

Economy, Residents and Communities Scrutiny Committee

Meeting Venue
By Zoom

Meeting Date
Monday, 30 January 2023

Meeting Time
2.00 pm

For further information please contact

Rachel Pugh - Scrutiny and Democratic Support Officer
rachel.pugh1@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG
23.01.2023

Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod. Rhowch wybod pa iaith rydych am ei defnyddio erbyn hanner dydd, ddau ddiwrnod gwaith cyn y cyfarfod.

You are welcome to speak Welsh or English in the meeting. Please inform us of which language you wish to use by noon, two working days before the meeting.

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DISCLOSURES OF INTEREST
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To receive any disclosures of interest by Members relating to items to be considered at the meeting.

3.	DECLARATIONS OF PARTY WHIP
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that under Section 78 Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

4.	DRAFT 2023 - 2024 BUDGET
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To scrutinise the Draft 2023- 2024 Budget.

Attached, in relation to the Cabinet’s Budget proposals to Council are the following documents:

4.1. Reports

Scrutiny Report – Budget Questions	Attached
Cabinet report to provide the overall context for the budget setting process	Attached
Mid Term Financial Strategy	Appendix A
Finance Resource Model	Appendix B
Cost Reductions	Appendix C
Fees and Charges Register	Appendix D
Fees and Charges Report	Appendix E
Pressures	Appendix F
Reserves Policy	Appendix G
Capital and Treasury Management Strategy	Appendix H
Impact Assessment – Council Tax and Overall Budget	Appendix I
Budget Survey 2022 Report	Appendix J

(Pages 5 - 212)

4.2. Impact Assessments

Individual Impact Assessments relating to the proposals under the Cost Reduction Proposals above (**Appendix K**)

(Pages 213 - 528)

4.3. Timetable

The format for the meeting will be as follows:

	Jane Thomas	Introduction	14:10 - 14:15
Cllr Jake Berriman	Gwilym Davies	Property, Planning and Public Protection	14:15 – 14:45
Cllr Jackie Charlton			
Cllr Richard Church			

Cllr James Gibson-Watt			
Cllr Jackie Charlton	Matt Perry	Highways, Transport and Recycling	14:45 – 15:15
Cllr Jake Berriman Cllr Jackie Charlton	Diane Reynolds	Digital Economy and	15:15 – 15:30
Cllr Jake Berriman	Paul Bradshaw	Workforce and Organisation Development	15:30 – 15:45
Cllr James Gibson-Watt	Catherine James	Transformation and Democratic Services	15:45 – 16:00
Cllr David Selby	Jenny Ashton	Community Services	16:00 – 16:30
Cllr Matthew Dorrance	Andy Thompson	Housing	16:30 – 17:00
Cllr David Thomas	Jane Thomas	Finance	17:00 – 17:15
Cllr James Gibson-Watt	Clive Pinney	Legal Services	
Committee Discussion on Recommendations			17.15 onwards

Committee Reflection

Following the close of the meeting the Committee is asked to spend 5 to 10 minutes reflecting on today's meeting.

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4.1

Learning and Skills Scrutiny Committee – 30-01-2023
Economy, Residents and Communities Scrutiny Committee – 30-01-2023
Health and Care Scrutiny Committee – 31-01-2023
Finance Panel – 01-02-2023

Report Title:	Budget paper questions
Lead Officer:	Head of Finance

Key Issues in the report highlighted by Lead Officer

The budget pack has the main report setting out the budget proposal, and a series of supplementary appendices. Scrutiny needs to establish if the budget setting proposal is realistic, deliverable, legal and affordable within the timescales proposed. A 5 year MTFS is set out and the funding plan as well as the Capital and Treasury Strategy.

The budget setting in the main has been led by Heads of Service, establishing what the cost pressures and, what savings they can deliver, alongside preparing impact assessments to show the level of impact / risk on those savings.

The Capital Strategy has a similar overview, in terms of affordability of the programme and a 5 year plan.

Key Feeders (tick all that apply)

Strategic Risk		Cabinet Work Plan	
Director / Head of Service Key Issue		External / Internal Inspection	
Existing Commitment / Annual Report		Performance / Finance Issue	X
Suggestion from Public		Referral from Council / Committee	
Corporate Improvement Plan	X	Impacting Public / other services	X
Service Integrated Business Plan	X		
Suggestion from Members			
Partnerships			

Scrutiny Impact (tick all that apply)

Policy Review		Performance	X
Informing Policy Development – Financial Regulation compliance	X	Evidence Gathering	
Risk		Corporate Improvement Plan	X
Service Integrated Business Plan	X	Partnerships	
Pre-Decision Scrutiny		Finance / Budget	X

Other (please specify)

Not applicable

Suggested scrutiny activity - Committee's Role:

Questioning and analysing service levels, costs (use of public money) and ensuring the Council budget plans are realistic, legal and deliverable (raising areas of concern and clarification to Heads of Service and asking for their comments)

a) In the covering report – through to page 14 sets the scene and provides the background in terms of council, wider economy and Welsh Government.

Then after the nature of the proposed budget is set out, use table 5 as a guide to understand the changes to the service budgets you are scrutinising as you work through each appendix. There is context at 3.62 about the overall pressures within the table.

The proposed draft net budget for 2023-24 is £326.54 million, including the Delegated Schools' Budget, a £24.682 million or 8.2% increase on last years budget. The level of increase across the Councils services cannot be fully supported by Welsh Government funding and an increase in Council Tax at 5%. Proposing Council Tax at 5% provides 3.8% to support Council Services with a further 1.2% to support the £1.1 million increase in the Fire Levy which the Council provides to the Mid and West Wales Fire Authority ,as set out in paragraph 3.47 of the report.

In proposing this increase, there has been careful consideration to affordability for Powys residents in light of the cost of living crisis, together with the ongoing need to meet increasing demand and inescapable cost pressures on vital local services upon which they rely.

b) The MTFs and FRM (Appendix A & B) provide greater detail about the budget and how the proposed budget has been collated, it provides a wider overview and has less specific service information – which are covered off in the appendices – so once read the main documents focus on :

Question – does the narrative set out any specific service funding / changes that impact on the service plans and if so have these been considered ?

c) Appendix C Cost Reductions - lists the savings of £16.4 million to bridge the gap. Heads of Service should have ensured that these reductions are focused on delivering services that are more efficient or that can be delivered at a reduced cost, alternative sources of income and increased fees and charges have also been implemented. Limiting the impact on the delivery of front line services wherever possible.

Question – do you think the savings outlined are achievable in year and the corresponding impact assessment explains the what the consequences are of implementing it?

Question – is more information required, are there any further concerns heads should be aware of?

Question – are you assured that these can realistically be delivered within the years they say, i.e. profiled correctly ?

d) Appendix D & E Fee and Charges Register

Question – are there any increases that may limit or reduce the take up of that service, and then the impact is that it reduces the level of income

Question – do any of the proposals need an impact assessment as they will have a big effect on communities etc – maybe one provided if the charges are listed in Appendix C

e) Appendix F - Inflationary Pressures and additional service cost pressures of £24.991 million

Question – Are the service pressures realistic or do the Heads of Service need to explain the rationale for what the pressure is, how it was calculated to arrive at the value ?

Question – is the pressure likely to occur or just a risk – that could be managed at “risk”

f) Appendix G – Reserves Policy- In assessing the appropriate level of reserves, the Authority will ensure that the reserves are not only adequate, but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed. The Reserves Policy shown in Appendix G establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used. In the context of the need to maintain financial stability and flexibility moving forward on the advice of the Section 151 Officer, it is Cabinet’s **intention not to make any use of the General Reserve to fund the 2023-24 Budget.**

Question – are there any factors not explained by Heads of Service that could require the use of reserves and should be highlighted ?

g) Appendix H - The Capital and Treasury Management Strategies are fundamental to the effective delivery of the Council’s priorities and Vision. The draft provides a high-level, long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services, whilst considering the risks, how these will be managed and the implications for future financial sustainability.

Question - Do you think the strategy captures the risks and uncertainties and affordability of the programmes. Does it have the right schemes being delivered in the services you are scrutinising?

Question – Does the programme include the right projects that align to the strategic priorities?

h) Appendix I – these are the impact assessments (IA) that provide greater detail and consequences of the savings. There is an overall impact assessments for the council budget and council tax level

Question – are the IAs clear enough to help you understand and agree the savings being made, does any of this information need clarifying ?

i) Appendix J – this is the feedback from the budget survey

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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
Date: 17th January 2023

REPORT AUTHOR: County Councillor David Thomas
Portfolio Holder for Finance and Corporate Transformation

SUBJECT: Draft Medium-Term Financial Strategy 2023-2028, Dxdraft
2023-24 Budget and Capital Programme for 2023-2028

REPORT FOR: Decision

1. Purpose

- 1.1 To seek Cabinet's approval of the updated draft Medium Term Financial Strategy (MTFS) for 2023-28, which includes a Financial Resource Model (FRM) for 2023-28, a draft revenue budget for 2023-24 and a draft capital programme for 2023-24 to 2027-28.
- 1.2 The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year; the MTFS reports a balanced budget for 2023/24. There is no requirement to set out a balanced position beyond the next year but the five year strategy has been developed to enable longer term planning and transformation.

2. Background

- 2.1 The Medium-Term Financial Strategy sets out the financial strategy for Powys County Council (the Council) for the period 2023 to 2028. The strategy captures the financial, regulatory and policy drivers affecting the Council and sets the direction and approach, providing a framework in which the Council develops its financial plans. It also incorporates the plan for delivering a balanced budget for 2023-24, and indicative budgets for the following 4 years to March 2028.
- 2.2 The financial strategy is the link between the organisation's long term service objectives and its financial capacity. It seeks to ensure that the Council's strategic objectives can be achieved within the confines of the financial resources available.
- 2.3 The Council is developing its financial plans in an extremely challenging economic context. Inflation is at a 40-year high and the UK is entering recession. This wider UK economic context has resulted in significant financial pressures, particularly for public services. The continued impact of the UK's decision to leave the European Union, the legacy of the Covid-19 pandemic, along with a lengthy period of austerity, have eroded the resilience of public services. If the next UK government sticks to the lean spending plans proposed by the current government, future funding settlements are projected to decline and analysts are reporting that this would almost certainly imply a return to an era of spending cuts and above-inflation Council Tax increases.

- 2.4 2022 has brought the two further challenges with a war in mainland Europe, as Russia invaded Ukraine, and the continued cost of living crisis, both of which have driven up prices for individuals, businesses, and services.
- 2.5 Even with the additional resource funding provided through the Settlement from Welsh Government (WG), the high levels of inflation currently being experienced means the funding provided is now worth less in real terms.
- 2.6 Council approved the previous Medium Term Financial Strategy on the 3rd March 2022. Much has changed since that time, both in terms of the changing financial environment and a change in the administration of the Council.
- 2.7 In September 2022 Cabinet considered a report which provided an update on the challenging economic context and how this is impacting on the development of the Council's Budget and the Medium Term Financial Strategy. The MTFS has therefore been reviewed and updated and on the 20th December 2022 Cabinet approved the revised assumptions to be reflected in the plan.
- 2.8 The draft MTFS presented today has been further developed to reflect the updated funding projections provided through the provisional settlement received by Welsh Government on the 14th December, 2022.
- 2.9 Like other councils across Wales, in addition to the challenges imposed by rising inflation Powys County Council continues to face significant challenges arising from demographic changes, increase service demands, citizen expectations and rising costs, together with the ongoing response to the Covid pandemic.
- 2.10 We anticipate that we will continue to face financial pressures that outweigh the funding available throughout the period of our MTFS. The challenge imposed by the current economic context and the speed in which it has taken effect has again obliged the Council to focus on the short term. It is becoming clear that the Council in its current form is not sustainable for the longer term, and initial plans to reimagine what the Council should look like in the future are currently underway and are critical to ensure that the Council can remain financially stable and provide sustainable services in the long-term.
- 2.11 The updated draft Strategy captures the financial, regulatory and policy drivers affecting the Council and identifies the Council's service and resource priorities for the next five financial years. It delivers a balanced budget for 2023/24, and indicative budgets for the following 4 years to March 2028.
- 2.12 The proposed Capital Programme reflects the existing commitments made in previous years as well as new schemes already approved.
- 2.13 The setting of our budget, and in turn Council Tax, will need to take account of the full range of funding sources available to us, as well as the pressures we face. Whilst the funding position for 2023/24 is more positive than initially assumed, the overall position both next year and beyond is set in the context of ongoing uncertainty. The opportunity the settlement for 2023/24 provides must be considered in the context of

our ongoing financial sustainability. Funding levels for 2024/25 and beyond return to lower levels of increase and we must plan with this in mind and maintain financial resilience wherever possible.

- 2.14 The new Corporate Plan will reflect the Council's operating environment and priorities and the 2023-26 Plan will be presented to Council for approval at the same time as the final MTFS is presented on 23rd February. This will ensure the Corporate Plan and MTFS are aligned, enabling the reader to make explicit links between the Council's priorities and the resources directed to support them.
- 2.15 During 2023 we will continue to focus on our six key equality objectives which are:
- improving outcomes for children living in poverty,
 - preventing homelessness,
 - enabling people with a disability to gain valued occupation,
 - improving the availability of accessible homes,
 - improving digital inclusivity, and
 - ensuring equality of opportunity and taking action to close the pay gap for all our staff.
- 2.16 We are also actively contributing towards creating a Net Zero public service by 2030 and have developed a Biodiversity Action Plan and Climate Change Strategy as part of our ongoing efforts to reduce the negative impact that our activities have on the environment.
- 2.17 The Council's MTFS is set within the context of UK economic and public expenditure plans, WG priorities and legislative requirements. It articulates how the Council plans to use its resources (revenue and capital) to support the achievement of its corporate priorities as well as the management of its statutory and core duties, known pressures and risks. The MTFS helps the Council to work more effectively with partners in other sectors and provides a strategy for the use of reserves to meet changes in resources, risks or unforeseen demands from year to year without impacting unduly on services or council taxpayers.
- 2.18 The draft MTFS includes the:
- principles that will govern the strategy and a five-year Financial Resource Model (FRM), comprising detailed proposals for 2023-24 and outline proposals for 2024-25 to 2027-28.
 - Capital Financing Strategy and the Treasury Management Strategy; and Capital Programme for 2023-24 to 2027-28.
- 2.19 The Cabinet and the Executive Management Team have developed the draft MTFS to guide the development of the proposed 2023-24 draft budget, the FRM and the draft Capital Programme. At the same time as updating the MTFS, the Council is legally required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year by the 11th of March each year.
- 2.20 Production of the draft budget for the forthcoming year is dependent on receipt of the provisional local government settlement from the WG which for 2023-24 was

published on 14th December 2022. This report provides a draft Budget for 2023-24 for Cabinet's approval, subject to which it will be considered by the Council's Scrutiny Committees before a final budget is presented to full Council for approval on 23rd February 2023. The Welsh Government draft budget will be scrutinised and the final budget will be published on 7th March 2023; if there are any late changes these would need to be made and presented to Council at the meeting on the 2nd March 2023 for further approval or at a further meeting of Council if required.

