update for 2016-17.

13. Communications

- 13.1 Both Welsh Government and WAO have indicated the importance of presentation of these key documents as it gives a strong message regarding the importance and

value attached to the plan and the priorities identified within. The update will need to continue the precedence set in publishing the OPP 2014-217.

- An editing process has been undertaken which involved the editing of language and grammar to ensure that the document is customer friendly.
- The document will be designed and prepared for publication in electronic format
- The update will be published bilingually whilst large print, braille and audiotape versions will be made available upon request, in line with PCC policy.

14. Statutory Officers

14.1 Comment from the Strategic Director Resources (S151 officer): The Strategic Director Resources (S151 Officer) notes the comments made by finance.

14.2 Comment from the Solicitor to the Council (Monitoring Officer): "I have nothing to add to the report."

15. Members' Interests

15.1 Not applicable.

Recommendation:	Reason for Recommendation:
That the background is noted and the ONE POWYS PLAN Update 2016-17 in Appendix A to the report is approved.	To ensure that the council meets its statutory obligations as outlined in the Local Government (Wales) Measure 2009 (Part 1 and 2).

Relevant Policy (ies):	One Powys Plan 2014 - 17		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	11 th May 2016

Contact Officer Name:	Tel:	Email:
Peter E Jones	01597 826541	peter.e.jones@powys.gov.uk

Background Papers used to prepare Report:

- One Powys Plan 2014 – 17
- Shared Purpose Shared Delivery – Welsh Government December 2012
- Local Government (Wales) Measure 2009

One Powys Plan 2014 – 2017

A plan for change between all partners in the Powys Local Service Board

(Powys Public Service Board from 1st April 2016)

Updated 2016-17

(Including Powys County Council's statutory Improvement Plan)

DRAFT

Contents:

Section 1: Message from the Chair of the Powys Local Service Board

Section 2: Introduction

Section 3: New challenges and issues

Section 4: Our priorities for improvement - What changes have we made to our plan and why?

Section 5: Governance arrangements

Section 6: Listening to you

Section 7: Listening to our regulators

Section 8: How you can get involved

This document is our 2016-17 update of the One Powys Plan 2014-17 that we published in April 2014. You can download the **One Powys Plan 2014 – 2017** at <http://one.powys.gov.uk> or read a copy at any Powys Library

Section 1: Message from the Chair of the Powys Local Service Board

I am pleased to present an update on the Open Powys Plan – the most important document produced by public bodies working together in the county as the Powys Local Service Board, to be known as the Public Service Board from June 2016.

The document is not a new plan but an update on priorities and principles included in the One Powys Plan 2014-2017.

It has considered progress made during 2014/16 and takes account of the many challenges still to come.

Since the launch of the One Powys Plan in 2014 we have seen a significant reduction in public spending as the country reacts to national spending plans. The changes have triggered some of the most radical changes in local public service delivery.

Despite the financial challenges facing the public sector, we are committed to the priorities and aspirations set out in the One Powys plan two years ago. We are determined to deliver on our commitments with an added focus on the county's communities.

This change of emphasis is captured in our clear commitment to create 'Stronger communities in the green heart of Wales'.

Our plans reflected the importance of the Social Services and Well-being (Wales) Act 2014 and Well-being of Future Generations (Wales) Act 2015, which came into force in April 2016. Although it is new legislation, we were aware of its emergence and its requirements are already part of our plans.

As part of this response we continue to develop partnership work with colleagues in the Powys Teaching Health Board and have incorporated work into our plans for 'Integrated Health and Adult Social Care and Children and Young People'.

The plan also sets out some additional considerations, challenges and issues facing public services in the in support of previous needs assessment work and business insight.

We hope you find the update, together with the original plan and previous updates, interesting and relevant, as I have said it is one of the most important plans produced by the public partners working together. It is our commitment to the citizens of Powys of the work that is done on their behalf.

The plan is available on the One Powys website <http://one.powys.gov.uk> (the shared website for all LSB/PSB partners)

Councillor Barry Thomas

Chairman of Powys Local Service Board

In early 2014, following consultation with a range of stakeholders, the Local Service Board (LSB) agreed eleven priorities to improve the lives of our citizens. Our **One Powys Plan 2014-17** explains how we identified these improvement priorities, what we plan to do to deliver them and how we will measure our success. We are about to enter the third year of the plan to deliver the changes required to improve outcomes for Powys citizens.

What is this annual update?

The LSB is committed to continually improving outcomes for Powys citizens and ensuring that public services meet customer needs. Regularly reviewing and updating our plan is important if we are to achieve this. It's important to ask, are our priorities still relevant and achievable? And are our commitments still the most appropriate and affordable way to achieve improved outcomes?

Our annual update gives us the opportunity to reflect, to ensure that we are on track to deliver our commitments and to consider any new issues and changes affecting Powys - these often create new needs, opportunities and pressures that we must address. Progress on delivery is reported in our Annual Performance Summary which is published every autumn and can be found on the One Powys Plan website.

The review of the One Powys Plan 2014-17 has given particular consideration to the following:

- Emerging sector pressures / challenges
- Financial pressures / savings requirements
- Business insight
- Assessment of progress to date

Who is this update for?

This update is for everyone who lives, works, visits or has an interest in Powys, including businesses, organisations, regulators and Welsh Government.

Our vision and values will continue to underpin all that we do.

Our Vision:

We will work together to meet the needs of Powys citizens

Our Values:

Accessibility, openness, respect, focus, engagement, learning, trust

What new issues have been identified that we need to address?

- **Well-being Assessment - interim findings**

- The Powys economy**

- Potentially 10,000 jobs required over the next 10 years
 - No significant growth in current job market in comparison to Wales and UK
 - Larger than average proportion of working age population are self-employed
 - Young males are more vulnerable to unemployment
 - Large volume of part-time female workers
 - Large proportion of young people leave the county for study and do not return
 - Lower than average weekly earnings for Powys against Wales
 - Public administration remains the largest employer
 - Finance and business administration sector jobs are less prevalent than other similar rural authorities
 - The more rural the locality the higher self-employment rates
 - Nearly a quarter of the working age population are employed in hotels, distribution and restaurant sector
 - A larger than average volume of micro business in comparison to small businesses
 - Low GVA and GDP even in comparison to other rural authorities across UK
 - Residents are using the internet and are not digitally excluded except in terms of broadband connectivity through superfast or mobile providers
 - Tourism is worth £655 million to the Powys economy and has not grown as fast as south Wales in recent years
 - Growing trend to privately rented housing
 - Lack of provision in 1 and 2 bedroom properties either to rent or buy as affordable homes