3. Advice

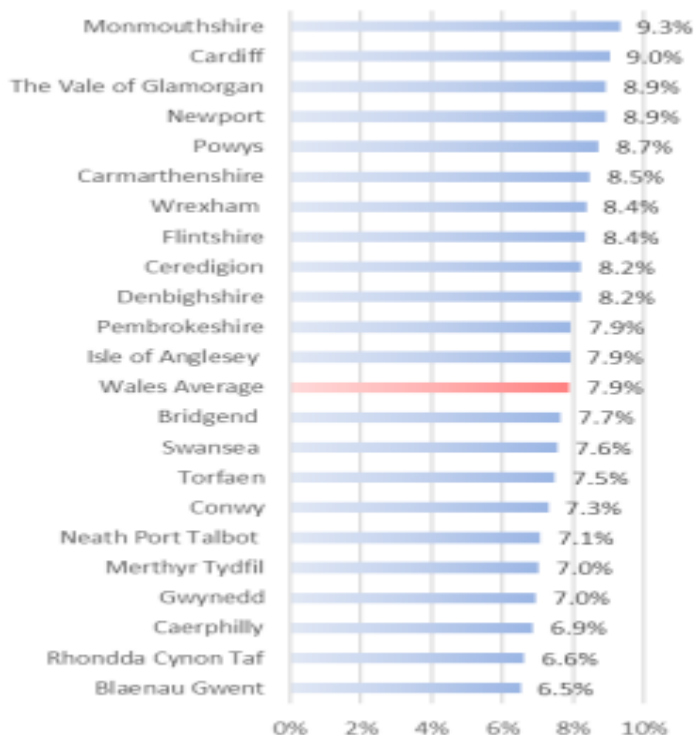
Welsh Government Provisional Local Government Settlement

- 3.1 The Local Government Revenue Settlement comprises Revenue Support Grant (RSG) and redistributed National Non-Domestic Rates (NNDR) revenues and is known as Aggregated External Finance (AEF). In 2023-24, local authorities will receive £5.5 billion from the WG in RSG and NDR to spend on delivering key services.
- 3.2 WG continue with their commitment to local government being at the frontline of delivering a wide range of vital public services. WG recognises that Local Authorities have been affected by the soaring cost of energy and inflation across all services, including in two of their biggest service areas: schools and social care. This is alongside overall increases in demand in many service areas.
- 3.3 Schools in Wales are directly funded by local authorities; funding for schools is provided mainly through the local government settlement. The WG's education budget also supports spending in and on schools, teachers and wider education programmes, including free school meals, the rollout of the new curriculum, teacher training and support to help learners recover post pandemic.
- 3.4 As a result of spending decisions made in relation to education in England, Wales received additional funding in the Autumn Statement. This is being provided in full by WG to local authorities in Wales through increases to the un-hypothecated settlement and through the education budget. The funding provided through this Settlement will therefore cover the costs arising from the 2023/24 pay deal which fall within the 2023-24 Settlement year. WG have again taken the decision to provide all the available funding up front and not hold back funding for in-year recognition of the 2023/24 teachers' pay deal. Local authorities' budget planning must therefore accommodate these costs.
- 3.5 Welsh Government recognises that social care plays a vital role in Wales, supporting people to live independent lives in the community while also supporting the wider health service. Without effective social care, the NHS' ability to function effectively will be swiftly diminished. The demand for social care has increased rapidly and the sector is under intense pressure as it struggles to recruit and retain staff.
- 3.6 In April 2022, WG provided funding to enable the Council to be able to pay the Real Living Wage for social care workers. To maintain this, WG makes a recurrent provision of £70m to meet the Real Living Wage for social care workers, within the allocations to the health and social care budget and the local government settlement.
- 3.7 For Education, in addition to the funding being provided for schools via the local government settlement, WG are allocating an extra £10m for schools via their

Education budget in 2023-24. This is made up of an additional £5.5m to support the continuation of the Recruit, Recover and Raise Standards (RRRS) programme in line with the Programme for Government commitment, and a further £4.5m to support implementation of the Additional Learning Needs (Wales) Act as part of the long-term programme of education reform. There will also be an additional £9m to support post-16 provision, including a review of Renew and Reform funding and other distinct pressures for school sixth form and the Further Education sector.

- 3.8 The Welsh Government remains committed to people in Wales having access to a decent place to live. Funding for housing and homelessness continues to be an area of priority investment, which protects the most vulnerable in society. £10m is allocated to the homelessness prevention budget to boost investment in homelessness prevention and relief interventions across Wales, providing support for local authorities to continue our ‘no-one left out’ approach.
- 3.9 Businesses and other ratepayers in Wales are supported with a package of non-domestic rates support worth more than £460m over the next two financial years. The approach taken in previous years is maintained with the freezing of the non-domestic rates multiplier for 2023-24. This ensures there will again be no inflationary increase in the amount of rates businesses and other ratepayers are paying.
- 3.10 WG are also introducing a £113m, fully funded, transitional relief for all ratepayers whose bills increase by more than £300 following the UK-wide revaluation exercise, which takes effect on 1 April 2023.
- 3.11 Finally, the Non-Domestic Rates support package also provides over £140m of non-domestic rates relief for retail, leisure, and hospitality businesses in Wales. Eligible ratepayers will receive 75% non-domestic rates relief for the duration of 2023-24, capped at £110,000 per business across Wales.
- 3.12 The Graph below shows changes to Aggregated External Finance across the Local Authorities in Wales between 2022/23 and 23/24. The average increase is 7.9% driven by the funding formula. This is largely a reflection of data movements in pupil numbers and free school meal entitlement derived from the schools’ census, as well as the impact of the decennial Census on the population counts/estimates. The lowest increase is Blaenau Gwent with 6.5% and the highest is Monmouthshire with an increase of 9.3%.

Table 1: Changes to AEF by local authority, 2022-23 to 2023-24



Source: WG Provisional LGF Settlement 2023-24

3.13 The graph confirms that funding in Powys has increased by 8.7% after adjusting for transfers; this equates to an additional £18.298 million for 2023-24.

3.14 WG funding is allocated to unitary authorities using a formula driven by a number of 'indicators' (e.g. population projections, pupil numbers, primary school free school meals and income support, job seekers allowance or pension credits claimants). The movement in these indicators, relative to the movement in the indicator for Wales as a whole, affects Powys' share of the overall funding available. Powys' Settlement reflects more favourable financial re-distributional movements in formula indicators such as free school meals and benefits, whilst there are less favourable financial movements in pupil numbers as shown in the table below.

Table 2: Change in Key Datasets

Dataset ¹	2022-23 Final	2023-24 Provisional	% Difference	Rank	% share 2022-23	% share 2023-24	Change in % share	Rank
Total Population ²	132,538	132,885	0.3%	2	4.18%	4.23%	0.05%	2
Pupil Numbers - Nursery and Primary	9,589	9,572	-0.2%	3	3.68%	3.72%	0.04%	4
Pupil Numbers - Secondary in year groups 7-11	6,452	6,393	-0.9%	22	3.83%	3.75%	-0.08%	22
Free School Meals - Primary	1,147	1,304	13.7%	1	2.37%	2.54%	0.17%	2
Free School Meals - Secondary	719	827	15.0%	4	2.50%	2.65%	0.14%	4
IS/ JSA/ PC/UC (not in employment) claimants - 18 to 64	3,139	4,281	36.4%	2	2.38%	2.60%	0.22%	1
IS/ JSA/ PC claimants - 65+	3,827	3,626	-5.3%	11	4.03%	4.03%	0.00%	11
IS/ JSA/ PC/UC (not in employment) claimants - all ages	7,027	8,017	14.1%	5	3.07%	3.11%	0.04%	4
SDA/DLA/PIP claimants - 18 to 64	4,570	4,735	3.6%	13	3.11%	3.10%	-0.01%	12

Notes:

1. For definitions of the indicators refer to the Local Government Settlement 2023-24 - Local Government Finance (Councils) Report.
2. Population data set used for the 2022-23 final settlement is based on the 2018-based local authority projections for 2022 and for the 2023-24 provisional settlement an average of the 2018-based local authority projections for 2023 and the 2021 census data.

3.15 While the un-hypothecated (non-earmarked) settlement is the largest single source of funding available to authorities, it is not the only one. The Council also funds its

expenditure by generating income from grants, fees and charges and Council Tax. In setting the budget and Council Tax levels for next year, Welsh Government expects every local authority to take account of all the available funding streams and to consider how to secure best value for Welsh taxpayers through effective and efficient service provision.

Revenue Settlement Implications for 2023-27

- 3.16 WG have also provided the indicative Wales-level core revenue funding allocation for 2024-25, which is £5.69 billion, equating to an uplift of £169 million (3.1%). As Powys is receiving uplifts along the line of the average settlement or above, this uplift has been used in the FRM, with an assumed 2% for the final two years.

Provisional Local Government Capital Settlement

- 3.17 Following a review of their capital budgets, WG general capital funding for local government for 2023-24 will remain as indicated in the final 2022-23 budget at £180 million, an increase of £30m over the current year. This will continue for 2024-25.
- 3.18 For Powys, the capital budget is made up of two elements; the un-hypothecated (supported) borrowing element which decreases by £8k, however the General Capital Grant allocation has increased by £113k. The split is:
- Supported borrowing £4.587 million
 - General Capital Grant £4.711 million.
- 3.19 WG recognise the need to maintain focus on responding to the climate and nature emergency and contributing to the Net Zero Wales plan and are providing separately £20 million capital in each year to enable authorities to respond to the joint priority of decarbonisation.

Final Local Government Settlement

- 3.20 The publication of the Settlement in mid-December has enabled WG to draw on the latest tax-base figures for 2023-24, meaning that there should be no change between provisional and final settlements as a result of updates to the tax base. There is no guarantee that there will be no other changes between the provisional and final settlements, but WG do not intend making any significant changes to the methodology or the data underpinning the distribution of the Settlement. There is one change planned for final budget and that is the intention to transfer funding for the increased employer costs related to Fire and Rescue Authority (FRA) pensions from a grant to the FRAs into the final local government settlement. This will need to be considered further and discussed with the Mid and West Wales Fire Authority.

Welsh Government is due to publish its Final Budget and Final Local Government Settlement for 2023-24 on 7th March 2023.

Current Year (2022-23) Financial Performance

- 3.21 The impact of rising inflation and supply chain issues has already had a significant impact on the Councils budget in the current year. Rising costs for fuel, food, and energy together with contractual uplifts linked to inflation have all increased the financial pressure on our budget in 2022-23. Employee Costs have also increased as national pay awards saw Teachers pay increase by 5% from September 2022 and other council employees receive an average increase of 7.25% this year, ranging

from 10.5% to 1.29% across the scale points. And as materials and contractor costs increase and the cost of borrowing becomes more expensive pressure is also felt on our Capital Budget.

3.22 The cost of living challenge is also impacting on our local businesses and residents and this creates additional pressure on the Council as demand for our services increases.

3.23 The budget set by council back in March is not now sufficient to meet our costs and the Senior Leadership Team took action to reduce expenditure this year wherever possible and limit the level of projected overspend. This included:-

- Limiting expenditure to that which is absolutely necessary
- Spend control and expenditure analysis
- Maximise the New Ways of Working to deliver cost reductions, e.g. reduced travel
- Challenge and hold/delay staff vacancies
- Utilise alternative sources of funding
- Hold/delay capital projects
- Heating reductions across Council buildings

Even with the support of these actions we will still have to draw on our reserves to support the budget.

3.24 At the end of September 2022 (Quarter two) the projected position reported a deficit of £7.064 million, of which £5.316 million will be funded through the drawdown of specific reserves. Leaving a further £1.748 million deficit to be funded from general reserves as shown in the table below.

Table 3: Reserves Summary as at 30th September 2022

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	-	9,333
Budget Management Reserve	3,584	- 1,748	1,836
Specific Reserves	29,167	- 9,920	19,247
Transport & Equipment Funding Rese	8,843	- 2,080	6,763
Total Usable Reserves	50,927	- 13,748	37,179
Schools Delegated Reserves	8,982	- 93	8,889
School Loans & Other Items	- 371	7	- 364
Housing Revenue Account	4,244	- 145	4,099
Total Ring Fenced Reserve	12,855	- 231	12,624
Total	63,782	- 13,979	49,803

3.25 Reserves are held to mitigate unexpected risks and the use of reserves this year will ensure that we meet our statutory responsibility to deliver a balanced budget, however, the challenging environment is not going to end at the end of this financial year, we must ensure that we deliver council services within the resources we are allocated on an annual basis. Holding sufficient reserves to manage the ongoing risk as we move into future years is key to maintain our financial sustainability

- 3.26 The position will continue to be monitored and will be updated when the quarter 3 position is finalised and reported in late January 2023.

Council's Achievements and Improvement Journey

- 3.27 The Education service continues to go from strength to strength, building on the progress that was seen during the Estyn Monitoring visits in November 2021. As a service we consistently meet corporate deadlines and expectations for both quarter reporting and compliance training. SSMT have worked collaboratively with our finance partners to manage both the service and delegated budgets, as part of this support we have produced a financial toolkit which has been shared with other counties at their request and introduced our benchmarking tool. The Professional Learning Team has successfully delivered face to face cluster training to support the roll out of the Curriculum for Wales (CfW). Further work has begun to support the assessment and progression of the CfW. Following recent Estyn inspections three Powys primary schools have been identified as best practice and will be included in case studies. Significant progress continues to be made with the Powys Additional Learning Needs (ALN) strategy including the opening of Key Stage 2 provision in the Pupil Referral Units and the launch of the Children Looked After (CLA) virtual school. Powys ALN processes have been identified as sector leading by Estyn and Welsh Government, Powys ALN systems and processes will be referenced in the annual Estyn Report.
- 3.28 Social Services has continued to work under Business Continuity plans for part of the financial and performance year, with Adult Social Care returning to Business Continuity in December 2022. Both Children's Services and Adult Social Care have experienced significant pressures in terms of workforce availability and the level of increased demand on the services. There have been positive regulatory visits from Care Inspectorate Wales and for Youth Justice, which is testament to the hard work of staff and teams. There has been a change in the leadership with temporary arrangements in place, with the Interim Director of Social Services and Housing (overseeing Adult Social Care, Commissioning and Partnerships and Housing), and Director of Education of Education and Children (overseeing Children's Services). There has also been changes at Head of Service level with two interim arrangements in place for Children's Services, and Commissioning and Partnerships.
- 3.29 Amongst other successes the Planning, Property and Public Protection has developed new commercial units at Abermule business park, secured the implementation of energy efficiency works, including, temperature control, LED lighting and solar PV projects. The team has also successfully transferred Heart of Wales Property Services operatives back into the Strategic Property team. The Environmental Health and Commercial & Trading Standards teams have progressed recovery work following their prominent role in managing covid-19 risk. This work includes several successful prosecutions/interventions, which help safeguard Powys residents. Environmental Protection have completed projects across Powys to increase burial capacity within Powys cemeteries thereby improving the sustainability of the facilities. Refurbishment works at Brecon cemetery have been successfully completed. This includes the restoration of the listed gateway. The Planning Service has progressed recovery work following staff retention issues, reducing both the planning application and planning enforcement investigation backlog.
- 3.30 Alongside property colleagues the Housing Service successfully transferred back to the Council the staff and services previously delivered by Heart of Wales Property

Services. Since then the backlog of repairs and maintenance work has been reduced by one third, and average void turnaround times also reduced by one third. There remains however a continual challenge in recruiting to both professional and trade roles, which has impacted on both cost and timescales for completion of work and projects. We have increased the choice of affordable, secure homes to rent by completing the development of 61 new homes: 22 units in Llanidloes, 26 units in Newtown and 13 units in Clyro. It is anticipated that an additional 18 units will be completed in Newtown before the end of the financial year.