- Elderly and frail residential care commissioning**

- There is sufficient provision for elderly frail residential beds within the county although some localities lack provision to meet current need
 - The availability of dementia provision is lacking across the County
 - We have more residential beds for the elderly and frail than we need in south and mid Powys
 - The “85 plus” population is expected to increase by 157% by 2036
 - If services continue to be provided in the same way, the cost of meeting this increased demand will be significantly more
 - The care industry is not a popular vocational choice in post 16 education

- Domiciliary Care Commissioning**

- The amount of people in the care industry in Powys is too small to meet demand

- There is growing population needing domiciliary care (according to national statistics)
- The cost of provision to homes in rural locations is higher
- There is a lack of providers in this sector

Equality – key challenges from ‘Is Wales Fairer?’*

- Close attainment gaps in education
 - Close attainment gaps by raising standards of children receiving free school meals, children with Special Educational Needs (SEN), looked-after children and gypsy and traveller children
 - Reduce exclusions from school and reduce bullying
- Encourage fair recruitment, development and reward in employment
 - Increase the employment rates of young people, disabled people, ethnic minority people and Muslim people
 - Close pay gaps focusing on young people, ethnic minority people and women
- Improve living conditions in cohesive communities
 - Reduce poverty especially amongst children, disabled people and ethnic minority people
 - Improve access to care for older people and children
 - Reduce homelessness, especially for people fleeing domestic abuse and people with poor mental health or learning disabilities
- Increase access to justice and encourage democratic participation
 - Ensure equal and effective access to civil justice for everyone
 - Improve political and civil participation and increase diversity in public life
- Improve access to mental health services and support to people experiencing poor mental health
 - Improve access to mental health services
 - Reduce the rate of suicide, especially amongst men
- Prevent abuse, neglect and ill- treatment in care and detention
 - Prevent abuse, neglect and ill- treatment of children and older people in hospitals and care homes
 - Protect human rights of people held in detention
- Eliminate violence, abuse and harassment in the community
 - Eliminate the incidence of violence, abuse and harassment particularly against women, disabled people, ethnic minority people, Muslim people and lesbian, gay, bisexual and transgender people

** Is Wales Fairer? Provides a short summary of evidence for Wales and based on this evidence, the key challenges that require action here. The report was published by the Equality and Human Rights Commission in December 2015.*

- **Overview of financial situation**

As a result of the financial pressures on public services, we need to continue to make significant savings during 2016/17:

- Powys County Council has to make a minimum saving of £10.004m

The One Powys Plan outlines the county's priorities for improvement and sets out how, through working together within available budget constraints, these priorities will be met.

- **Key legislation**

The primary focus of the One Powys Plan is to prioritise areas for improvement for the citizens of Powys and address local needs. However, we are also mindful of the need to satisfy legislation which places statutory duties on local public services. The plan for 2014-17 addresses key legislation and there is no change to these. We were aware of emerging legislation when pulling the original plan together and incorporated their key principles. This update has enabled us to further re-inforce the inclusion of those principles:

- [Wellbeing of Future Generations \(Wales\) Act 2015](#) - The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. It will make the public bodies listed in the Act think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Wales that we all want to live in, now and in the future. To make sure we are all working towards the same vision, the Act puts in place seven well-being goals:
 - A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities
 - A Wales of vibrant culture and thriving Welsh language
 - A globally responsible Wales
- [Social Services and Wellbeing \(Wales\) Act 2014](#) - The Social Services and Well-being (Wales) Act is a new law that will give citizens more of a say in the care and support they receive. The Act will be introduced in April 2016.
 - **Voice and control** - Putting the individual and their needs, at the centre of their care, and giving them a voice in, and control over reaching the outcomes that help them achieve well-being.
 - **Prevention and early intervention** - Increasing preventative services within the community to minimise the escalation of critical need.

- **Well-being** - Supporting people to achieve their own well-being and measuring the success of care and support.
- **Co-production** - Encouraging individuals to become more involved in the design and delivery of services.
- **Multi agency** - Strong partnership working between all agencies and organisation.

○ **Integration between PCC and PtHB**

Powys County Council in partnership with Powys Teaching Health Board have pledged to accelerate the integration of health and social care services.

Integration is a way of achieving seamless, co-ordinated working between a range of our teams and services in the best interests of those who use our services. Integration is not an end itself, but a way of working that ensures that people get the right care and support according to their needs.

By working closely together we can provide services that enable people to live more independent, fulfilled lives. When people do need us, we will provide responsive services in a way that meets their particular needs.

Our first priority is to enable our older people's teams to work more closely together, and work is well underway. These teams will work closely with local GPs to offer care in, or as close to people's homes as possible, and using technology, we can ensure quality, safety and cost effectiveness.

Integration makes good sense as both our organisations serve the same population and we experience many of the same challenges providing services in a large rural county. We know how effective integrated working is, but we recognise we are not currently doing enough. We know we must go much further and at a greater pace.

Organisational Development is key to enabling integration to succeed. We need to ensure our structures, processes and people are organised to deliver in the best way for people in Powys. We are developing an approach to support staff with the skills they need to be most effective.

By joining the teams, pooling resources and shared processes the organisations can tailor services to meet the needs of the individual in a more holistic way.

Section 4: Our priorities for improvement

What changes have we made to our plan and why?

Our One Powys Plan 2014-17 sets out eleven priorities for improvement, all of which contain a number of commitments that we agreed to tackle together to improve outcomes for our citizens.

Outlined below are changes and new additions we've made to our One Powys Plan 2014-17 to strengthen our commitments and address issues identified in further work on our needs assessment.

- **Integrated health and adult social care**

Older people: Older people will be supported to lead fulfilled lives within their communities.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

The council's vision for supporting people within the community to live fulfilled lives and remodelling council services to respond to reduced funding align with this priority.

Carers: Carers have a good sense of wellbeing and are able to fulfil the caring responsibilities they choose to do.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

The council's vision for supporting people within the community to live fulfilled lives aligns with this priority.

The council developed a vision that complements the priorities outlined in the One Powys Plan by committing to:

- *Remodelling council services to respond to reduced funding*
- *Supporting people within the community to live fulfilled lives*
- *Developing the economy*
- *Improving learner outcomes for all, minimising disadvantage*

The council reconfirms that they will continue to pursue their vision through 2016-17.

Mental health and wellbeing: Powys citizens will lead fuller and longer lives, be resilient, have good health and be more able to participate and contribute to their communities.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

The council's vision for supporting people within the community to live fulfilled lives aligns with this priority.

Learning Disabilities: People with Learning Disabilities lead meaningful and valued lives within their own communities.

We reaffirm that this is a priority in our plan with two minor changes to the measures of success

The council's vision for supporting people within the community to live fulfilled lives aligns with this priority.

The changes to the measures of success as follows:

The measure of '100% of Learning Disabilities (LD) service users with traffic light systems in place' is further defined as '100% of LD service users open to a Community LD Nurse will be offered a traffic light system'.

The measure of '100% of Learning Disabilities (LD) service users that are taken to a Welsh hospital has their care bundle implemented' will be removed on the basis that it fails to provide any tangible information in relation to the health and wellbeing of learning disability service users.

- **Children and young people**

Vulnerable families: The needs of vulnerable children, babies and their families are identified as early as possible so that they can enjoy safe and fulfilled lives.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

The council's vision for supporting people within the community to live fulfilled lives and remodelling council services to respond to reduced funding align with this priority.

Healthy Lives: Powys citizens will be supported and empowered to lead active and healthier lives.

Lifestyle choices can be affected by many factors at individual, community and population level. The impact of lifestyle choices – particularly in relation to smoking - is also an important determinant of health inequalities.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

- **Transforming learning and skills**

Education: All children and young people are supported to achieve their full potential.

We reaffirm that this remains a priority in our plan.

The council's vision for improving learner outcomes for all, minimising disadvantage and remodelling council services to respond to reduced funding align with this priority.

In the section 'What are we going to do' we have further refined "Ensure that a high quality of education is accessible to all, affordable and sustainable with a focus on high quality leadership, teaching and learning. This includes the development and implementation of a school transformation policy which provides a vision and infrastructure for 21st century schooling for a bilingual future". This now states 'This will include the implementation of a school transformation policy".

Due to the proposed change to school admission age from September 2017 the following commitment has been adjusted to "review and re-commission early years education provision across the authority to ensure a sustainable network of high quality provision for all 3 plus ages in Powys".

Training and jobs for young people: More young people in Powys will be in full-time education, gainful employment or employment related training within the county.

We reaffirm that this is a priority in our plan.

The council's vision for developing the economy aligns with this priority.

The following commitment has been further defined to “use our public service procurement to ensure that local young people, particularly the most vulnerable are given training and employment opportunities from our service providers”.

- **Stronger Communities**

Stronger communities: Bring people together in Powys so they feel that they matter, belong and can contribute to their community.

We reaffirm that this remains a priority in our plan.

The council's vision for developing the economy and remodelling council services to respond to reduced funding align with this priority.

The following changes have been made to the stronger communities programme following agreement with stakeholders:

What are we going to do?

- Where we previously stated we would ‘encourage communities to work with local organisations and groups to improve and sustain services at a local level’ we have changed ‘local organisations’ to ‘Local Service Board / Public Service Board partners’.
- The commitment to ‘promote the use of the County’s assets to help build a strong economy, create jobs and encourage community development and ownership’ has been changed to ‘Through enablement and facilitation, working with our public, private and third sector to help develop a thriving economy by:
 - growing Powys’ strategic business sectors
 - attracting new business to Powys
 - increasing visitors and visitor spend
 - increasing Powys’ economically active population’
- The commitment to ‘develop mechanisms to find and create job opportunities for young people’ has been changed to ‘Encouraging and facilitating the skilling of our young people and young adults for those sectors that will make a difference to Powys particularly for innovation, technology and enterprise.’

- The following commitment to ‘develop a clear agreement on how we will work with the third sector’ has been added to this programme during 2015/16.

What difference will we make?

The following statements have been defined more clearly

- Our towns and villages are more community focused, self-reliant and resilient
 - Services are retained and run by the community where they are important to that community
 - There is co-location of facilities where appropriate
 - Conditions have been created to support economic development

How will you know we’ve succeeded?

The following measures have been amended to better monitor the success of our work:

- The costs of delivering those services that have been transferred to the community will reduce by 60%, 65% and 70% over time

Transport: Improving passenger transport services to enable them to be affordable, accessible and efficient.

We reaffirm that this remains a priority in our plan.

The council’s vision for developing the economy and remodelling council services to respond to reduced funding align with this priority.

The following changes have been made to the Transport programme:

What are we going to do?

- Due to cuts in the transport budget, the commitment to ‘create an affordable transport system that helps to keep people mobile and connected, by reshaping the county’s transport services’ and ‘Re-developed bus interchanges to improve transport links at Newtown and (possibly) Llandrindod Wells’ has been better defined as ‘provide a transport system that helps to keep people mobile and connected and responds to changing needs. Re-developed bus interchanges to improve transport links at Newtown.’

What difference will we make?

These statements have been further defined due to cuts in the transport budget.

We aim to ensure there is a safe, efficient and reliable transport service and network that:

- Enables people and businesses to travel safely to their destination
- Makes the best use of the existing transport infrastructure and looks to enhance capacity where opportunities arise and changing needs require it
- Relies upon a well maintained highway network
- Utilises grant support and / or capital resources to deliver targeted improvements to the network
- Uses technology appropriately to deliver the above

How will you know we've succeeded?

The following new measure has been added to better monitor the success of our work:

- Implementation of a transport app that provides accurate actual time bus information