- 3.31 Within our Community Services team The Libraries, Museums and Arts services are still working towards regaining pre-pandemic levels of participation which have been slower to return in some areas. With measures and restrictions now lifted and customers more comfortable with face-to-face interaction, user numbers are improving which is a positive and a benefit to health and well-being. Some services (especially Catering & Cleaning) have experienced significant issues with recruitment and staff absences which has caused reduced operational delivery in some geographical areas. However, a good level of service continues despite this challenge and the service is working closely with corporate colleagues to implement solutions where possible. The roll out of Universal Free School Meal provision began in September 2022 and is a significant change to the service with all primary school age pupils entitled to receive a free meal by April 2024. Digital development continues across Archives and Libraries with more opportunities for people to utilise resources available and to develop their own skills and learning. Libraries continue to provide a front-facing customer service 'hub' facility which supports the wider council and enables customers to access services as necessary
- 3 32 As part of a Sport Wales regional initiative, our Leisure and Sports Development team at Powys are in the process of developing a 'Mid Wales Partnership' with their counterparts in Ceredigion which intends to encourage greater collaborative working (across sectors i.e. Education, Social Care, Health), provide and encourage more opportunities for healthy physical activity and attract additional funding into the region. Freedom Leisure continue to delivery leisure services throughout Powys, although leisure provision is being impacted nationally due to the increase of energy costs, inflation and salary increases. Freedom have predicted additional costs of energy in 2023-24 to be over £1m which has necessitated a full review of leisure to be undertaken from early 2023 to consider options to ensure a more sustainable provision in the future.
- 3.33 Economy & Regeneration have secured over £30 million of investment over the next three years from both the UK Government (£27m Shared Prosperity Fund) and Welsh governments (£3m Transforming Towns). The Global Centre of Rail Excellence (GCRE) project has taken a major step forward with the acquisition of the site in Onllwyn near Ystradgynlais. We have co-created 10 town Centre investment plans and purchased land for housing development next to automobile palace in Llandrindod Wells. Utilised additional grant support to ensure the completion of the Riverside Venue (Hafan Yr Afon) in Newtown which hosted a visit from the First Minister Mark Drakeford at its opening and organised local participation in the Women's Cycling Tour end stage in Welshpool.
- 3.34 Highways, Transport and Recycling have successfully trialled seasonal working patterns in Highway operations since April, and a formal review will now assess the

success of the working patterns, with a view to extend the trial to other highway operational areas. Recycling performance has improved to at 66.7%, exceeding the Welsh Government target of 64%. The team secured £9.7 million in revenue grants and £3.5 million in Capital grants, including schemes and projects for active travel, local transport, road safety and flood alleviation. A roll out programme for EV (electric vehicle) charging points has continued to improve facilities across the County. There are now 13 car parks where EVs have been installed. New installations commissioned this year are Ystradgynlais, Crickhowell, Rhayader, Hay on Wye and Knighton. A new bus pass system was also introduced in our Home to School transport service which has been nominated for local government awards.

- 3.35 Our New Ways of Working (NWOW) project has progressed and the role and workstyles introduced are becoming firmly embedded, with 1291 staff now designated as flexible workers, 75 as on-the-go and 133 as place-based workers. The benefits of flexible working are also being promoted to support our recruitment initiatives. Furniture and equipment recycling for flexible workers is now underway, as staff leave and new employees join the authority, helping to reduce the costs of supplying compliant workstation equipment for home workstations. A new system of portable appliance testing (PAT) of electrical equipment has been successfully introduced for flexible workers, to ensure that equipment is safe to use from home. Compliant workstations for co-working have also been set up in 4 libraries as part of digital community hub pilots funded by the UK Community Renewal Fund; these are complemented by facilities for virtual or hybrid meetings/appointments to take place remotely, supporting the digital strategy and climate emergency through reducing the need for travel. NWOW is supporting the transformation of corporate offices, providing equipment for hot desks, and office clearance work to enable a streamlining of the property portfolio and the provision of additional space for meetings and collaborative working.
- 3.36 The Test, Trace, Protect team has seen a significant reduction in resource from 142 to 24 FTE (full time equivalents) in line with the transition of Wales to a Covid Stable state. This transition has seen a shift in focus from breaking all chains of Covid-19 transmission, to protecting our most vulnerable residents. Under current guidance the team only contact trace vulnerable residents (those who are likely to be eligible for Covid-19 treatments) and those employed within the health and social care sector Powys has successfully welcomed a total of 430 Ukrainian arrivals either into hotels, the welcome centre, or into individual homes. There are currently 232 individual guests in hosted accommodation in Powys.
- 3.37 The Mid Wales CJC (Corporate Joint Committee) has successfully been set up and established in accordance with the statutory requirements and is looking ahead to deliver collaborative regional working with Ceredigion County Council in the areas of Economic Wellbeing (including the Growth Deal), Strategic Planning and Transport Planning.
- 3.38 The Mid Wales Growth Deal has continued to progress and a shortlist of 7 projects has been included in the initial programme. The Sites and Premises and Digital Programmes have been also established and developmental work is underway. As part of the Sites and Premises programme a shortlist of sites in Mid Wales has been identified for further exploration by specialist advisors for development potential and joint Strategic Leads for both authorities have been nominated..

- 3.39 The Digital team have continued our digital transformation having introduced AI (artificial intelligence) to assist the online request for winter fuel payments. They also produced a digitally automated Warm Spaces application process and directory. Further improvements were also made to our Council Tax change of circumstance, direct debit and on line billing functions with an online chat facility introduced that is linked to our customer service teams
- 3.40 Corporate Services continue with strong delivery on digital, recruitment and retention, development of the Corporate Plan, and further data developments to help informed decision making. Wrapped around all services is the pro-active communications campaigns and extensive member development programme.

Draft MTFS 2023-28

- 3.41 The draft MTFS for the next five years is attached at Appendix A, based on the latest information available from the WG. It does not include fixed funding, expenditure or activity projections, but sets out a five-year budget forecast for the resources that are likely to be available. The MTFS is reviewed regularly and will be amended as additional information becomes available, with the detail for future years being developed over the period of the strategy.
- 3.42 Implementation of the MTFS will continue to be led by Cabinet and Senior Leadership Team (SLT)¹, supported by robust financial and performance data. The Council will seek to ensure that it is widely understood by internal stakeholders (Members, employees and Unions) and external stakeholders (citizens, businesses and partners). As well as linking explicitly to the Council's corporate priorities, the MTFS also links to other internal resource strategies such as the Workforce Plan, the Digital Powys Strategy, the Treasury Management and Capital Strategy, Asset Management Plans and the Council's Transformation Programme.

Engagement, Scrutiny and Challenge

- 3.43 Over the past few years, the Council has sought to engage Powys citizens, local councillors, partners and the workforce in the budget development process. This included providing more information to the public, undertaking specific consultation on proposals and an interactive online budget simulator consultation exercise. These have created the opportunity for residents to influence service delivery and helped define the priorities for the Council.
- 3.44 This year the budget survey closed on the 5th January 2023 and focused on balancing the limited funding against growing demand for our services, and helping us redesign the Council for the future. It allowed the public to provide views on what the council might look in the future.
- 3.45 Members of the Council have engaged in the budget planning process through member budget seminars which have given Councillors the opportunity to review and challenge the process. The Finance Scrutiny Panel (comprising Group Leaders of Non-Executive Groups and Audit Committee representatives) have also been engaged during the process and financial assumptions have been shared with members.

¹ SLT comprises the Chief Executive Officer, two Corporate Directors and 12 Heads of Service)

- 3.46 This report presents the detailed draft budget for 2023-24 and each of the Council's Scrutiny Committees will have the opportunity to consider the implications of the draft budget for the service areas within their remit over the next few weeks. The Committees will then be able to provide feedback to the Cabinet for consideration before the final MTFS, 2023-24 budget and 2023-28 capital programme are presented to full Council for approval on the 23rd February 2023.

MTFS Principles

- 3.47 The draft MTFS provides a set of clear principles which will drive the Council's budget and spending decisions over 2023-28 and which Members and others can examine and judge the Council's financial performance against. The ten key principles are to ensure that:
1. The Council will continue to meet its statutory obligations and to demonstrate how its budget supports the Corporate Plan.
 2. The Council's financial control system will be sufficiently robust to support the delivery of financial plans and mitigate corporate risks.
 3. All Council budgets will be reviewed annually to ensure resource allocations are delivering value money and continue to align to the delivery of priority Outcomes.
 4. Financial plans will provide an optimum balance between income and expenditure for both capital and revenue.
 5. Reserves will not be used to fund recurrent budget pressures or to keep down council tax rises.
 6. The Council's General Fund reserve will be maintained at a minimum of 4% of Net Revenue Expenditure (excluding the Schools Delegated budget) over the period of the MTFS.
 7. Capital investment decisions will support the Council's corporate priorities and mitigate any statutory risks taking account of the return on investment and robust business cases.
 8. Prudential borrowing will only be used to support the capital programme where it is affordable and sustainable within the Council's overall borrowing limits and the revenue budget over the long term.
 9. Decisions on the treatment of surplus assets will be based on an assessment of the potential contribution to the revenue budget and the capital programme.
 10. Budgets will be managed by members of SLT in accordance with the Council's Financial Procedure Rules.

Financial Resource Model

- 3.48 The MTFS includes a Finance Resource Model (FRM) which provides a financial plan for the forthcoming five financial years. This is provided at Appendix B. The

MTFS sets out a budget proposal for the next five years for the Council's future years' budgets based on the indicative uplift provided by WG and making several assumptions about cost drivers such as pay and price inflation and demographic change. All the scenarios include an annual council tax increase of 5% from 2023-24 onwards.

3.49 Table 4 sets out the gap between the Council's net budget requirement and the possible funding available until 2027/28 based on the expected funding as set out in the MTFS. An overall gap of £24.8 million is shown and this will need to be addressed through realigning budgets to match the funding available.

Table 4

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810

3.50 The Table includes recurrent future year cost reductions of £19.5 million already identified. To balance the budget further reductions will need to be found, and/or increase council tax by more than 5% per annum over 2023 to 2028 to balance future years' budgets.

Draft Revenue Budget 2023-28

3.51 Integrated Business Planning continues across the Council and involves all council services for the next five years:

- Reviewing comparative performance data and benchmarking
- Identifying any inescapable cost pressures
- Identifying cost reduction opportunities
- Planning service changes to secure delivery of the priority outcomes in the Council's Corporate Improvement Plan Vision 2025 and statutory obligations
- Identifying any workforce implications of service changes.

3.52 This process is now embedded into the Council's planning framework and ways of working and has been delivered within the planned budget cycle.

3.53 Early assumptions were revised as the impact of the emerging financial pressures began to take hold and the updated budget plan now includes the latest assumptions and the projected changes in inflation expected through 2023. Significant uncertainty remains reflecting the continued volatility. It is in this environment that the setting of a robust base budget based on sound assumptions is fundamental, together with an assessment of the risk that remains. The inclusion of an annual "risk budget" and the holding of sufficient reserves ensures that the council can effectively manage this risk and maintain financial stability.

Levies for Mid and West Wales Fire Authority and the Brecon Beacons National Park

- 3.54 The council is required to provide funding to support both the Mid and West Wales Fire Authority (MAWWFRA) and the Brecon Beacons National Park via a levy.
- 3.55 Under the provisions of paragraph 21.2 in part IV of the Mid and West Wales Fire Services (Combination Scheme) Order 1995, as amended, the Fire and Rescue Authority is required, before the 31st December in any year, to submit to each constituent authority an estimate of its expenses for the next financial year. Accordingly the Chief fire Officer has served formal notice that the estimated Net revenue budget requirement for the Mid and West Wales Fire and Rescue Authority for the 2023-24 financial year is £60,821,000. In addition it is now expected that 2 former grants are no longer being provided directly to the Fire authority and the value of these will increase the budget requirement to be levied to £63,257,200 an overall increase of 17.53% on last years figure of £53,823,000.
- 3.56 As reported in section 3.20 above the transfer of one of these grants at circa £267k is to be included in the final settlement.
- 3.57 The budget requirement is levied across the 6 constituent Local Authorities based on population, the amount for Powys will be confirmed at a meeting of the Fire Authority on the 6th February.
- 3.58 The Councils budget includes an estimate of £9,166,841 for 2023-24, an increase of £1,355,336 (17.35%) from that provided in 2022-23, £7,811,505. This amount is funded in part through the local government settlement with the remainder being met from Council Tax. The significant increase next year is due to grant funding ceasing and funding being required through the levy.

Year	Base	Change
2020-21	7,323,605	
2021-22	7,524,918	2.7%
2022-23	7,811,505	3.8%
2023-24	9,166,841	17.4%

- 3.59 The levy for the Brecon Beacons National Park is estimated at £646,309

2023-24 Net Budget Requirement

- 3.60 The net budget requirement is the amount of budget the Council requires to fulfil its functions. It is calculated taking the output of each of the service integrated business plans; these identify the resource requirements for each service to deliver their statutory functions, the Corporate Plan and service improvement objectives offset by budget reduction proposals.
- 3.61 Table 5 below sets out the proposed draft net budget for 2023-24 at £326,54 million, including the Delegated Schools' Budget.

Table 5: 2023-24 Draft Revenue Budget

£'000	Base Budget	Pay Award 2022/23	Pay Award 2023-24	Non Pay 2023-24	Demography	Pressures	Covid Pressures	Savings	Adjustment	2022/23 Undelivered Savings	Request 2023/24	Variance	% Increase
Delegated	79,491	1,114	2,725	3,879	-185	1,573		(864)	(3,846)	0	83,886	4,395	5.5%
Education	17,329	274	451	87		1,139		(830)		0	18,450	1,121	6.5%
HTR	29,669	829	701	1,940		2,403		(2,797)		0	32,744	3,075	10.4%
H&CD	5,417	304	255	456	0	1,557		(379)		0	7,611	2,194	40.5%
PPPP	5,913	242	199	768		321		(793)		75	6,725	812	13.7%
ASC Commission	3,647	139	97	18		0		(97)		0	3,805	158	4.3%
ASC	73,938	652	596	154	491	8,260	980	(4,768)		0	80,303	6,365	8.6%
Children	27,897	504	466	77	0	2,201	0	(2,796)		1,278	29,626	1,729	6.2%
Finance	6,258	190	167	68		89		(73)		0	6,699	441	7.0%
Transf/Comm	1,461	67	53	2		0		(8)		0	1,576	115	7.8%
WOD	2,399	95	89	9		103		(12)		0	2,683	284	11.9%
Digital	6,312	184	146	69		368		(24)		166	7,220	908	14.4%
Legal	3,561	124	110	7		45		(2)		32	3,877	316	8.9%
Corp	38,580	32	80	13		5,648		(3,003)		0	41,350	2,770	7.2%
Total	301,872	4,750	6,135	7,547	306	23,705	980	(16,446)	(3,846)	1,550	326,554	24,682	8.2%

3.62 Table 5 shows the Council's 2022-23 base budget and proposed changes across each service to provide a base budget for 2023-24, the columns set out the financial pressures falling on each service together with the savings that are proposed.

Inflationary Pressures and additional services cost pressures of £24.991 million as detailed in Appendix F include:-

- Pay Awards for Teachers and Other Council staff – realignment of the 2022/23 national pay settlement and projected 2023/24 awards – £4.7 million and £6.1 Million respectively, with a further £2.9 million held centrally
- Non- pay general inflation £1.7 million
- Energy cost increases – £5.8 Million across Schools and other Council Services
- Leisure Services Contract - £1.1 million estimate due to increased energy costs across Leisure Centres, a review is underway which will provide options and proposals to determine the longer-term future and sustainability of the leisure facilities in Powys. In addition the annual inflationary update of £0.31 Million is also included
- Demographic changes and Service Demand across Adult Social Care - £5.4 Million,
- Service Demand pressures across Children Services - £1.9 million
- Real living wage to be paid to carers estimated at an additional £4.6 million on current care contracts across Social Care
- Corporate Pressures – Fire levy £1.1 million and Council Tax Reduction scheme - £470,000.
- Contractor and material cost increases across Highways Transport and Recycling Services - £1.2 million
- Additional placement costs for Out of County Pupils and Increased support for pupils with Additional Learning Needs - £530,000.

3.63 Schools across Powys are facing significant financial pressure as Pay, energy and other costs increase. The budget proposal includes additional funding of £4.5 million directly into schools delegated budgets, this together with a further £1.1 million for the Education Service, passports all of the additional education funding included in the settlement from Welsh Government. This does not meet all of the costs expected and Governing Bodies, like other council services, will need to consider how they

manage these pressures. At the end of last year School Reserves increased by £5.7m due to the additional grant funding received late in the financial year and schools have been able to draw on some of these reserves in the current financial year to manage increased costs and put in additional support for pupils following the pandemic. Further use of the reserves held will be drawn down to support budgets in 2023-24, but other reductions in school budgets will be required to fully mitigate the pressures facing Governing Bodies.

- 3.64 The level of increase across the Councils services cannot be fully supported by Welsh Government funding and increases in Council Tax and in order to bridge the gap in the budget for 2023-2024 significant cost reductions and savings have had to be considered.
- 3.65 The budget plan includes proposals to remove £16.4 million from the revenue budget next year, each proposal is provided at Appendix C. These reductions have focused on delivering services that are more efficient or that can be delivered at a reduced cost, alternative sources of income and increased fees and charges have also been implemented. Limiting the impact on the delivery of front line services wherever possible.
- 3.66 The removal of the National Insurance Increase at a national level saves £1.3 million annually and a reduction in the employers Pension contributions estimated at £1.7 million following the triennial actuarial review of the Powys Pension Fund will further reduce costs.
- 3.67 One off solutions have also been implemented for 2023-24 to provide initial respite as longer term reductions can be planned.
- 3.68 But inevitably there will be some reductions in service, or changes to how or from where services are delivered. Some staffing reductions will have to be made, removing vacant posts where appropriate but some redundancies are also planned.
- 3.69 The impact of each of the proposals has been carefully considered to fully understand the impact on residents and service users and to assess the impact on future generations in line with the duties aligned to the Well-being of Future Generations (Wales) Act 2015. Each Impact Assessment is attached at Appendix I.
- 3.70 Delivery of these cost reductions will be essential to deliver a balanced budget. Assurance must be provided to Council that the budget is robust and that the reductions included in it are deliverable. This will also enable the Council and the Statutory Chief Finance Officer (S151) to sign off the budget with confidence. For the proposed budget, sessions have been held with officers to challenge and test both the service pressures being submitted and the deliverability of each proposal presented. SLT has provided assurance to Cabinet that they can deliver the cost reductions within the required timescales, whilst also reflecting on any risks.
- 3.71 The revenue budget has included a “risk budget” for a number of years to assist in managing the risk around the delivery of cost reductions or additional service pressures that arise, this is assessed alongside the level of reserves that are held. Due to the increased uncertainty and volatility being experienced it is proposed to increase this budget to £3 million for 2023-24.

Financing the Draft Net Budget for 2023-24

- 3.72 The Council's gross budget reflects the totality of the Council's costs including salaries and wages, the purchase of goods and services, premises costs and the revenue cost of financing our capital programme. The gross budget is financed by all the Council's income sources including AEF, council tax, fees and charges, specific grants and contributions from other bodies.
- 3.73 Income from fees and charges makes a significant contribution (£70 million per annum) to the Council's budget and the Council's approach to income generation is included in the MTFS.
- 3.74 The budget proposed for 2023-24 includes increasing of fees and charges in line with inflation, where permitted, and where appropriate, the principle of full cost recovery has been applied. The Fees and Charges register has been updated and it, together with an explanatory note, is attached as Appendix D and E.
- 3.75 The financing of the net budget comes from the Welsh Government settlement and Council Tax income. Table 6 summarises the 2023-24 budget requirement and how it will be financed and shows that Council Tax funds 30% of the Councils' net budget.

Table 6

	2022/23	2023/24	Change
	£'000	£'000	£'000
AEF (RSG and NNDR Allocation)	210,090	228,388	18,298
Council Tax	91,782	98,166	6,384
Total Funding	301,872	326,554	24,682

- 3.76 As can be seen, the balancing of the Council's 2023-24 budget is dependent upon a 5% increase in the Council Tax in 2023-24, generating £4.6 Million, and £1.8 Million delivered through changes to the council tax base. 3.8% of this increase will support Council Services with a further 1.2% to support the £1.1 million increase in the Fire Levy as set out in paragraph 3.47 of this report. In proposing this increase, there has been careful consideration to affordability for Powys residents in light of the cost of living crisis, together with the ongoing need to meet increasing demand and inescapable cost pressures on vital local services upon which they rely.
- 3.77 The setting of Council Tax is not subject to approval as part of this report, as this is a matter for full council determination. However, the report recommends the level of Council Tax to be included in the budget that goes to full Council on 23rd February 2023. On 2nd March full Council meets to set the Council Tax in line with the final budget. This meeting does not reopen the budget but ensures the Council sets Council Tax for billing purposes.

Draft Capital Programme 2023-28

- 3.78 The Capital and Treasury Management Strategies are fundamental to the effective delivery of the Council's priorities and Vision. The provision of the right assets in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services.

- 3.79 The draft strategy document at Appendix H provides a high-level, long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services, whilst considering the risks how these will be managed and the implications for future financial sustainability.
- 3.80 Capital schemes across the council have also been impacted by rising costs as materials and contractor costs increase. The cost of borrowing has also become more expensive as interest rates rise.
- 3.81 Maintaining the capital programme has a significant regeneration impact for the economy of Powys alongside the direct effect of better infrastructure to deliver services. Capital investment also has a significant input into the delivery of revenue cost reductions, and it is essential that both budget strategies are developed in tandem.
- 3.82 Broadly, the programme covers three areas of expenditure. These are:
- a core programme of schemes that are regulatory / statutory in nature, and minimise legal challenge or revenue risk, these schemes are related to day-to-day activities that will ensure the Council meets its statutory requirements
 - a retained asset programme to improve or enhance the life of existing assets, and
 - an investment programme in schemes linked to the Council's strategic priorities.
- 3.83 The key aims of the Capital Strategy are to:
- Provide a clear context within which proposals for capital expenditure are evaluated to ensure all capital investment is targeted to deliver the Council's priorities.
 - Clarity about how the Council identifies and prioritises capital requirements and proposals arising from various strategies Service Improvement Plans, and other corporate strategies, and how they will be managed within the limited capital resources available.
 - Challenge our current estate, continue with the programme of asset rationalisation, ensuring that assets retained are effective, efficient and economically sustainable to deliver services.
 - Identify and consider options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments.
 - Use partnerships, both public and private, more effectively to support our overall strategy.
 - Establish effective arrangements for managing capital schemes including assessment of outcomes and achievement of value for money.
 - The aim of this capital strategy is to ensure that all elected members fully understand the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

- 3.84 A Governance Framework is in place for the development of the Capital Programme, based on the Welsh Government Better Business Case approach; each project is developed through a series of gateways ensuring that the business case is robust and fully considers the benefits and costs of the individual project and that they align with the Council's vision. This enables the council to prioritise its capital investment whilst ensuring affordability.
- 3.85 The Council has moved away from an annual capital cycle and using the new framework will have an ongoing process of projects in development through to approval at Cabinet and Council as needed.
- 3.86 The Capital Strategy is attached as Appendix F. The strategy sets out the priorities for the next 5 years with the provisional Capital Programme totalling £369 million (including the Housing Revenue Account (HRA)). This is a significant commitment. The Capital Programme is included in Appendix F as part of the Capital Strategy.
- 3.87 The Council continues to invest in services as follows:

Residents and the Community - We will support our Residents and Communities.

- **Housing** - The Council will continue to maintain, for all the homes it owns, the Welsh Housing Quality Standard (WHQS) with an ongoing capital programme in part funded through Welsh Government Funding and Borrowing. The Housing Revenue Account Thirty Year Business Plan demonstrates an affordable capital strategy alongside delivering the day-to-day landlord service and has key objectives linked to the Council's Corporate Plan. The Council has completed the construction and letting of 61 new homes in 2022-2023 with a further 56 under construction and 142 additional homes under active consideration for future development (dependent upon site acquisitions, viability assessments and resolution of the phosphates issues affecting development of all types). The Council will continue to fund a major programme of Disabled Facilities Grants enabled works and improvements to homes to improve the quality of life for people who need help to live as independently as possible. In addition, Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G. An application has been submitted to the Welsh Government as part of the Empty Homes Grant scheme, which will be in addition to the Council's interest free loans programme for owners of privately owned properties that need works to make suitable for use as homes. Work on bringing into use empty properties as homes will be supported by an Empty Property Officer funded by the Council Tax Premium.
- **Leisure Centres** - The Leisure portfolio contributes to the preventative agenda, supporting the Public Health Wales Long Term Strategy (2018-30) as well as, health interventions such as the NERS program (National Exercise Referral Scheme), in collaboration with Powys Teaching Health Boards and General Practices, within Powys. Since 2019 the Council has approved a five-year programme which has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of

the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services. Also, as a collaborative partner to the School's Transformation Programme, enabling learning and development through specific opportunities that the service provides or facilitates. Leisure Services support and contribute to the 'economy' by hosting and delivering local, regional and national events and competitions which draws significant numbers of visitors from across the UK to utilise the facilities we have in Powys – and demonstrates the need for the facilities to be maintained and improved to an appropriate standard.

- **Waste Strategy** - Powys County Council faces a stringent Welsh Government. The delivered recycling rate for 2021/22 was 66.8%, and the forecast for 2022/23 is currently 68.7%, which is well in excess of the current statutory target which remains static at 64% until 2024/25 when it rises to 70%. All of the collected residual waste is now sent to an Energy from Waste plant, with landfill only ever being used in an emergency. There is also a non-statutory WG target to reduce landfill to 10% by 2019/20 reducing to 5% by 2024/25. This has required a step change in the way all local authorities approach waste and recycling. The continued capital investment in the Waste and Recycling service will ensure that the Council is able to meet the targets whilst obtaining maximum value from the service. A network of assets under the Council's control allows flexibility to adapt to any changing requirements within the industry and Government policy and legislation. Some of these schemes are linked to efficiency savings and service improvements in future years.

Health and Care – We will lead the way in providing effective, integrated Health and Care in a rural environment

- **Social Care** - The capital programme focuses on supporting those who wish to remain in their own home rather than residential care and supports the integrated Health and Care Strategy for Powys. This strategy acknowledges that people in Powys live longer and healthier lives than elsewhere in Wales and that Powys is a place aspiring to help improve the wellbeing of all people. Capital funding mainly focus on accommodation options, including supporting the building and redevelopment of facilities to increase the stock of supported living and extra care housing in collaboration with Powys Teaching Health Board and local Registered Social Landlords. There are also capital funding requirements for the 13 Powys owned care homes.
- **Children's Services** - In order to ensure a sufficient supply of appropriate, safe placements for children in care, as close to home as possible, investment is mostly focused upon small residential homes for children, with accommodation development of a range of placements in County to support the complex needs of young people who remain under the local authority's care. Funding is being utilised to ensure property refurbishment to meet Care Inspectorate Wales registration requirements. Welsh Government have been particularly supportive in offering investment to progress such developments, as mirrored in current Ministerial direction in line with the not for profit care agenda for children in care.

The development of Oldford Family Centre in Welshpool and additional Flying Start childcare provision in Brecon will support the work to expand flying start provision across the County. Phase 1 is complete and Phase 2 of the expansion will continue 23/24 and 24/25.

- **Assistive Technology** - has a key role to play in the modernisation of health and social care. With ever increasing technological advances, it offers a range of possibilities for greater choice, not only of how people can access the support they need, but also where and when they access support. In doing so, assistive technology enables people to take greater control, and to live independently for longer by preventing hospital admissions and premature moves to residential care. Enabling access to better accommodation options is essential in order to support independent living and reduce demand for other types of care.

Learning and Skills – We will strengthen learning and skills.

- **Transforming Education Programme** - The Council has developed a ten-year Strategy to Transform Education in Powys 2020-30 with the implementation of a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, Additional Learning Needs (ALN), multi-agency support and community and leisure facilities. This will also include developing a reliable, high quality digital infrastructure. The Council is investing £123m over the next five years in its schools through the Welsh Government's Sustainable Communities For Learning Programme (SCLP). The SCLP has a 65% capital intervention rate for mainstream schools, 75% for special schools and it also offers a new and innovative funding route where the intervention rate is 85% for the Mutual Investment Model. Welsh Government has recently confirmed that the SCLP is now a rolling programme, rather than being time-bound, and is expecting local authorities to submit new Strategic Outline Programmes to support new school projects once they are ready to do so. Welsh Government has also issued a directive that all projects need to achieve Carbon Zero in Operation, with additional funding available to support this until 2026. The Council will develop its strategies to ensure maximisation of the potential investment opportunities that may be available via WG funding.

However, to deliver the full Transforming Education Programme in Powys, significant funding sources above what is currently included in the current Capital Programme will be required. That said, the cost of transformation over the lifetime of the schools' assets is cheaper than the status quo in the majority of localities. Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

The Economy – We will develop a vibrant economy.

- **Highways and Environment** - The Council has a statutory duty to maintain the adopted highway, maintained at public expense in a safe condition for the passage of the user. A strategic approach has been used to develop the Highways Asset Management Plan (HAMP) in identifying and allocating resources for the management, operation, preservation and enhancement of the highway

infrastructure to meet the needs of current and future customers. Current gross replacement cost of these assets is estimated at £4.4bn.

The highway network includes public rights of way, which are a major attraction to the county for visitors. There are 1,700 recorded bridge structures on the public rights of way network; most are Council assets. Several major bridges (over £100,000 each) need to be replaced within the next 5 years due to age. Additional grant funding is being sought to replace five of these major bridges.

In addition, storm damage with increased rates of riverside erosion and rotting of timber is affecting many small to medium bridges (up to £50,000 each). Over the 2020-21 and 2021-22 financial years, eight of these medium bridges have been replaced using Access Improvement Grant capital funding. A further four are programmed for replacement in 2022-25 under the same grant. Where the locations are logistically challenging to reach or particularly wet with an increased risk of rot, recycled glass reinforced plastic bridges have been installed with a design life of over 30 years and reduced maintenance requirements. Ongoing inspection is required to monitor rates of deterioration in timber bridges and performance of plastic structures.

A county wide inventory of all bridges on the rights of way network is being developed, to record bridge condition and forward plan for their replacement. Proactive inspection of small bridges is under way with proactive cleaning to reduce the rate of rot in timber structures. Previously, this has been reactive.

Outdoor recreation assets are also a significant tourist attraction and can provide valuable opportunities to maintain and enhance biodiversity. There are two remaining building assets under management by the Service; investment is needed in one of them, to enable ongoing lease arrangements.

Work has been carried out in autumn 2022 to address the designation of Llandrindod Lake as a reservoir; this structure will require ongoing monitoring. The Llandrindod Rock Park woodland has several bridge structures, not on public paths but on publicly accessible land. The largest of these has just been replaced using grant funding, following a period of closure. Again, steel beams have been included in the design to increase longevity, but timber parts will eventually require replacement.

- **Property** - The vision is to ensure that through the Corporate Landlord initiative, the Council's assets are appropriately managed to provide safe, efficient, sustainable properties in the right locations to support the delivery of services and the achievement of key priorities. The Strategic Asset Board and Asset Management Plans are the mechanisms in place to help deliver these priorities, which will ensure close working and collaboration across all service areas and partner organisations such as Neath Port Talbot College / Powys Teaching Health Board (PTHB). The Property team will be supported in this crucial work with investment provided to procure a new Property Management database which will provide a single point of reference for all aspects of the Council's operational and investment estate. A property disposals programme is being developed.