- **Financially balanced and fit for purpose public services**

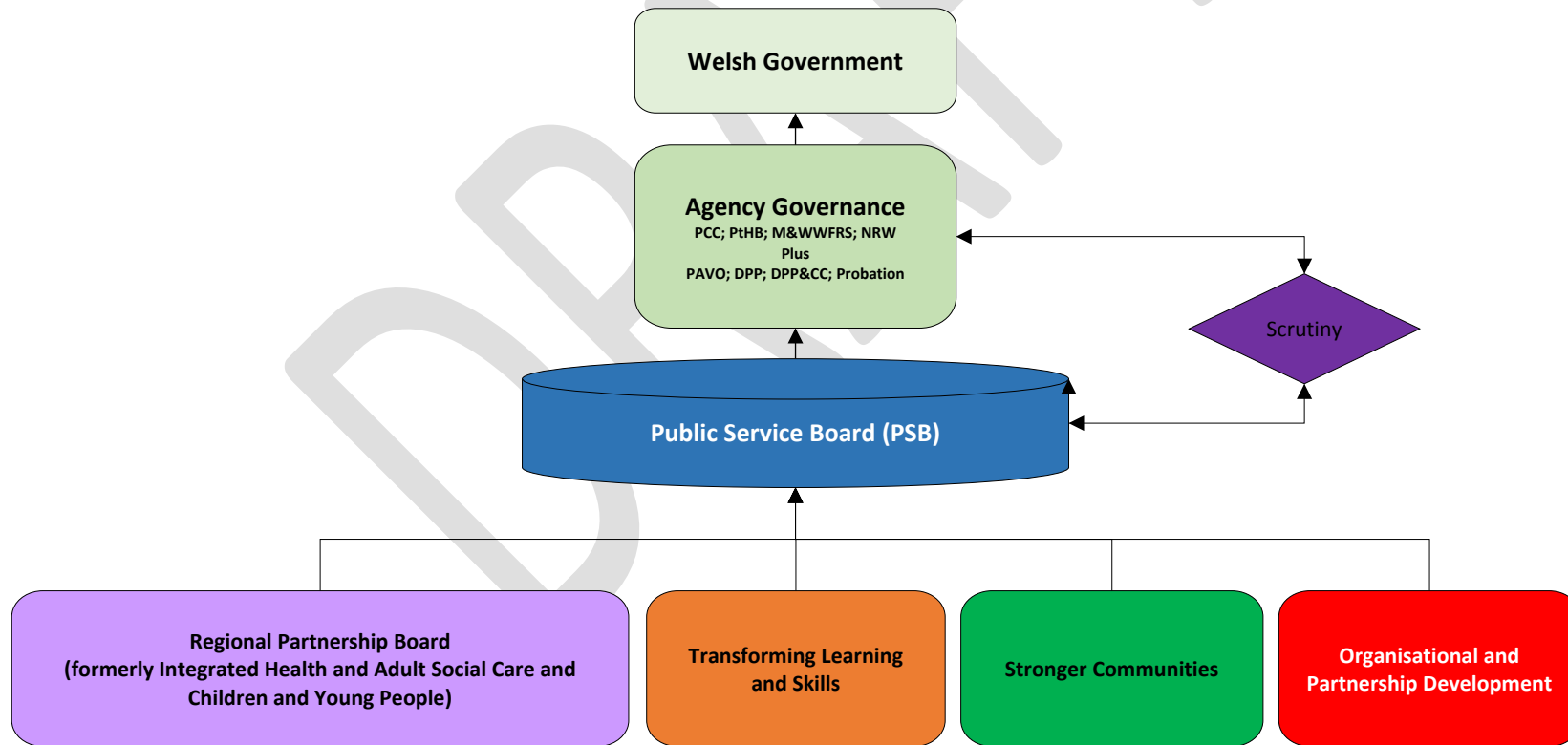
Organisation and partnership development: Enable 'joined up' services for Powys citizens through public and third sector partnerships.

We reaffirm that this is a priority in our plan and no changes have been made to our plans for its delivery.

The council's vision for remodelling council services to respond to reduced funding aligns with this priority.

Section 5: Governance arrangements

The governance structure established to deliver the One Powys Plan has been reasonably effective. However, the Social Services and Well-being (Wales) Act 2014 requires the establishment of a Powys Regional Partnership Board (RPB). So as to avoid over complicating governance arrangements, it has been decided to evolve the original 'Integrated Health and Adult Social Care' and 'Children and Young People' boards into the new RPB. This ensures in particular, that PCC and PTHB are compliant with the act. To ensure governance fits seamlessly with the requirements of the Well-being of Future Generations (Wales) Act 2015, the emerging Public Service Board (PSB) will review arrangements to ensure effective and statutory compliant governance.



Section 6: Listening to you

The following consultation has informed our update for 2016/17:

Over the past few years the council has sought to engage residents in the decision making process around setting its budget. The views of residents have been sought in a number of ways.

Three pieces of engagement and consultation were undertaken during 2015/16 that have helped inform the 2016 update:

Residents Attitude Survey - Summer 2015

- 385 telephone interviews conducted. Research is robust data at a county level.
- Just over half of residents (52%) were unaware that the council had had a 4.4% decrease in funding from the Welsh Government which equalled a £7.7m funding gap.
- Respondents were asked whether they felt it mattered who delivers services. Overall, 67% felt it didn't matter and 33% felt it did. *(In the 2013 survey 26% respondents felt it did matter so there has been an increase of 6%).*
- 52% of respondents would prefer the council to charge for services that were currently free rather than increase council tax, increase charges for things that residents already pay for, or increase charges for things that businesses pay for e.g. trade waste. *(There was less desire for this in the 2013 survey so there has been a subtle shift in resident view here).*
- 2/3rds of respondents did not feel that reducing our workforce further or only providing statutory services was a good way to reduce our costs.
- Residents were not keen for increases in council tax. Only a quarter opted for a 2.5% increase which is lower than that already proposed for 2015/16.
- When asked to consider what their current and future priorities might be, the analysis identifies some interesting differences. Respondents are twice as likely to identify environmental / street-scene type services as an immediate priority as opposed to a future priority (26% and 13% respectively). Conversely, caring for those in need (for example, elderly social care) is felt to be a priority for the future rather than now.
- Services relating to the development of the local economy are identified as the single key priority for improving quality of life and helping communities thrive.

Citizens Panel Survey - Autumn 2015

- 262 responses received. Profile of the panel is predominantly older residents who volunteer to take part in surveys.

- 59% citizen panel members said they were aware of current funding issue however a further 36% said they didn't really understand the background or why we were in this situation.
- 70% feel they have seen a difference and a reduction in the level of service provided over the past year. E.g. street cleaning, potholes, refuse collection, care.
- 92% are very or fairly concerned about the situation facing Powys.
- 80% of panel members stated they still tend to get their information about Powys via local media however 27% said they picked up flyers and posters and leaflets, 22% said they used the council's website and 22% said they got information from their town and community council.
- Over a hundred budget saving ideas were given by panel members and these were varied. They ranged from increasing council tax to selling the land and properties we hold and from boosting inward investment to protesting to Welsh Government about the current settlement.

Budget Simulator – Autumn 2015

- 476 residents submitted a budget that addressed the necessary savings targets. The number of responses should allow for a fairly robust resident overview at a county level although people self-selected (i.e. chose to take part in the exercise or not) and were not chosen at random to do so using a social research sampling plan.
- Figures show that the home web page created to promote the simulator exercise had over 2,000 'hits' and 1,438 unique page views. This means that a third (33%) of those viewing the page went on to submit a budget and 67% didn't.

Conclusions:

The research conducted over the course of this year suggests that residents have a growing awareness of the budget deficit facing the Council and the need to make savings over the next three financial years.

There is a definite appetite from residents for more outsourcing of services with a clear mandate around the importance of delivery of a service not who delivers it.

There is a reluctance to see the services that provide for the more vulnerable in our society being cut. In particular there was less appetite for budget cuts for children with disabilities, services for looked after children and home care services.

There was also a reluctance to jeopardise services by cutting budgets to the point where there may be difficulty in maintaining statutory requirements.

There is some acceptance that the council should be looking at charging for services that are currently free although there is little support for an increase to council tax, increased charges for things that residents are currently paying for or increased charges for services that businesses in Powys use. However some comments received supported an increase in council tax to sustain current levels of service delivery. Interestingly when the council conducted the Simalto budget simulation exercise a few years ago, respondents were asked if they would be prepared to pay more in council tax to sustain their chosen service priorities and the majority said yes. This implies that there is a link between a willingness to pay an increase in council tax and a resident's perception around their getting value for money services that meet their needs.