- **Regeneration, Property and Development** - The Council needs to intervene where the private sector is not able (for economic reasons) to create or facilitate investment in business units in order to keep and attract business to the County. Abermule business park is one such scheme that sees the Authority developing a former Welsh Government site which otherwise would not have been developed in the short to medium term. Capital investment will also form an important part of

supporting the regeneration and viability of town centres complementing the Welsh Government's Transforming Towns funding programme. An initial annual allocation of £2 million starting in 2024-25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the investment plans for the deal develop the funding will be released to the relevant projects on completion of the relevant governance and approval processes. Both National and Welsh Government are providing a capital injection in the south of the county for a purpose-built, modern railway infrastructure and rolling stock testing facility. This is expected to form an important addition to the UK rail industry and would be the only test facility in the UK that includes circuits tracks, would offer significantly more efficient testing than shunting facilities, which require trains to change direction of travel at the end of track.

- **County Farms** - It is essential that the Council manages its agricultural estate prudently, efficiently, and professionally. Effective management of County Farms estate will enable the continued opportunities already enjoyed by current tenant farmers and maintain an income stream. The financial demands of the Estate need to be evaluated against the competing demands across the council whilst noting the estate produces an annual surplus in its trading account. The opportunity for capital receipts will continue to arise as reviews are undertaken at each tenant departure from the Estate. An Invest to Save initiative is being developed which will see investments made to the Farm Estate which should create opportunities for capital receipts and reduced revenue expenditure, for example barn conversions and subsequent sales.

- **Information Technology (IT)** - The service engages with change programmes so that investment and resource meets identified Council priorities. In respect of infrastructure, IT will seek to invest in up-to-date cloud-based technologies including 'Azure' cloud technologies, core infrastructure and improved telephony and mobile systems, Web and share-point and improved wireless as well as further enabling our staff to work in an agile manner. Cyber resilience is also a key programme, since 2017 an active Cyber Security improvement plan has been in place which details improvements required to maintain our Cyber Security resilience and to maintain standards and accreditations such as Cyber Essentials Plus and Public Service Network Accreditation. In order to maintain the council's resilience and standards, this investment and programme of work is key. This includes investment in tools to detect and prevent malicious activity, tools, processes and resources to maintain systems to prevent vulnerabilities from exploitation, systems to enable us to share and collaborate information digitally and securely without risk of unintended exposure and ultimately damage or complete loss of any of the council's data or systems. The funding also ensures that the Council has an effective device refresh programme in place, ensuring that staff have the necessary devices to undertake their work effectively.

3.88 The Capital Programme also identifies £12 million over the next five years of unallocated investment which has been set aside to meet the costs of current pipeline projects and programmes currently being progressed through the Outline Business Case gateway. Also included is initial estimated funding for the Mid Wales Growth Deal.

Draft Treasury Management Strategy

- 3.89 A draft Treasury Management Strategy which is included within the attached Appendix H sets out how the Council will ensure that it has enough funding available to fund its revenue and capital requirements and an appropriate strategy for borrowing and investing for the financial year 2023-24 and details the expected activities of the Treasury function. The Treasury Management Strategy and Annual Investment Strategy is recommended to Full Council for approval in February.

Prudential Indicators

- 3.90 The objectives of the Prudential Code are to ensure, within a clear framework, that the capital investment plans of the local authority are affordable, prudent and sustainable. The statutory Prudential Indicators are shown in full within the Capital and Treasury Management Strategy Appendix H. The tables include the revised estimate for 2022-23, as well as the indicators through to 2027-28.
- 3.91 The key indicator of affordability is the estimate of the ratio of financing costs to net revenue stream, in section 3.17 of Appendix H. The ratio of financing costs for the council fund is 3.8% in 2022-23, peaking at 4.3% in 2024-25 and then falling back to 4.0% in 2027-28. The amount of HRA income required to pay for financing increases is 16.7% in 2022-23 rising to 24.6% in 2027-28.
- 3.92 The capital financing requirement (CFR) is shown at section 2.36 of the Appendix H and is the measure of the authority's underlying need to borrow for a capital purpose. It is the amount of capital expenditure that has not yet been financed by capital receipts, capital grants or contributions from revenue. The CFR is estimated to be £331 million in 2022-23 and will rise to £389 million by the end of 2027-28, and £108 million increasing to £177 million for HRA debt.
- 3.93 The operational boundary, in Appendix H section 3.28, and authorised limits for external debt in section 3.31 both reflect the Treasury Management policy and are set at a level to be affordable and prudent.
- 3.94 The authorised limit for 2023-24 will be the statutory limit under Section 3(1) of the Local Government Act 2003. It is recommended that the level for the authorised limit is set at £490 million and the Operational Boundary is set at £476 million.
- 3.95 The Minimum Revenue Provision (MRP) Policy Statement is included at Section 2.41 in Appendix H.
- 3.96 MRP is an annual charge that Councils are required to pay for their debt liability in respect of capital expenditure funded by borrowing, for both the general fund and the Housing Revenue Account debt. This capital expenditure is set out as part of the CFR calculation and updated regularly to reflect borrowing need changes and the resultant costs; it is important to ensure that the debt is repaid over a period commensurate with that over which the capital expenditure provides benefit.
- 3.97 MRP Overpayments - A change introduced by the revised Welsh Government MRP Guidance was the allowance that any charges made over the statutory MRP, voluntary revenue provision (VRP) or overpayments, can, if needed, be reclaimed in later years if deemed necessary or prudent. For these sums to be reclaimed for use in the budget, this policy must disclose the cumulative overpayment made each year.

On the 31st of March 2022 the total balance of previous voluntary revenue provision (VRP) stands at £7.11 million, of which £1.41 million relates to the HRA. There is no intention to reclaim any of this at this point.

Reserves

- 3.98 The Council's reserves are key to our financial planning; maintaining these at an appropriate level is central to our financial resilience and sustainability. They provide a safeguard against risk, unusual events and future financial pressures.
- 3.99 In assessing the appropriate level of reserves, the Authority will ensure that the reserves are not only adequate, but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.
- 3.100 The holding of reserves has been critical to managing our budget this year faced with the unprecedented rise in inflation and the impact this has had on the Council's budget. This has reiterated the need to hold sufficient reserves to provide the financial resilience the Council needs.
- 3.101 The Reserves Policy (Appendix G) establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.
- 3.102 The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's Budget setting process.
- 3.103 There is no statutory minimum regarding the level of reserves that should be held. Instead, decisions should reflect the individual position of each council. Reserves are a finite resource and so their use to fund ongoing commitments creates a gap in the finances of future years and erodes our financial sustainability. Benchmarking shows that Powys' reserves are not excessive but are nearer the minimum level of acceptability; we must not plan our budget based on utilising our reserves, they must remain at a level that provides a reasonable level of financial resilience in an ever-challenging environment.
- 3.104 The level of reserves held, and their forecast use is reported to Cabinet as part of the budget monitoring report and Table 7 below reports the opening and projected balance of the reserves at year end. This is based on the position as at 30th September 2022.

Table 7 – Reserves as at 30th September 2022

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	-	9,333
Budget Management Reserve	3,584	- 1,748	1,836
Specific Reserves	29,167	- 9,920	19,247
Transport & Equipment Funding Rese	8,843	- 2,080	6,763
Total Usable Reserves	50,927	- 13,748	37,179
Schools Delegated Reserves	8,982	- 93	8,889
School Loans & Other Items	- 371	7	- 364
Housing Revenue Account	4,244	- 145	4,099
Total Ring Fenced Reserve	12,855	- 231	12,624
Total	63,782	- 13,979	49,803

3.105 MTFs Principle 6 is to maintain a minimum general reserve provision of 4% of net revenue expenditure over the period of 2023-28. The projected balance as at 31st March 2023 will be 4.2% in line with this principle.

3.106 The level of reserves held has been assessed alongside the overall budget proposal.

3.107 At the end of the 2021/22 financial year a number of specific reserves were created due to the emerging financial pressures projected at that time as inflationary pressures began to take hold, this strategy increased our financial resilience as we moved into an unprecedented period of volatility. At this stage £13.979 million of reserves is forecast to be relied upon to support the budget this year.

3.108 With School budgets representing more than 26% of the Council budget the increase to their ring fenced reserves last year of £5.7 million ensured that funding was available to meet the additional costs they too have faced. The funding the council has been able to provide to schools for 2023/24 does not fully meet the pressures Governing Bodies face particularly energy costs and schools will once again have to rely on the reserves they have set aside to manage these costs through 2023/24.

3.109 The financial position of our schools has been a concern for several years, but progress continues in strengthening financial management arrangements. The “Team around the School” approach, supportive guidance, additional training and the appropriate use of warning notices, recovery planning and removal of financial delegation have all strengthened financial management at schools causing most concern. This support will again be crucial to support our schools as they manage the increased costs of running their schools. The school reserves are ring fenced but ultimately represent a potential Council risk. It is essential that this compliance work continues to be undertaken to ensure that school budgets are managed in accordance with regulations by Governing Bodies.

- 3.110 In the context of the need to maintain financial stability and flexibility moving forward on the advice of the Section 151 Officer, it is Cabinet's intention not to make any use of the General Reserve to fund the 2023-24 Budget.
- 3.111 The use of the Councils reserves will continually be reviewed, particularly considering the continued uncertainty arising from the ongoing economic volatility. The reserves position will be monitored carefully as the financial year progresses. Under Section 26 of the 2003 Local Government Act, an appropriate person (S151 Officer) must determine the minimum amount of General Fund Reserve.

Impact Assessment

- 3.112 The Well-being of Future Generations Act (Wales) Act 2015 requires Local Authorities to apply the five ways of working to their financial planning to ensure that short term priorities and administrative process do not overtake longer term interests. The Act requires that the Council takes every reasonable step to meet the wellbeing objectives and act in accordance with the sustainable development principle.
- 3.113 Integrated Impact Assessments have been undertaken for each of the service cost reduction proposals, attached at Appendix I. An impact Assessment for the whole 2023-24 budget has also been completed and will be scrutinised as part of the budget process.

4. Resource Implications and Section 151 Officer Opinion

- 4.1 The Local Government Act 2003 requires an authority's Section 151 officer to give a formal opinion as to the robustness of the budget estimates and the level of reserves held by the Council. This section of the report provides the Section 151 Officer's formal opinion.
- 4.2 Under Section 26 of the 2003 Act, it is not considered appropriate for the balance of the Council's General Fund Reserves to be less than the minimum amount determined by an appropriate person, in this case, the Head of Finance and Section 151 Officer.
- 4.3 The draft budget has been produced within the framework of the draft MTFS. The continued use of scenario planning has ensured that the budget is developed in a prudent and flexible way, highlighting the risk faced by the Council as a result of changes in funding and increasing financial pressures, and offering some choice in how our resources are prioritised and the risk mitigated.
- 4.4 The process continues to be strengthened with further development of Integrated Business Plans for each service, these plans capture the services' objectives and highlight their roles and responsibilities in supporting the Council's Corporate Improvement Plan, along with the intended outcomes for service users and/or residents.
- 4.5 The Integrated Business Plans ensure that all elements of delivering the service are considered in a holistic way. Statutory obligations, pay and price pressures, income streams, demographic changes and the impact on service demand, new responsibilities and changes in regulation are all considered. Services assess options for service delivery, their workforce and capital requirements and the cost reductions that can be achieved in submitting their calculated budget requirement. The impact and risk associated with their proposals is explained.

- 4.6 The Council's MTFS guides the development of these plans, and the 2023-24 implications are set out in the draft budget and draft 2023-28 Capital Programme. A process of challenge and review undertaken with Cabinet, each Head of Service, and the Executive Management Team provided assurance on the completeness and robustness of the estimates, whilst highlighting the risks associated with its deliverability.
- 4.7 This strategic approach to allocating resources ensures that our financial plans consider the delivery of the corporate plan, the transformation programmes we need to deliver and ensures that service improvement and appropriate levels of statutory provision are all included. Revenue and Capital budgets are aligned and ensure that our limited resources are prioritised to achieve maximum effectiveness in securing outcomes.
- 4.8 The significant impact of current inflation, rising costs and additional service pressures have all added substantial financial pressure to the Council's budget and the level of cost reduction required in 2023-24 is again a significant challenge. When this is coupled with the ongoing need for improvement and the identification of further potential pressure in some services, a prudent approach must continue to be adopted to support financial stability. Against that background, the draft budget continues to include a risk management allocation which has been increased for 2023-24, and the removal of prior years' unachievable savings adds resilience and robustness to our budget plan.
- 4.9 A series of documents and policies constitute the budget framework, including the Reserve Policy. The need to hold an appropriate level of Reserves has been brought to the fore over the last year and with continued economic uncertainty our reserves remain crucial to our financial stability.
- 4.10 The position going forward will require reserves to be maintained at a prudent level. It is evident that, given the continued level of inflation, future cost pressures and lower funding settlements indicated, we will continue to need to deliver savings in the years ahead. The minimum level of General Fund Reserve remains at 4% of the Net revenue budget. On this basis the level of revenue reserves held is appropriate to deal with known and unknown risks.
- 4.11 The financial position of many of our schools was strengthened last year with the receipt of additional funding from Welsh Government, this resulted in an increase in schools ring fenced reserves to £8.9 million. This coupled with the strengthening of financial management in our schools has maintained a reduction in the number of schools in an unlicensed position, and the cumulative balances across schools has improved. The budget plan proposed sees additional funding allocated to schools delegated budgets in line with the increase provided through the Welsh Government settlement and further Welsh Government grant funding is also planned to support schools, this funding will support the increased energy and pay costs falling on schools, but Governing Bodies like other Council services will have to make changes and cost reductions to fully mitigate their financial pressures. The support provided by the "Team around the School" approach will be vital to assist Governing Bodies in addressing this challenge and it is essential that compliance work continues building on the progress made to date to further reduce the deficit balances held.

- 4.12 The Council has well established budget monitoring and internal control arrangements and these act as an effective early warning system in identifying potential problems and for managing potential areas of risk. This ongoing regular review highlights problems and risks early so that corrective action can be put in place, and this is supported by a clear virement process which provides some flexibility to adapt expenditure patterns to meet changing needs and objectives.
- 4.13 The Councils financial management arrangements are clearly defined within the Constitution. Senior Leadership Team oversight and quarterly reporting together with Internal Audit reviews and Scrutiny Committee challenge ensures that officers across the council are held accountable for the expenditure headings that they are responsible for. Additional training, delivery of audit recommendations and further development of financial and performance benchmarking data will strengthen these arrangements.
- 4.14 The Capital Strategy contained within this report sets out the current investment plans across council assets and the funding arrangements that are in place. The Capital Programme continues to grow as new schemes are developed and delivered, rising costs and increased borrowing rates add further pressure on the programme. Any additional schemes are subject to robust business cases and are set in the context of overall affordability regarding our Prudential Indicators. Regular reporting of performance against these indicators confirms that the current and planned programme continues to operate within the limits set. Clearly, this position will be kept under constant review, where the later years of the programme are refined as further information becomes available.
- 4.15 Changes to our MRP policy in recent years provided an opportunity to plan for the future to support key transformational activity across Schools and other Council Services, this remains a key element of our capital financing strategy and will limit the impact on future revenue budgets supporting the council's financial resilience.
- 4.16 The updated MTFs ensures that the Council understands the impact of the economic climate and considers the financial pressures this brings to our financial planning. Updating the assumptions in response to the changing environment and modelling different funding scenarios helps us plan in a more resilient way.
- 4.17 The Provisional Settlement provides the Council with an additional £18.298 million of funding for 2023-24. This is welcomed and will go some way to help fund the significant pressures we face whilst the proposed increase in Council Tax will help mitigate the position. Wales Fiscal analysis suggests funding levels will be less generous in the future, the Council must act quickly to tackle the projected budget gap from 2024-25 onwards and there will still be some difficult decisions to make.
- 4.18 We anticipate that we will continue to face financial pressures that outweigh the funding available throughout the period of our MTFs. The challenge imposed by the current economic context and the speed in which it has taken effect has yet again seen the Council focus on the short term. It is becoming clear that the Council in its current form is not sustainable for the longer term, and initial plans to reimagine what the Council should look like in the future are currently underway and are critical to ensure that the Council can remain financially stable and provide sustainable services in the long-term.

4.19 Taking all the above into account, the Section 151 Officer concludes the estimates used in the budget proposal for 2023-24 are adequately robust but a heightened level of risk remains. Based on the assessment of reserves, the overall level is adequate but remains at the lower end of acceptability given the ongoing economic challenge and the scale of savings required and the financial uncertainty facing the Council over the medium term.

5 Legal Implications

5.1 The Solicitor to the Council (Monitoring Officer) has commented as follows:

5.2 The Report has been prepared in accordance with the requirements of the Local Government Act 2003 and the Local Government Finance Act 1992. In accordance with Section 25 of the 2003 Act, the Council must have regard to the advice of the Head of Finance (Section 151 Officer), as the Chief Finance Officer, regarding the robustness of the budget estimates and the adequacy of the financial reserves. This advice must be taken into account when considering the proposals in the Report and the recommendations from the Cabinet regarding the budget and the Council Tax rate. In accordance with the Functions and Responsibility Regulations, agreeing the budget and setting the Council Tax rate under the 1992 Act is a matter for full Council. In accordance with Section 30 of the 1992 Act, the Council is required to set the Council tax for the next financial year on or before 11th March.

6 Members' Interests

6.1 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:	Reason for Recommendation:
<p>That Cabinet approves in draft the:</p> <p>1. MTFs for 2023-2028 as set out in Appendix A to the report be agreed in principle.</p>	<p>To aid business planning and development of the budget over a five-year period</p>
<p>2. Draft Revenue Budget for 2023-24 with the inclusion of a 5% increase in Council Tax in 2023-24 shown in the Financial Resource Model in Appendix B and Table 4 of this report.</p>	<p>Statutory Requirement</p>
<p>3. Fees and Charges Register in Appendices D and E.</p>	<p>To comply with Powys County Council Income Policy</p>
<p>4. Capital Strategy and Capital Programme for 2023-28 shown in Appendix H.</p>	<p>Statutory Requirement</p>

5. Minimum Revenue Provision Statement as set out on Appendix H.	Statutory Requirement
6. Treasury Management Strategy and the Annual Investment Strategy in Appendix H.	Statutory Requirement
7. Authorised borrowing limit for 2023-24 as required under section 3(1) of the Local Government Act 2003 is set at £490 million and the Operational Boundary is set at £476 million as set out in section 3.84 of this report.	Statutory Requirement
8. Prudential Indicators for 2023-24 as set out in section 3.80 to 3.87 of the report and Appendix H.	Statutory Requirement

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Chief Executive
Date by When Decision to Be Implemented:	1st April 2023

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597 827789	jane.thomas@powys.gov.uk

Background Papers used to prepare Report:

Provisional Welsh Government Local Government Settlement 2023-24
 WLGA Welsh Government Draft Budget and Provisional LGF Settlement 2023-24
 Office for Budget Responsibility Economic and Fiscal Outlook November 2022
 Welsh Government Draft Budget December 2022
 Welsh Budget Outlook 2022 – Wales Fiscal Analysis December 2022

List of Documents

Appendix A Medium Term Financial Strategy
 Appendix B Financial Resource Model
 Appendix C Cost Reductions Proposals
 Appendix D Fees and Charges Report
 Appendix E Fees and Charges Register
 Appendix F Council Pressures

Appendix G Reserves Policy
Appendix H Capital & Treasury Management Strategy
Appendix I Impact Assessments
Appendix J Residents Survey Report

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Powys County Council's Medium Term Financial Strategy

2023 to 2028



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1. Introduction

1.1 Purpose

The Medium-Term Financial Strategy (MTFS) sets out the financial strategy for Powys County Council for the period 2023 to 2028. It has been developed as part of the overall strategic planning process and aligned with the Council's Corporate Plan. It captures the financial, regulatory and policy drivers affecting the council and sets the direction and approach. It also incorporates the plan for delivering a balanced budget for 2023/24, and indicative budgets for the following 4 years to March 2028. This means the Council has an ongoing financial plan to:

- Enable service transformation within the funding levels available.
- Prepare for the challenges in setting a balanced budget in future years.
- Allows decision makers to consider the allocation of resources, helping to ensure they are directed towards delivering core responsibilities alongside corporate priorities.
- Understand the Council's financial resilience, helping to protect the Council's long term financial health and viability.
- Considers affordability in decision making. It is a live document so will change as estimates and assumptions are confirmed.
- Align revenue and capital to ensure that our limited resources are prioritised to achieve maximum effectiveness and based on securing outcomes that matter to our residents.

The MTFS includes all Council services activity funded by the revenue budget, the Housing Revenue Account, and the Capital programme. This information is presented in a 5-year budget model and a 5-year Capital Programme.

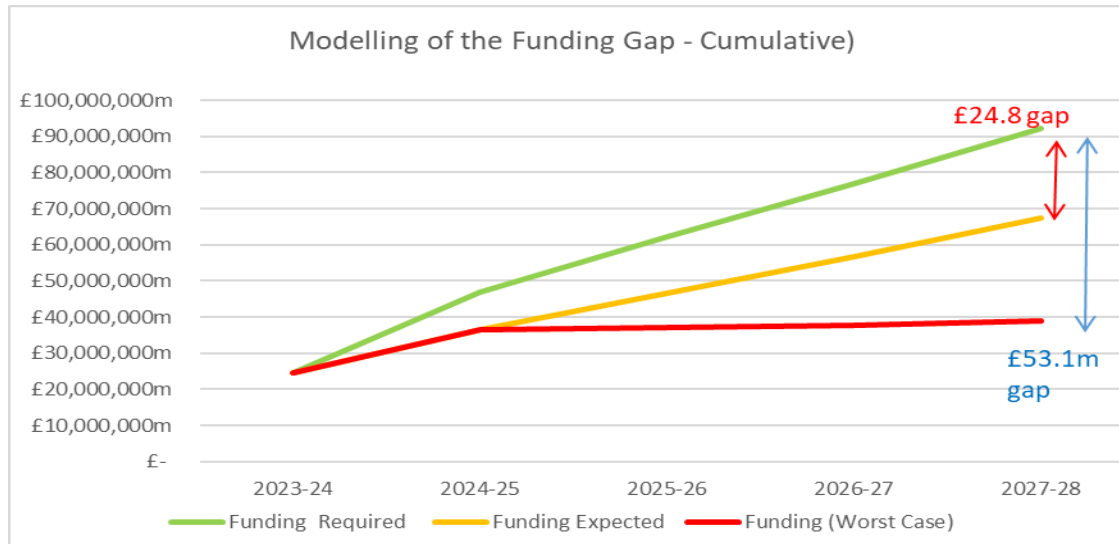
1.2 Overview

Over the last two years the Council has faced an unprecedented challenge supporting the demands of the Covid 19 pandemic, addressing the implications post Brexit and more recently the implications of the events in Ukraine and the national economic situation. These challenges have created significant financial pressures, albeit partially supported by positive Welsh Government (WG) grants and settlements. For 2022-23 a 9.5% increase was given to Powys covering the cost of some pressures, the real living wage implementation and pay inflation. But the ever-increasing costs and continued rising inflation means this increase is not sufficient to fund the demands as we move into 2023.

The receipt of the provisional local government funding settlement for 2023-24 provided certainty on funding levels for 2023-24 and this has now been factored into our budget model and the revised budget gap to 2028 is £24.8 million based on the indicative settlement from WG for 2024/25 and forward settlement assumptions, this rises to £53.1 million for the worst-case scenario based on a 2% reduction to

the WG settlement. Figure 1 below provides the overall gap between the estimated cost of service delivery taking into account a level of inflation, demand and pressures against the funding we are likely to receive.

Figure 1



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1.3 Approach

The MTFS is based on an approach which brings together all elements of the Council activity to deliver the Corporate Plan, a programme of transformation, and delivers appropriate levels of statutory service. The process of modelling future budget assumptions uses pay and price pressures and changes in service demand, alongside expected funding, from which the budget gap is identified for each year of the plan.

To bring together Service Plans and the resourcing demands, the use of Integrated Business Planning (IBP) process has been implemented and highlights service objectives that support the Corporate Plan and transformation underpinned by the financial plans to deliver and benefit from the objectives.

The IBP incorporates a level of service evaluation on performance, cost analysis, benchmarking, regulatory recommendations, proposals for improvement and Service User / Resident Feedback.

1.4 Principles

As well as consideration of future income and expenditure scenarios, the MTFS provides a set of clear principles which will drive the Council's budget and spending decisions and which Members and others can examine and judge the Council's financial performance against. The ten key principles are to ensure that:

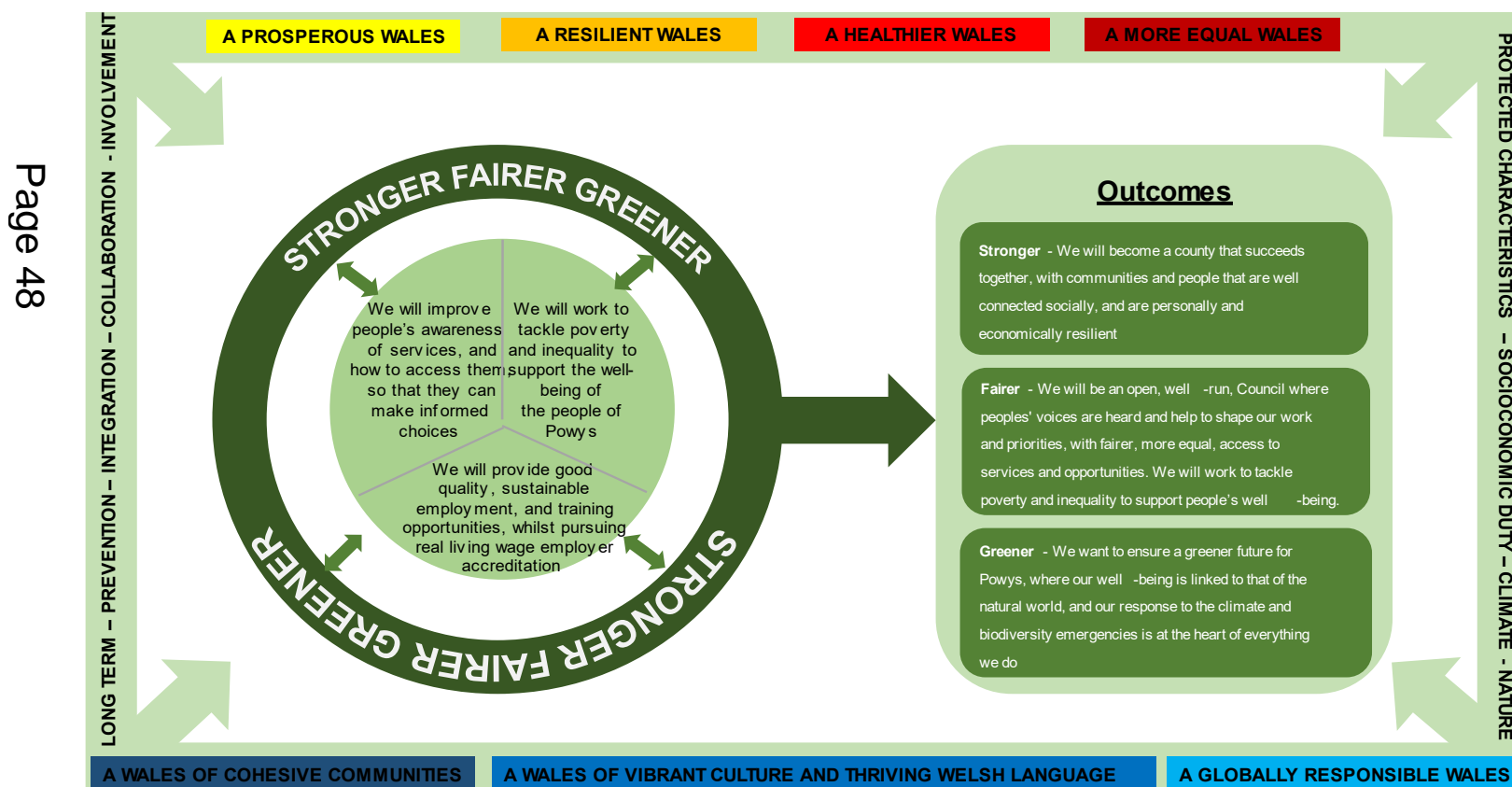
1. The Council will continue to meet its statutory obligations and to demonstrate how its budget supports the Corporate Plan.
2. The Council's financial control system will be sufficiently robust to support the delivery of financial plans and mitigate corporate risks.
3. All Council budgets will be reviewed annually to ensure resource allocations are delivering value money and continue to align to the delivery of priority Outcomes.
4. Financial plans will provide an optimum balance between income and expenditure for both capital and revenue.
5. Reserves will not be used to fund recurrent budget pressures or to keep down council tax rises.
6. The Council's General Fund reserve will be maintained at a minimum of 4% of Net Revenue Expenditure (excluding the Schools Delegated budget) over the period of the MTFS.
7. Capital investment decisions will support the Council's corporate priorities and mitigate any statutory risks taking account of the return on investment and robust business cases.
8. Prudential borrowing will only be used to support the capital programme where it is affordable and sustainable within the Council's overall borrowing limits and the revenue budget over the long term.
9. Decisions on the treatment of surplus assets will be based on an assessment of the potential contribution to the revenue budget and the capital programme.
10. Budgets will be managed by members of SLT in accordance with the Council's Financial Procedure Rules.

2. Key Drivers

2.1 Council Priorities

The Councils' new administration is in the process of finalising its ambitious five-year plan and their priorities are set out in Figure 2:

Figure 2



The priorities align to the 5 ways of working and the 7 Well-being goals of The Well-being of Future Generations (Wales) Act 2015) and meet statutory requirements and legislative changes are defined. In finding sustainable solutions for service delivery objectives broadly align to any 1 of the following requirements:

- Objectives to redesign services to deliver them more efficiently, effectively or in an alternative manner.
- Objectives that identify key delivery partnerships or outsourcing opportunities
- Objectives that contribute positively to support Climate Change
- Objectives that realise opportunities to stop delivering services because requirements or priorities have changed, allowing the planned release of resources.
- Objectives that realise opportunities to generate additional income.

It is essential that the Council priorities are funded through either revenue or capital to ensure that they can be delivered over the short to medium term.

2.2 Key Demands

Education – investment in schools transformation programme as part of the WG 21st century schools band B programme, a cycle of building and modernising the estate with the reduction in the asset base to deliver affordable, energy efficient buildings that improve learner entitlement.

Social Care - The priority in social services is to increase early help in order to enable and support as many children and adults who need help as possible to live in and engage with their own communities. This requires increased investment into universal services and early help and/or edge of care services, along with increased investment in in-house and commissioned not-for-profit services, while reducing investment in out of county and for-profit service provision.

Housing – The Council has in place a strategy to build social housing properties through the capital programme, as well as buy and bring back into use empty properties and to prioritise improving the energy efficiency of its least efficient homes. These investments are funded through the ring-fenced Housing Revenue Account (HRA), funded primarily by rental income received from tenants, with government support limited to new development and maintaining the Welsh Housing Quality Standard. The Council has more than 4,700 households registered with *Homes in Powys* for secure, affordable homes.