Residents are now seeing and stating that they have seen a decrease in the level of services provided by the council over the past year and satisfaction with the services that we provide overall as a council has decreased over the past five years.

Stakeholder Engagement Forums: A number of advisory groups have been established that enable users to inform and enhance service provision. These forums are able to comment on current services and topical issues, learn from good practice in other organisations and help with consultation on relevant initiatives of improvement. The forums ensure that we maintain a person centred approach and ensure service users have a voice in considering both current provision and options to shape future services.

Section 7: Listening to our regulators

The following feedback was received from regulators during 2015-16:

Wales Audit Office

The Council has strengthened its governance arrangements and is making progress in its priority areas, but faces significant challenges in commissioning and providing its adult social care services.

The Council has generally robust financial management arrangements, and it is further developing them to ensure they remain fit for purpose in the increasingly challenging financial climate.

The Council has undertaken a robust approach to strengthening its financial scrutiny and is well placed to drive improvement in relation to its medium-term financial planning.

The governance, accountability and management arrangements for safeguarding responsibilities to children are mostly adequate but some improvements could be made.

The Powys ICT partnership has improved service resilience and reduced IT risk, and section 33 arrangements provide a good basis for integrated working.

The Council has embedded a coaching approach to help address capacity and capability issues.

The Council's improvement plan and its evaluation of its performance comply with the requirements of the 2009 Measure.

The Council is facing significant challenges in the shaping and remodelling of its current and future social care provision and the robustness of its contracting and commissioning functions

The Council is delivering environmental health services at the required standard, but will find it a challenge to take on new statutory duties that protect the public and the environment

The Council has identified the Welsh-language needs of its citizens and its workforce and is integrating this information into the way it provides services

Proposals for improvement arising from the Wales Audit Office during 2014-15:

- *P1 Review its working practices against the recommendations in the Auditor General's 2014-15 Local Government Reports and implement improvements where appropriate*
- *P2 Extend its financial monitoring arrangements to include service performance data to ensure that expected service standards are not being compromised at the expense of securing financial savings.*
- *P3 Ensure appropriate and timely action is taken to manage risks and under performance in relation to safeguarding and ensure elected members are informed of risk management arrangements, and progress in addressing safeguarding risks is included in future scrutiny work.*
- *P4 Improve the work of the Council's Scrutiny Committees to ensure it is providing assurance on the effectiveness of the Council's corporate safeguarding arrangements.*
- *P5 Ensure all elected members and staff who come into contact with children on a regular basis receive training on safeguarding and child protection issues and the Council's corporate policy on safeguarding.*
- *P6 Identify and agree an appropriate internal audit programme of work for safeguarding.*

(Annual Improvement Report 433A2015)

Care and Social Services Inspectorate Wales

The approach taken by Powys County Council to the commissioning of domiciliary care services in 2013 and 2014 was flawed in concept, design, and delivery. The governance arrangements and decision making were not managed at a senior level and were not sufficiently rigorous or challenging, especially given the number of people reliant on these services and the risks associated with the transfer of care arrangements. The senior management team at the time were not experienced in social care commissioning and this remains an area of challenge for the Council, as it continues to rely on external consultancy and interim arrangements to support the delivery of these key functions. A number of key building blocks which would have underpinned a successful re-provisioning of care and support were not in place, for example a consistent reablement service across the county and up to date individual care and support plans. As a consequence, the decisions made during the procurement exercise were not always well thought through, especially in terms of the real costs versus benefits analysis and therefore sustainability.

The view that Powys is unique because of its demography is often articulated by people who live and work there and there are undoubtedly rurality factors that impact on the delivery of services. This can sometimes act as a block to thinking of solutions and has created an inward facing culture within the Council. However Powys is the sum of its parts, many of which share similarities with other communities in Wales. The strategic relationship with Powys Teaching Health Board does provide many opportunities in terms of service delivery and shared facilities, including information technology, but this has also meant that Powys does not naturally or easily look outside its borders for opportunities to jointly commission or to work collaboratively.

A key challenge for Powys County Council has been the recruitment of staff at all levels and they did not have in place a workforce strategy. We understand that this is under discussion with key partners such as the Powys Teaching Health Board and provider organisations and this will be a key component in the delivery of an integrated pathway for older people.

The pace of change has increased since the appointment of the permanent Director of Social Services in July 2013 and Head of Service in October 2013 respectively. They are facing a very demanding and ambitious schedule to modernise social services in Powys and the failure of the commissioning framework for domiciliary care has made this more difficult. The prospects therefore are uncertain and questions remain about the future arrangements, particularly in the context of budget reductions and in preparing for the implementation of the Social Services and Well Being (Wales) Act. However there are signs of improvement and the Council is following through on the recommendations within the IPC report including the development of a commissioning toolkit for all staff.

Recommendations:

- *The **corporate governance arrangements** for social care commissioning need to be clarified and strengthened in order to effectively challenge and test the design, planning and delivery of the demanding work programme that Powys is facing.*
- *The **commissioning strategy** for older people must be based on a rigorous analysis of need and demand at community level and include local infrastructure and innovative and collaborative solutions. It should also consider models of best practice used elsewhere.*
- *The approach to commissioning social care services should make greater use of **service user and carer experiences** and facilitate a wider conversation with its communities about what future service models might look like.*
- *Future commissioning and procurement exercises for domiciliary care services should be built on a **market development** and partnership approach. It must robustly test the tender submissions, the capacity and capability of organisations to manage the transition of services and deliver the service specifications.*
- *The **knowledge and skill base** for managers in commissioning and the management of contractual relationships needs to be developed through a range of solutions including training and mentoring opportunities.*
- *The Council needs to strengthen its **relationships** with and oversight of domiciliary care providers operating in Powys, including setting up regular meetings and clear lines of communication with the commissioning managers to address ongoing concerns and queries.*

- The Council needs to consider carrying out a review of the **grants and service level arrangements** to ensure they align with the Powys One Plan and the Integrated Pathway and provide the best value for money.
- The development of the **integrated pathway** for older people with Powys Teaching Health Board should be clearly defined and articulated to capture the projected demand and therefore capacity required at each stage, including reablement. The future integrated service model must be supported by clear governance arrangements that include financial commitments and management accountability.
- The **first contact** arrangements via the Powys People Direct should be further developed to ensure it can provide the appropriate level of response, advice, support and information for adult services and therefore reduce the need for an additional duty response at team level.
- The new adult **safeguarding** management structures and reporting mechanisms must be secured and established as a priority, to ensure that the Designated Lead Managers are supported in their responsibilities and there is consistent reporting, decision making and oversight at an appropriately senior level.
- The low uptake of **carer assessments** needs to be further investigated to understand the needs of this group of people and how they can be supported in their role.
- A **workforce strategy** which supports the establishment of the integrated pathway for older people should be developed across the wider health and social care workforce including domiciliary care. Opportunities to build workforce capacity such as care apprenticeships should be considered, as well as potential barriers such as housing and transport.

(CSSIW: Inspection of Adult Social Services - March / May 2015)

Review of the Letting of a Domiciliary Care Contract to Alpha Care Limited (Wales Audit Office)

Powys County Council had been concerned for several years that the development of domiciliary care services across Powys was inconsistent and that the quality and value for money of the service needed improvement. The Authority decided to look at alternative ways of commissioning the service. In late 2013 the Authority sought to progress quickly the development and implementation of new arrangements for the service.

In circumstances where timescales are compressed, ensuring that risk is effectively managed and proper accountability arrangements are in place is particularly important. We are of the view that in its haste to introduce the new domiciliary care service as quickly as possible, the integrity of the Authority's established governance arrangements was compromised. In consequence, the Authority and users of the domiciliary care service were exposed to unnecessary risk. We found that:

- the governance, management and scrutiny arrangements established for the procurement of the domiciliary care service were inadequate;
- weaknesses and ambiguities in the Invitation to Tender (ITT) meant that it was not conducive to the submission of robust tenders by potential providers;
- weaknesses in the processes adopted for the evaluation of tenders submitted by potential providers has resulted in the Authority being unable to demonstrate that contract award decisions were soundly based; and
- the Authority tried to support Alpha to deliver the contract, but these efforts proved unsuccessful.

In the light of the findings of this report, the Authority should review other major projects currently being progressed and assure itself that the concerns identified in respect of governance and accountability are not more widespread.

Recommendations:

- **R1 Domiciliary Care Provision:** The Authority should ensure that the weaknesses and/or deficiencies in the arrangements established to let the current domiciliary care contract are not replicated in any future domiciliary care procurement exercise. These include deficiencies in: ☐ governance and accountability; ☐ the way the contract was structured; ☐ information made available to tenderers; and ☐ the way in which tenders were evaluated.

- **R2 Wider Implications for the Authority:** *In order to meet the challenges of transforming its service delivery in the light of reduced financial resources and increasing demand, the Authority has adopted a clearly defined commissioning and procurement strategy. We recommend that the Authority consider whether the issues raised in this report have wider relevance for the successful delivery of its commissioning and procurement strategy, and undertake a review of its processes for developing and letting major contracts. Particular attention should be paid to ensuring that the governance arrangements for developing, scrutinising and approving contracting exercises are appropriate and are working in practice.*
- **R3 Document Retention:** *Audit work undertaken previously by the Auditor General in 2010 and 2014 on the Authority's whistleblowing policies identified that 'there was often a lack of an audit trail to support key decisions and events. Some key decisions were not documented and there were instances of key documents or supporting information not being found or not existing.' Similar issues are identified in this report. The review recommended above should also consider the extent to which adequate documentation is produced and retained to support key decisions made when developing and letting tenders.*

(WAO ref: 692A2015 – January 2016)

Powys teaching Health Board:

Wales Audit Office:

Following the injection of funding, the Health Board is likely to achieve financial balance in 2015-16 with good in-year management and scrutiny of performance. The Health Board needs to strengthen strategic financial planning to address the challenging financial environment.

The Board has set a clear vision, strengthened Executive capacity, and made improvements to governance arrangements. The challenge going forward is to further refine, sustain and embed these arrangements throughout the organisation.

Planning arrangements have improved, as evidenced by Ministerial approval of the IMTP. The IMTP sets a clear vision with scope to sharpen its content in the next iteration.

A comprehensive Governance Improvement Programme, strengthened Executive team and revised Executive portfolios better position the Health Board to deliver their strategic objectives. The challenge is now to ensure there is sufficient resilience, capacity and experience within the Executive team to maintain a sustainable pace of change, strengthen operational management capacity, and to ensure that it has the correct balance between locality specific and Powys-wide delivery arrangements.

The Board has made good progress strengthening its overall effectiveness with strengthened committee arrangements, improvements to internal controls and performance information that supports effective scrutiny and decision making. Further refinement is needed to assurance mechanisms with particular focus on risk management and embedding the quality assurance framework.

The Health Board has strengthened its information governance arrangements with an updated strategy and implementation plan and its Information Governance Committee is functioning more effectively although more pace is required to address persistent high risk issues.

The Health Board has good arrangements for managing local delayed follow-up outpatient appointments and arrangements to support service transformation but must do more to assess clinical risks, improve Board scrutiny and understand the situation for the majority of Powys patients who are treated out of county.

Dyfed Powys Police:

Her Majesty's Inspectorate of Constabulary (HMIC):

Her Majesty's Inspectorate of Constabulary (HMIC) independently assesses police forces and policing across activity from neighbourhood teams to serious crime and the fight against terrorism – in the public interest.

During 2014 -15 HMIC conducted a number of inspections into Dyfed Powys Police's operations, to provide authoritative information and evidence which is used to drive improvements in the service to the public. Key inspections included:

- **Core business: An inspection of crime prevention, police attendance and use of police time** - how well forces are preventing crime and anti-social behaviour; how forces respond to reports of crime, including investigating crime and bringing offenders to justice; and how well forces are freeing up the time of their staff so they can focus on core policing functions.
- **National Child Protection** - The aims of the inspection programme are to assess how effectively police forces safeguard children at risk.
- **Crime Data Integrity** - Inspection to assess whether there are systems and processes in place to ensure that; crime is correctly recorded in accordance with Home Office Crime Recording Standards.
- **Valuing the Police phase 4 (VtP4)** - how well the force is achieving value for money

To find out more about the findings of these and other inspections you can visit the HMIC website - <http://www.hmic.gov.uk/dyfed-powys/>

Powys Association of Voluntary Organisations:

As a non-statutory body PAVO is not subject to external regulation. However, the organisation is committed to continuous quality improvement, is regularly subject to external audit and evaluation and was the first in Wales to attain the PQASSO quality mark at Level 2.

- **Mindful Employer**
Following the review of PAVO's progress as a Mindful Employer, your charter membership (for employers who are positive about mental health) has been renewed for a further two years.
(Review 13th January 2015)
- **Investors in Volunteers**
The Investing in Volunteers UK Quality Assurance Panel met on 27th January 2015. I am delighted to tell you that your award was confirmed and will be valid for three years from that date.
- **Powys Befrienders**

A comprehensive administrative foundation of policies and procedures together with all the working documents facilitates consistency of service delivery and supports best practice. The project is working towards a quality mark in befriending, through Befriending Network Scotland, with the aim of providing confidence in the service to commissioners and future funders.