Homelessness – There has been an increase in households presenting as homeless. Homelessness service demand has increased from 383 households in 2016-2017, to 833 households in 2021-2022. The Welsh Government implemented the ‘Everyone In’ policy during Covid-19, which is now remaining as a permanent feature of homelessness policy and practice in Wales. There has been a substantial increase in the number of homeless single person households, whose housing options are limited by the lack of smaller sized accommodation regardless of tenure in Powys. Homelessness is a statutory service funded through the general fund.

Demography The total number of people living in Powys has remained static over recent years with a slight increase projected over the next few decades. There is a challenge of a decreasing working age population combined with a rapidly increasing older people population. This is leading to issues regarding recruitment and retention of workforce. The population across Wales has increased and the change across other authorities has an impact on Powys and the distribution in funding.

Deprivation – Poverty statistics - 4,088 families live in absolute poverty in Powys, 31% (1,248) of these were lone parent households (Department for Work and Pension, 2019-20).

The average household income in Powys is **£33,458** (Wales: £34,700, UK: £40,257).

- 55% (33,149) of households earn below the Wales average household income of £34,700, 37% 22,162 earn above, and
- 70% (42,107) of households earn below the UK average household income of £40,257 (24% earn above) (CACI, 2021).

Employment – Powys has a low unemployment rate, but also is a low waged economy. With the current inflation levels set to rise it is likely there will be more unemployment and demands for access to CTRS, benefits advice and levels of arrears in council tax, housing etc increase

Real Living Wage (RLW) – The Council is a Real Living Wage Employer and an advocate of RLW. In 2022 Welsh Government announced that it would provide financial support for Local Authorities, to support the payment of the Real Living Wage in the Care Sector and this has been implemented across Powys with a wider aspiration to become accredited for both its employees and those who provide services to the council. To implement this across providers and contracts would cost in excess of £1m and be a competing priority in the FRM.

Climate Change – The pledge to address the Climate Change emergency and reduce carbon emissions to zero by 2030. This will require significant capital investment, alongside a change in key policies and procurement. Activities include building sustainable homes, greater active travel, Electric Vehicle replacement, green energy such as solar, sustainable procurement, energy efficiency works and carbon offsetting.

2.3 Economic and Fiscal Outlook

The current economic context is challenging. On 17th November 2022 the Office for Budget Responsibility (OBR) published its report “Economic and fiscal outlook”. The report provided an analysis and forecast of the UK’s public finances based on the budget statement released by the Chancellor of the Exchequer on the same day.

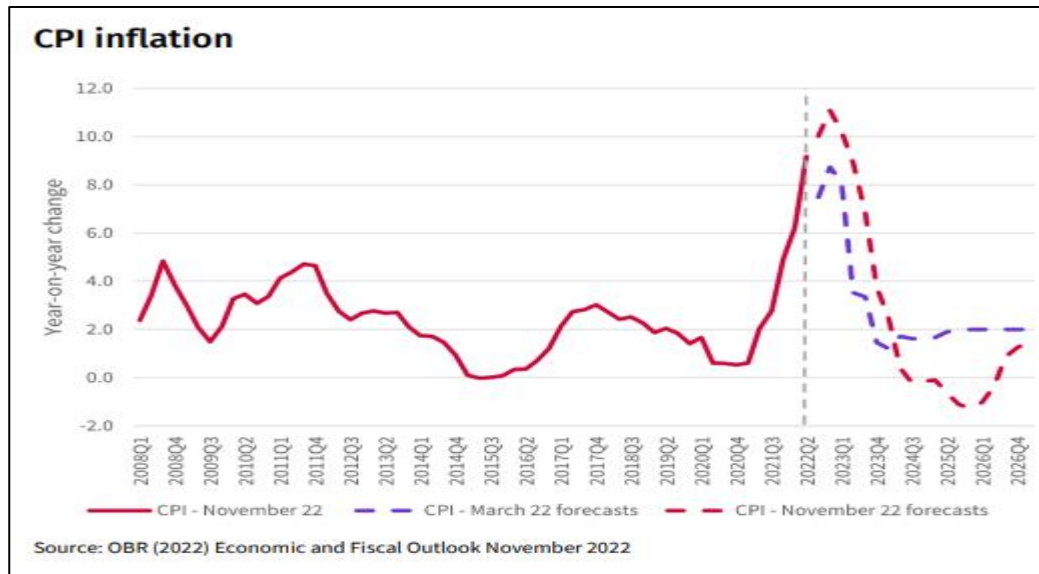
Over the past six months, the global energy and food supply shocks emanating from Russia’s invasion of Ukraine have intensified. The further curtailment of Russian imports saw European wholesale gas prices rise ten-fold from pre-pandemic levels, and markets now expect prices to remain four times higher in the medium term. Rising energy, food, and other goods prices have pushed up the interest rates set by inflation-targeting central banks to levels not seen since the 2008 financial crisis. This has taken much of the wind out of the global economic recovery from the pandemic and ratcheted up the financial pressure on governments that emerged from it with higher debt and are again being called upon to help households and businesses through this latest crisis.

As a net energy importer with a high degree of dependence on gas and oil to meet its energy needs, higher global energy prices will weigh heavily on a UK economy that has only just recovered its pre-pandemic level. Petrol prices are already up a fifth since their October forecast and household energy bills were set to jump by 54 per cent in April.

CPI inflation is set to peak at a 40-year high of 11 per cent in the current quarter, and the peak would have been a further 2½ percentage points higher without the energy price guarantee (EPG) limiting a typical household’s annualised energy bill to £2,500 this winter and £3,000 next winter. Rising prices erode real wages and reduce living standards by 7 per cent in total over the two financial years to 2023-24 (wiping out the previous eight years’ growth), despite over £100 billion of additional government support. The squeeze on real incomes, rise in interest rates, and fall in house prices all weigh on consumption and investment, tipping the economy into a recession lasting just over a year from the third quarter of 2022, with a peak-to-trough fall in GDP of 2 per cent. Unemployment rises by 505,000 from 3.5 per cent to peak at 4.9 per cent in the third quarter of 2024.

Inflation is expected to drop sharply over the course of next year and is dragged below zero in the middle of the decade by falling energy and food prices before returning to its 2 per cent target in 2027, as is projected in Figure 3 below. The resulting recovery in real incomes, consumption, and investment sees GDP return to growth in 2024 and output recover its pre-pandemic level in the fourth quarter of that year.

Figure 3



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Higher borrowing pushes underlying debt (excluding the Bank of England) up sharply, from 84.3 per cent of GDP last year to a 63-year high of 97.6 per cent in 2025-26. Tax rises, spending cuts and a pick-up in GDP growth are then sufficient for it to fall modestly in 2026-27 and 2027-28. The Government’s two legislated fiscal targets to balance the current budget and get underlying debt falling in 2025-26 are on course to be missed by £8.7 billion and £11.4 billion respectively.

Given the scale of the energy shock and the recession it has induced, the Government has announced new targets: to get borrowing below 3 per cent of GDP and underlying debt falling in five years’ time, which it achieves, respectively, with £18.6 billion and £9.2 billion to spare. But the near tripling of interest rates since March means the share of revenues consumed by servicing that debt rises from under 5 per cent in 2019-20 to 8½ per cent in 2027-28, leaving the public finances more vulnerable to future shocks or swings in market sentiment.

UK Government’s Autumn Statement : Implications for Wales

As part of the Autumn Statement on 17 November, the UK government announced additional departmental spending on the NHS, social care, and schools in England – the first top-ups to spending plans since the Spending Review in October 2021. It also announced business support measures through the Business Rates system in England. This triggered consequential funding for the Welsh Government worth £1.2 billion in 2023-24 and 2024-25.

Unforeseen higher inflation has significantly eroded the real terms value of the Welsh Government’s plans for day-to-day spending from 2022–23 to 2024–25. Additional UK government funding announced at the Autumn Statement will allow the Welsh Government to top-up its spending plans at the Draft Budget for 2023–24 and support businesses through the Non-Domestic Rates system. However, even after these additional allocations, the losses from higher inflation since budgets were set last year could amount to approximately £800 million in 2023–24 and £600 million in 2024–25.

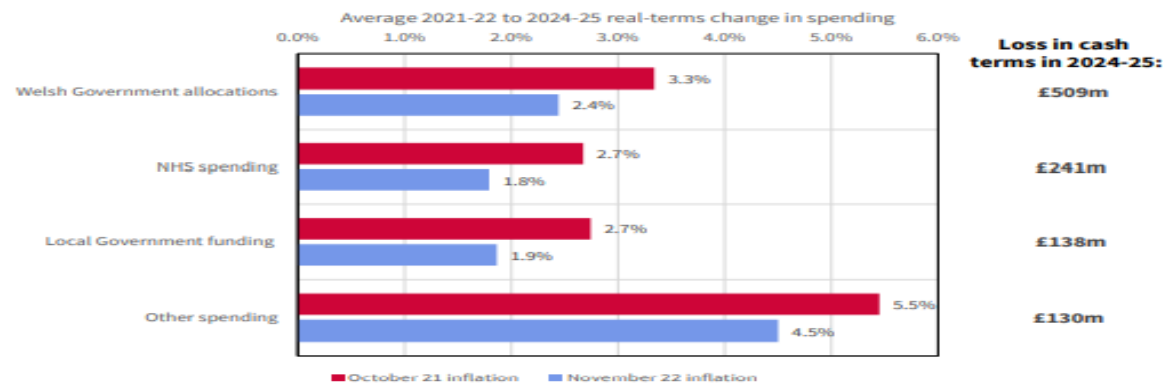
Estimated funding for day-to-day spending would increase by 1.2% per year in real terms from 2024–25 to 2027–28 after the UK government pencilled in slower growth in departmental spending following the current Spending Review period. This could imply cuts to non-NHS spending averaging 0.5% per year in real terms.

Beyond the end of the spending review period, public service spending is growing less quickly than previously planned (about £21.5 billion of fiscal tightening), also capital spending is cut in real terms after 2025 (£14.8 billion of tightening).

Using October 2021 inflation forecasts, the implied average real-terms growth over three years is 3.3% for WG, and for local authorities 2.7%, Higher inflation (as measured by the GDP deflator) suggests that falls to 2.4% in real terms, as set out in Figure 4 below.

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Figure 4

Welsh Government Final Budget plans – average annual real terms change in day-to-day spending from 2021-22 to 2024-25



Source: OBR (2022) Economic and Fiscal Outlook March 2022; Welsh Government (2022) Final Budget 2022-23; and authors’ calculations. • Notes: Total day-to-day spending allocations refers to fiscal resource allocations and redistributed non-domestic rate revenues

Welsh Government's Budget and Outlook

The Welsh Government was provided with expenditure limits for 2022-23 to 2024-25 following the UK Government's Spending Review in Autumn 2021. These limits were reflected in the Welsh Government's Final Budget for 2022-23 alongside indicative spending plans for 2023-24 and 2024-25, which were published in March 2022. The UK Government's recent Autumn Statement provided additional revenue of £666m in 2023-24 and £509m in 2024-25. The limits for the Welsh Government Resource Departmental Expenditure Limit (DEL) are now £18,916m and £19,152m for 2023-24 and 2024-25 respectively, before block grant adjustments. The Capital DEL did not change as a result of the Autumn Statement, remaining at £2,610m and £2,594m in 2023-24 and 2024-25 respectively. This also contains ring-fenced amounts of £96m and £90m for Financial Transactions. This provides a constrained outlook for capital, with the budget in 2024-25 8% lower in real terms than in 2022-23.

Even with the additional resource funding outlined above, the high levels of inflation currently being experienced mean the Welsh Government's settlement is now worth less in real terms than when the spending envelopes were set. Depending on the inflation measure used, the settlement could be worth up to £3bn less in real terms over the three years covered by the Spending Review and £1bn less in 2023-24 alone.

As a result of decisions announced in the Chancellor's Autumn Statement, the UK Government provided £1.2bn of additional funding to the Welsh Government over the next two years. Despite that, the Welsh Government's budget for day to day spending will only increase by 0.4% a year per person in real terms over the two years, on a like for like basis.

Welsh Government recognise and value public services and the important role they play in local communities as a source of support, help and employment. Through the draft budget they continue to invest in public services to support them through these hard times and will make additional funding available to the NHS, to local government and to education to help protect frontline services

The additional funding provided to Welsh Government in the Autumn Statement is being provided in full to local government through increases to the unhypothecated settlement and through the education budget. WG are providing an additional £227m in 2023-24 and £268m in 2024-25 to the local government settlement; this builds on the funding outlined as part of the 2022 Spending Review, now providing £1bn up to 2024-25.

The Welsh Government and Plaid Cymru December 2021 Co-operation agreement pledges to review Council Tax reform in Wales during the next three years. Clearly, from a financial planning perspective, this is an area that will be kept under close review.

The Local Government Revenue Settlement

The Local Government Revenue Settlement comprises Revenue Support Grant (RSG) and redistributed National Non-Domestic Rates (NNDR) revenues and is known as Aggregated External Finance (AEF). In 2023-24, local authorities will receive £5.5 billion from the Welsh Government (WG) in RSG and NDR to spend on delivering key services.

WG continue with their commitment to local government being at the frontline of delivering a wide range of vital public services. Recognising that Local Authorities have been affected by the soaring cost of energy and inflation across all services, including in two of their biggest service areas: schools and social care. This is alongside overall increases in demand in many service areas.

Schools in Wales are directly funded by local authorities; funding for schools is provided mainly through the local government settlement. The Welsh Government's education budget also supports spending in and on schools, teachers and wider education programmes, including free school meals, the rollout of the new curriculum, teacher training and support to help learners recover post pandemic.

The additional consequential in the Autumn Statement is being provided in full to local government through increases to the unhypothecated settlement and through the education budget. The funding provided through this Settlement will therefore cover the costs arising from the 2023/24 pay deal which fall within the 2023-24 Settlement year. WG have again taken the decision to provide all the available funding up front and not hold back funding for in-year recognition of the 2023/24 teachers' pay deal. Authorities' budget planning must therefore accommodate these costs.

Welsh Government recognises that social care plays a vital role in Wales, supporting people to live independent lives in the community while also supporting the wider health service. Without effective social care, the NHS' ability to function effectively will be swiftly diminished. The demand for social care has increased rapidly and the sector is under intense pressure, as it struggles to recruit and retain staff.

In April 2022, Welsh Government provided funding to enable the Council to be able to pay the Real Living Wage for social care workers. To maintain this WG makes a recurrent provision of £70m to meet the Real Living Wage for social care workers, within the allocations to the health and social care budget and the local government settlement.

For Education, in addition to the funding being providing for schools via the local government settlement, WG are allocating an extra £10m for schools via the Education budget in 2023-24. This is made up of an additional £5.5m to support the continuation of the Recruit, Recover and Raise Standards (RRRS) programme in line with the Programme for Government commitment; and a further £4.5m to support implementation of the Additional Learning Needs (Wales) Act as part of the long-term programme of education reform. There will also be

an additional £9m to support post-16 provision, including a review of Renew and Reform funding and other distinct pressures for school sixth form and FE sector.

The Welsh Government remains committed to people in Wales having access to a decent place to live. Funding for housing and homelessness continues to be an area of priority investment, which protects the most vulnerable in society. £10m is allocated to the homelessness prevention budget to boost investment in homelessness prevention and relief interventions across Wales providing support for local authorities to continue our 'no-one left out' approach.

Businesses and other ratepayers in Wales are supported with a package of non-domestic rates support worth more than £460m over the next two financial years. The approach taken in previous years is maintained with the freezing of the non-domestic rates multiplier for 2023-24. This ensures there will again be no inflationary increase in the amount of rates businesses and other ratepayers are paying.