(Interim evaluation report December 2014)

The Charities Evaluation Service (CES):

To find out more about what they've said about Powys Association of Voluntary Organisation you can visit their website - <http://www.ces-vol.org.uk/> or visit PAVO's website www.pavo.org.uk

DRAFT

Section 8: How you can get involved

Your views and ideas on the delivery of the plan are important to us and you have a vital part to play in shaping our future priorities. If you would like any further information, have any questions about this plan or would like to propose new improvement areas throughout the year, there are many ways to get in touch with us and have your say:

By Post:

Powys Public Service Board
Powys County Council
County Hall
Llandrindod Wells
Powys
LD1 5LG

By Phone:

01597 826158

By Fax:

01597 826546

By email:

one.powys@powys.gov.uk

Further information can be found on the One Powys website: <http://one.powys.gov.uk>

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CYNGOR SIR POWYS COUNTY COUNCIL

COUNTY COUNCIL

11th May 2016

REPORT AUTHOR: County Councillor Cllr Dawn Bailey Dementia Champion

**Endorsed by Portfolio Holder for Adult Social Care
Cllr Stephen Hayes**

SUBJECT: Dementia Mission Statement

REPORT FOR: Decision

Summary

This Dementia Mission Statement (Appendix A) represents Powys County Councils commitment to becoming a Dementia Friendly Community.

In October 2014, Powys County Council pledged to help make the County of Powys a dementia friendly county, a status officially recognised by the Alzheimer's Society through its Dementia Friendly Communities programme. At its meeting in 2014, Powys County Council pledged to take the following actions forward:

- Appoint an Elected Member to champion the Dementia Friendly cause and to appoint a Lead Officer for dementia services.
- Work with communities across Powys to help them obtain 'Dementia Friendly' status with a view to making Powys the first dementia friendly county in Wales.
- Work in partnership with dementia friendly community groups in the county of Powys and Powys Teaching Health Board to develop and improve services for people with dementia.
- Encourage Councillors, staff and our partners to become Dementia Friends through the Alzheimer's Society Dementia Friends initiative.
- Participate in awareness raising activities during National Dementia Awareness Week.

As a council delivering public services, we are also committed to rising to the challenge that this presents. Our aim is that Powys County Council through the services it delivers, becomes a council that supports and enables people living with dementia, their carers and families to live well.

Proposal

To receive the report and implement the Dementia Mission Statement as outlined in Appendix A, which is fully endorsed by the Portfolio Holder for Adult Social Care.

One Powys Plan

The Powys One Plan 2014-2017 enables us as partners to work together to provide improved outcomes for citizens. The strategic objective for older people is: *“older people will be supported to live fulfilled lives within their communities”*

People will:

- Have opportunities for activity, social stimulation and community inclusion to maintain their well-being.
- Feel safe in their own home and retain their independence for as long as possible through a range of home based services.
- Be informed to enable them to have increased choice and control over what matters to them.
- Have greater access to health and social care which is close to home and responsive to their needs.
- Rapidly access appropriate hospital and specialist health care when needed and are discharged home safely and appropriately.

Through developing dementia friendly communities we can further strengthen this approach and improve the lives of those with a dementia both now and in the future.

Options Considered/Available

Not applicable.

Preferred Choice and Reasons

Not applicable.

Sustainability and Environmental Issues/Equalities/Crime and Disorder, /Welsh Language/Other Policies etc

There is no environmental or sustainability impact and the Statement underlines the principles of the One Plan.

Children and Young People's Impact Statement - Safeguarding and Wellbeing

Not Applicable.

Local Member(s)

The proposal does not have a particular effect on or significance for only one or some electoral divisions (as opposed to applying with equal force across the whole County).

Other Front Line Services

Powys County Council have committed to support the roll out of dementia friendly communities and all relevant actions to enable the council and its front line staff to deliver this.

Support Services (Legal, Finance, Corporate Property, HR, ICT, BPU)

Finance – The Finance Business Partner notes the comments in the report that the Council accepts and implements the Dementia Mission Statement, to improve the lives of those living with Dementia in Powys both now and in the future.

Legal I can see no legal implications in the adoption of this Mission Statement – it builds on the pledge made by the Council in October 2014 (HS – Lawyer, Social Care).

Corporate Property - “Corporate Property support this proposal and will assist in so far as is reasonably practicable subject to the constraints of some of our corporate buildings”

ICT – report noted.

Local Service Board/Partnerships/Stakeholders etc

Powys County Council is working in partnership with PtHB to ensure that this statement and any other relevant actions can be progressed in tandem with any current or future plans for those living with a dementia.

Corporate Communications

Communications Comment: The report is of public interest and requires use of news release and social media to publicise the decision.

Statutory Officers

The Strategic Director Resources (S151 Officer) notes the comments made by finance.

The Solicitor to the Council (Monitoring Officer) has commented as follows: “I note the legal comment and have nothing to add to the report.

Members' Interests

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation: Council accepts and implements the Dementia Mission Statement (Appendix A) as attached.	Reason for Recommendation: To improve the lives of those living with Dementia in Powys both now and in the future.
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Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	All
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Person(s) To Implement Decision:	Louise Barry, Head of Operations for Adult Social Care
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
Louise Barry	01597 826578		louise.barry@powys.gov.uk



Powys County Council

A dementia friendly council



Foreword



An ageing population and the social and economic effects of dementia are key challenges for local authorities and their partners.

In 2012, the Prime Minister promised to tackle the escalating dementia crisis and see the UK become a world leader in the field. The Prime Minister's challenge on dementia included an ambition to create communities that are working to help people live independent and well with dementia.

The Alzheimer's Society Dementia Friendly Communities programme focusses on improving inclusion and quality of life for people living with dementia. The strategy includes an ambition to work with people affected by dementia and key partners to define and develop dementia friendly communities.

Three years on since the Prime Ministers original challenge to tackle dementia, through a programme of action to deliver improvements in health and social care, the creation of dementia friendly communities and investment in dementia research, it is clear everyone has a part to play. There are now over one million people across the UK trained to be Dementia Friends in order to raise awareness in local communities and the workplace.

As a council delivering public services, we are also committed to rising to the challenge. Our aim is that Powys County Council through the services it delivers, becomes a council that supports and enables people living with dementia, their carers and families to live well.

We recognise the role we can play by helping our citizens live independent and well within their communities for longer.

We need to be clear what becoming dementia friendly means for us and our citizens. We need to understand not only what initiatives will work but also what changes need to be made and what the benefits will be for our citizens. We need to ensure any changes we make are the right ones and will have a positive impact for people living with dementia.

We want to be a dementia friendly council.

Councillor Dawn Bailey
Dementia Champion, Powys County Council
Page 70



A dementia friendly Powys

Introduction

In October 2014, Powys County Council pledged to help make Powys a dementia friendly county, a status officially recognised by the Alzheimer's Society through its Dementia Friendly Communities programme.

The definition of a dementia friendly community is one in which people with dementia are empowered to have high aspirations and feel confident, knowing they can contribute and participate in activities that are meaningful to them.

A dementia friendly community should be a place where there is increased awareness that dementia touches the lives of many and so requires a community based touch.

At its meeting in 2014, Powys County Council pledged to take the following action:

- Appoint an elected Member to champion the dementia friendly cause and to appoint a lead officer for dementia services
- To work with communities across Powys to help them gain 'working to become dementia friendly' status with a view to making Powys the first dementia friendly county in Wales
- Work in partnership with dementia friendly community groups in Powys and Powys Teaching Health Board to develop and improve services for people with dementia
- Encourage Councillors, staff and our partners to become Dementia Friends through the Alzheimer's Society Dementia Friends initiative
- Participate in awareness raising activities during National Dementia Awareness Week

By promoting awareness and understanding of how our actions will help us achieve the principles of being a dementia friendly council, we can make a huge difference to those living with dementia.



Powys County Council:

A dementia friendly council

To achieve our vision of making a difference to people living with dementia in Powys, we should first focus our attention on becoming a dementia friendly council. We can then use and share our experience with partners and communities to achieve our county-wide vision for Powys.

In order to understand the challenge we have set ourselves, the following questions need to be answered:

- What is dementia
- What does a dementia friendly council look like
- What is the scale of the challenge for Powys County Council to become a dementia friendly council
- What do dementia friendly services look like
- What needs to change to become a dementia friendly council
- How do we achieve our county-wide vision of making a difference to people living with dementia in Powys

The answers to these questions will help shape the way our council rises to the challenge of becoming dementia friendly and use that information to help us with the challenge of becoming a dementia friendly county.

What is dementia

The word dementia describes a set of symptoms that may include memory loss and difficulties with thinking, problem-solving, perception, everyday tasks, communication and language.

Dementia is caused when the brain is damaged by diseases such as Alzheimer's disease or following a series of strokes. When you have dementia you tend to lose your most recent memories.

Dementia is a progressive condition, this means the structure and chemistry of the brain becomes increasingly damaged over time. Symptoms gradually get worse as the condition progresses.



Dementia affects each individual differently. No two people are the same, each individual presents with different changes in ability and behaviour patterns.

Dementia has an impact on the person living with the condition, their families and carers, on communities and public services.

There is a lack of awareness of dementia within society in general and often a stigma is attached to it.

People living with dementia describe the need to feel valued and supported with services which respond to their individual needs.

Powys context

In Wales it is estimated more than 45,000 people are living with dementia with almost half of this number believed to be undiagnosed. In Powys that figure is approximately 2,400 people living with dementia. People who along with their carer's, family members and friends depend on a wide range of services that our council provides. Appropriate support must be given in the early stages to help prevent crisis situations.

Dementia is an age prevalent condition and with an ageing population the consequences will be an increasing number of people living with dementia in Powys.

Often people with dementia say they stop going out and doing things within their communities as their dementia progresses. That they feel unable to cope with everyday pressures and situations, feel isolated and lonely particularly in a rural area such as Powys.

People with dementia say they want to be supported to live independent and well at home.

Given the numbers of people living with dementia projected to increase, it makes sense to understand what being dementia friendly entails and what changes need to be taken to ensure services we provide are sensitive to and able to respond to individual need.

Often this is more about providing good customer care and service to all of our citizens, particularly for those who are more vulnerable, rather than developing a range of new services.



What can Powys County Council do to make a positive difference to the experiences of people living with dementia

We can enable people to live positive, fulfilled lives and instill in everyone a confidence they too can make a difference to an individual's experience of dementia.

We can all play an important part in helping achieve environments that foster independence and quality of life enabling someone living with dementia remain able to contribute to everyday life and feel part of their community.

Innovative approaches to health and social care pathways, to the design of dementia friendly buildings, high streets and communities that are planned and designed to be both dementia and age friendly and access to transport. All essential components that actively support dementia and age friendly communities. Where those who are living with the condition and their carers can live with dignity, meaning and purpose.

Key Facts:

- There are currently around 850,000 people in the UK living with dementia
- In Wales there are around 45,000 people living with dementia, many of them undiagnosed. In Powys that figure is approximately 2,400 people living with dementia
- It is estimated by 2021 numbers of people living with dementia will have increased by 31% with some rural areas seeing increases by as much as 44%
- With the UK statutory retirement age rising and the number of people with dementia expected to increase to one million by 2025, many more people will develop dementia whilst still in employment
- One in three people over 65 will develop dementia
- There are 40,000 younger people with dementia in the UK
- Two thirds of people with dementia are women



- Many people with dementia say they do not feel supported and part of their local community. Many are not confident to get out and engage in the community despite there being significant goodwill in the community to help them live well
- Two thirds of people with dementia live in the community whilst one third live in a care home
- People with dementia often face barriers however it is possible to make changes that can make their day to day lives much better
- The Alzheimer's Society works to improve the quality of life for people affected by dementia and their website also provides in depth information including factsheets and guidance
- The Alzheimer's Society provides a National Dementia Helpline, the number is **0300 222 11 22** or visit **alzheimers.org.uk**
- Alzheimer's Research UK Infoline **0300 111 5 111**



What are the implications for Powys County Council to become a dementia friendly council and what do we do next

In an organisation as large as Powys County Council it will take time to become a dementia friendly council. We will implement practical measures wherever this is feasible as quickly as possible however longer term we must ensure changes will support and improve the services we currently provide within the councils wider change programme.

The challenges to becoming dementia friendly

We will raise awareness of Alzheimer's Society Dementia Friends initiative amongst elected Members and staff so that everyone can have an understanding of what it is like to live with dementia and how to turn that understanding into action.

We will ensure a programme of Dementia Friends awareness is set up using a variety of different methods appropriate to the individual needs. We will identify Dementia Friends Champions within key service areas.

We will ensure a dedicated dementia webpage is created for elected Members and staff which provides them with basic information about how to support and signpost people living with dementia to relevant services.

We will improve information and advice services to people living with dementia within Powys.

We will involve people living with dementia in assessing what needs to be done to be dementia friendly. Changes made need to reflect positive outcomes.

We will put into practice simple measures designed to help improve the lives of those living with dementia when using council services. For example, ensure public spaces within council buildings and offices are dementia friendly with staff who can recognise when a person needs extra help and assistance.

Consideration will be given at all times to measures that are not just specific to being dementia friendly but that are 'age friendly' and can benefit other Powys citizens. Measures will be aligned with local and national policy.

We will build partnerships with other agencies, organisations and local communities with a shared vision for Powys to become a dementia friendly county.