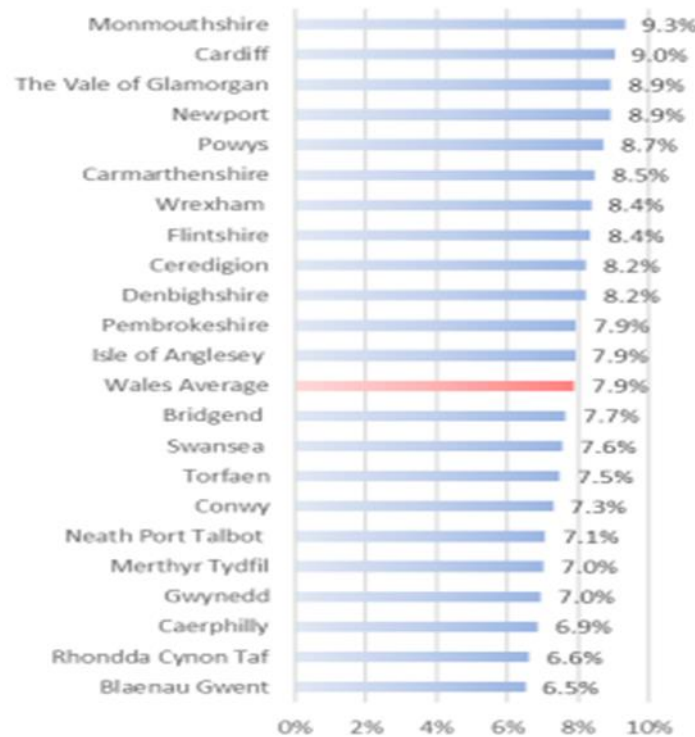
WG are also introducing a £113m, fully funded, transitional relief for all ratepayers whose bills increase by more than £300 following the UK-wide revaluation exercise, which takes effect on 1 April 2023.

Finally, the NDR support package also provides over £140m of non-domestic rates relief for retail, leisure, and hospitality businesses in Wales. Eligible ratepayers will receive 75% non-domestic rates relief for the duration of 2023-24, capped at £110,000 per business across Wales.

The Graph at Figure 5 below shows changes to the AEF across the Local Authorities in Wales between 2022/23 and 23/24. The average increase is 7.9% driven by the funding formula. This is largely a reflection of data movements in pupil numbers and free school meal entitlement derived from the schools' census, as well as the impact of the decennial Census on the population counts/estimates.

The graph confirms that funding in Powys has increased by 8.7% after adjusting for transfers, this equates to an additional £18.298 million for next year.

Figure 5



Welsh Government have also provided the indicative Wales-level core revenue funding allocation for 2024-25 is £5.69 billion, equating to an uplift of £169 million (3.1%). As Powys is receiving uplifts along the line of the average settlement or above, this uplift has been used in the FRM, with 2% for the final two years.

2.4 Local Context

The local context affecting our funding and demand for services is well recognised and heavily influenced by Powys being sparsely populated with a wide geographic area requiring services. Powys has a higher-than-average older population that is predicted to increase at a faster rate than the national average. This statistic can largely be attributed to people living longer because of better healthcare and improved lifestyles together with an inward migration of people above retirement age to the County. Conversely, the county's younger

population is declining with a reducing birth rate and a sizeable outward migration of young people. Further and higher education and career opportunities are the main contributors to this trend.

These factors in combination present significant challenges to the Council. As evidenced in the updated Rural Cost Analysis (link to follow) the provision of services to a dispersed and relatively small population is expensive as a result of greater transport costs and the demand for facilities to be delivered locally or within a commutable distance.

This Council understands its legal obligation to set and deliver a balanced budget each year and has a significant transformation programme underway to improve the quality of key services such as education, social care, highways, transport and recycling while also reducing our operating costs over the medium term.

Uncertainty around funding continues and in order to manage this uncertainty revised modelling continues to be based on a number of scenarios with a 2%, 0% and -2% uplift as well as the 3.1% provided as indicative funding for 2024/25.

On the current modelling, to deliver a balanced annual budget between April 2023 and 2028 the Council will need to reduce its spending by more than £19.5 million in addition to the assumption to increase council tax by 5% each year. This will be achieved through transformational change and cost efficiencies but reductions in some services offered will also be inevitable.

Since 2012, £109 million has been achieved through reduced spending as a response to cuts in government funding and the need to meet inescapable additional costs. There has been a reduction in staffing of 11% and there are 557 less FTE's. This coincided with a period of challenging financial settlements, including negative (i.e., cash reduction) settlements which has had a lasting impact. It is more challenging to continue to deliver savings over the medium term, even though savings requirements are still required to support the demand and price pressures. In the last five years alone, the largest budgets in the Council increased by £22.4 million as seen at Figure 6 due to demographic demand and inflationary pressures.

Figure 6: Budget Changes

	Net Budget - £			%
	2018/19	2022/23	Change	
Childrens	18,842,414	27,899,704	9,057,290	48.07%
Adults	64,038,521	73,864,171	9,825,650	15.34%
Education	93,356,950	96,830,257	3,473,307	3.72%
	176,237,885	198,594,132	22,356,247	12.69%

3. Medium Term Financial Plan

3.1 Five Year Projections

Based on the modelling assumptions (settlement 8.7% reducing to 3.1% and then 2% for the follow three years), the five-year financial projection is summarised at Figure 7, with the detailed Financial Resource Model (FRM) shown at Appendix A.

Figure 7: Five Year Summary

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	-27,494
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	-39,791
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810

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3.2 The FRM and Cost Assumptions

Figure 8 provides the summary position by service for 2023-24.

Figure 8 2023-24 Service Budgets

£'000	Base Budget	Pay Award 2022/23	Pay Award 2023-24	Non Pay 2023-24	Demography	Pressures	Covid Pressures	Savings	Adjustment	2022/23 Undelivered Savings	Request 2023/24	Variance	% Increase
Delegated	79,491	1,114	2,725	3,879	-185	1,573		(864)	(3,846)	0	83,886	4,395	5.5%
Education	17,329	274	451	87		1,139		(830)		0	18,450	1,121	6.5%
HTR	29,669	829	701	1,940		2,403		(2,797)		0	32,744	3,075	10.4%
H&CD	5,417	304	255	456	0	1,557		(379)		0	7,611	2,194	40.5%
PPPP	5,913	242	199	768		321		(793)		75	6,725	812	13.7%
ASC Commission	3,647	139	97	18		0		(97)		0	3,805	158	4.3%
ASC	73,938	652	596	154	491	8,260	980	(4,768)		0	80,303	6,365	8.6%
Children	27,897	504	466	77	0	2,201	0	(2,796)		1,278	29,626	1,729	6.2%
Finance	6,258	190	167	68		89		(73)		0	6,699	441	7.0%
Transf/Comm	1,461	67	53	2		0		(8)		0	1,576	115	7.8%
WOD	2,399	95	89	9		103		(12)		0	2,683	284	11.9%
Digital	6,312	184	146	69		368		(24)		166	7,220	908	14.4%
Legal	3,561	124	110	7		45		(2)		32	3,877	316	8.9%
Corp	38,580	32	80	13		5,648		(3,003)		0	41,350	2,770	7.2%
Total	301,872	4,750	6,135	7,547	306	23,705	980	(16,446)	(3,846)	1,550	326,554	24,682	8.2%

Employee Costs – At this time pay awards for 2022/23 have now been agreed, with NJC employees all received £1,925 regardless of grade. Teachers have been awarded 5% with increases to TLR for those part time staff. These assumptions will require an additional £4.7 million to fund the base budget gap. The FRM in 2023/24 pay assumptions are that NJC will increase by 5% and Teachers 3.5%, then 2% then on . The service budgets hold £6.1 million with an additional £2.9 million held centrally.

Pension Costs – Powys Pension Fund’s actuarial review will be finalised in March 2023; however the majority of the review has been completed and the Council will see a reduction in its contribution rates, this change is now reflected in the Councils Budget Plan with a saving of £1.7 million now proposed. There are no expected changes to the Teacher Pension Scheme.

Redundancy Costs – The Council has an annual base budget set aside to meet the costs of any transformation redundancies. Services must manage other redundancies within base budget.

Price Inflation – 2% inflation has been factored in across all services for each year, with exceptional increases in:

- Utilities - Electricity by 145% and Gas by 283%, an estimated increase of £5.8 million (including schools)
- Fuel – this has increased by 32% which amounts to an additional cost of £463k
- Food – overall average food costs have gone up by 10% amounting to £176k

Utility prices are being kept under review for this and the next two years. Currently the gas wholesale commodity market is experiencing unprecedented increase in prices due to shifts in global demand, uncertainty surrounding future supply to Europe (partly due to the war in Ukraine), and poor electricity production from renewables.

CPI Inflation currently stands at 10.7% and is expected to rise further before reducing gradually over the next two years, this will impact on many supplier contracts that are linked to CPI / RPI. Where known, these increases are being added as pressures into the FRM.

Capital Financing Costs – Required to achieve the Capital and Treasury Management Strategy, reflects the five-year capital programme and the cost of commitments made in previous years. The capital programme assumptions are:

- Supports Schools Transformation as part of 21st Century schools and building social housing
- Ongoing support to highways improvements
- Delivering the asset management plan to secure capital receipts for future investment
- Borrowing is assumed at 4.2% in 2023/24 and is expected to fall slightly in the following years, although this may need to be raised depending on future bank rates
- One pool of debt for both the General Fund and HRA
- Continue to remain under borrowed and utilise cashflow before committing to long term borrowing
- Borrowing to cover the future capital programme costs will be considered against the cost of carry.

- That the capital expenditure plans of the council remain affordable, prudent and sustainable.

Levies – The council is required to provide funding to support both the Mid and West Wales Fire Authority (MAWWFRA) and the Brecon Beacons National Park via a levy. The Chief Fire Officer has served formal notice that the estimated net revenue budget requirement for the Mid and West Wales Fire and Rescue Authority for the 2023-24 financial year is £60,821,000. In addition it is now expected that 2 former grants are no longer being provided directly to the Fire Authority and the value of these will increase the budget requirement to be levied to £63,257,200 an overall increase of 17.53%. For Powys, the Councils budget includes an estimate of £9,166,841 for 2023-24, an increase of £1,355,336 (17.35%) from that provided last year. This amount is funded in part through the local government settlement with the remainder being met from Council Tax.

Apprenticeship Levy - The Apprenticeship Levy is a government levy payable by larger employers at 0.5% of annual pay bill. As our pay bill is set to increase, we will have to make a greater contribution into the levy next year.

Demographic Pressures – these have been estimated over the next five years

- Adults – numbers are based on those learning disability clients already in the system, mainly from transitioning from children to adult services, a net increase of £0.5 million assumes increased cost of activity.
- Childrens – next year the service proposes to manage demography through the risk budget
- Schools – Pupil number projections show a small decrease in primary and increase in secondary pupils, with a reduction of £185k factored in next year.

Council Tax Reduction Scheme - This budget reflects the payment of Council Tax Support to eligible recipients. At over £11.5 million, future demand on this budget is a key consideration in medium term planning. The impact of the pandemic, rising inflation and an economic recession now being projected will all impact on the number of eligible claimants. Any changes to Council Tax levels also impact on this budget. In recognition of this, within the MTFP, modelled council tax increases are shown net of their impact on CTRS.

COVID - The pandemic had a significant impact on the council and our financial position in previous financial years. The Welsh Government put in place a COVID-19 Hardship Fund to support Local Authorities with additional costs and income loss directly resulting from the pandemic. During the financial years 2020/21 and 2021/22, we received £32 million support from the fund. This direct funding to support the financial impact of the pandemic ceased on 31st March 2022 and we are now managing these costs and lost income within our Revenue Budget from 2022/23. This year we have supported services with £1.7 million from the funding that we set aside thus far this year. We must clearly understand how the pandemic could continue to impact on our services, our costs and our levels of income into 2023/24 and beyond and factor this into our plans.

3.3 Funding and other Support

The Council’s budget reflects the totality of the Council’s costs including salaries and wages, the purchase of goods and services, premises costs and the revenue cost of financing our capital programme. The budget is financed by all the Council’s income sources including AEF, council tax, fees and charges, specific grants and contributions from other bodies.

The financing of the net budget comes from the Welsh Government settlement and gross Council Tax income. Figure 9 below summarises the current assumptions.

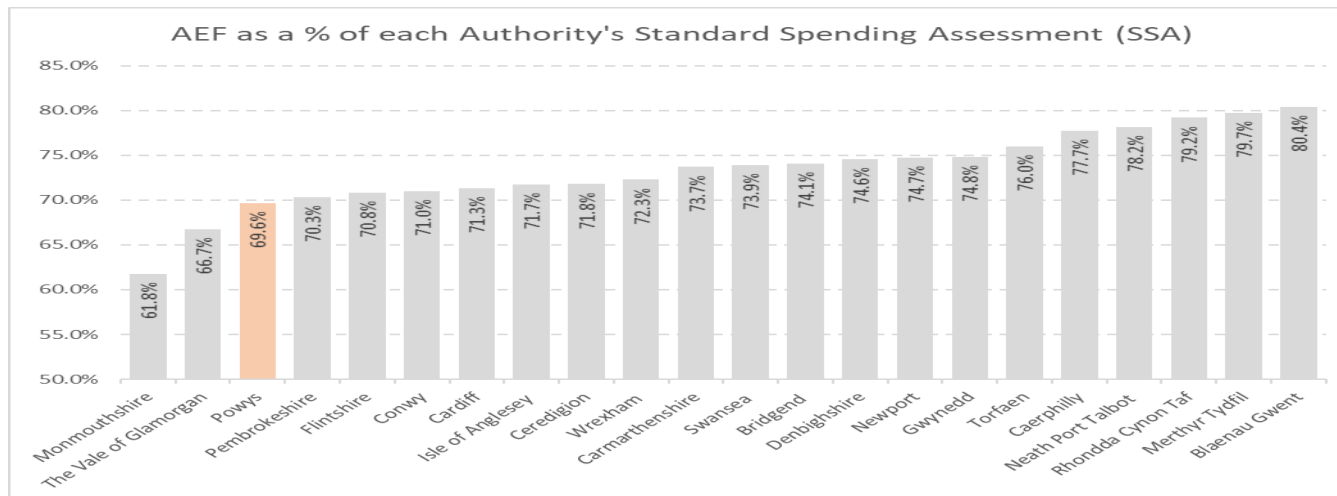
Figure 9

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
Council Tax increase - 5% and tax base increase	- 6,384,046	- 4,897,801	- 5,142,692	- 5,399,826	- 5,669,817	- 27,494,183
Settlement (8.7%, 3.1%, 2% then on)	- 18,298,015	- 7,080,034	- 4,709,365	- 4,803,552	- 4,899,623	- 39,790,590
Total Funding	- 24,682,062	- 11,977,836	- 9,852,056	- 10,203,378	- 10,569,441	- 67,284,773

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Council Tax - Council Tax represents around 30.4% of the Council’s Net Revenue Budget. Powys’ Council Tax contribution is proportionally greater than other Authorities, an authorities’ ability to raise Council Tax is calculated on the Council Tax base and Powys has a higher Council Tax base than most of the other authorities. The below graph shows the percentage of each Local Authority’s Standard Spending Assessment covered by central funding (AEF).

Figure 10: AEF as a percentage of SSA



The 'gearing effect' for example to raise overall income by 1%, council tax would have to increase by over 3% as it is 1/3rd of total income. If we wanted to increase net budget by 1%, £3 million, this would mean an increase of just over 3%. In our FRM, we are modelling an increase in Council Tax each year of 5% for future years.

The total Council Tax households will have to pay will be affected by decisions from public bodies, including Community Councils and the Police Authority. Figure 11 indicates the additional permanent funding from Council Tax increases ranging from 1% to 10%.

Figure 11: Council Tax Funding

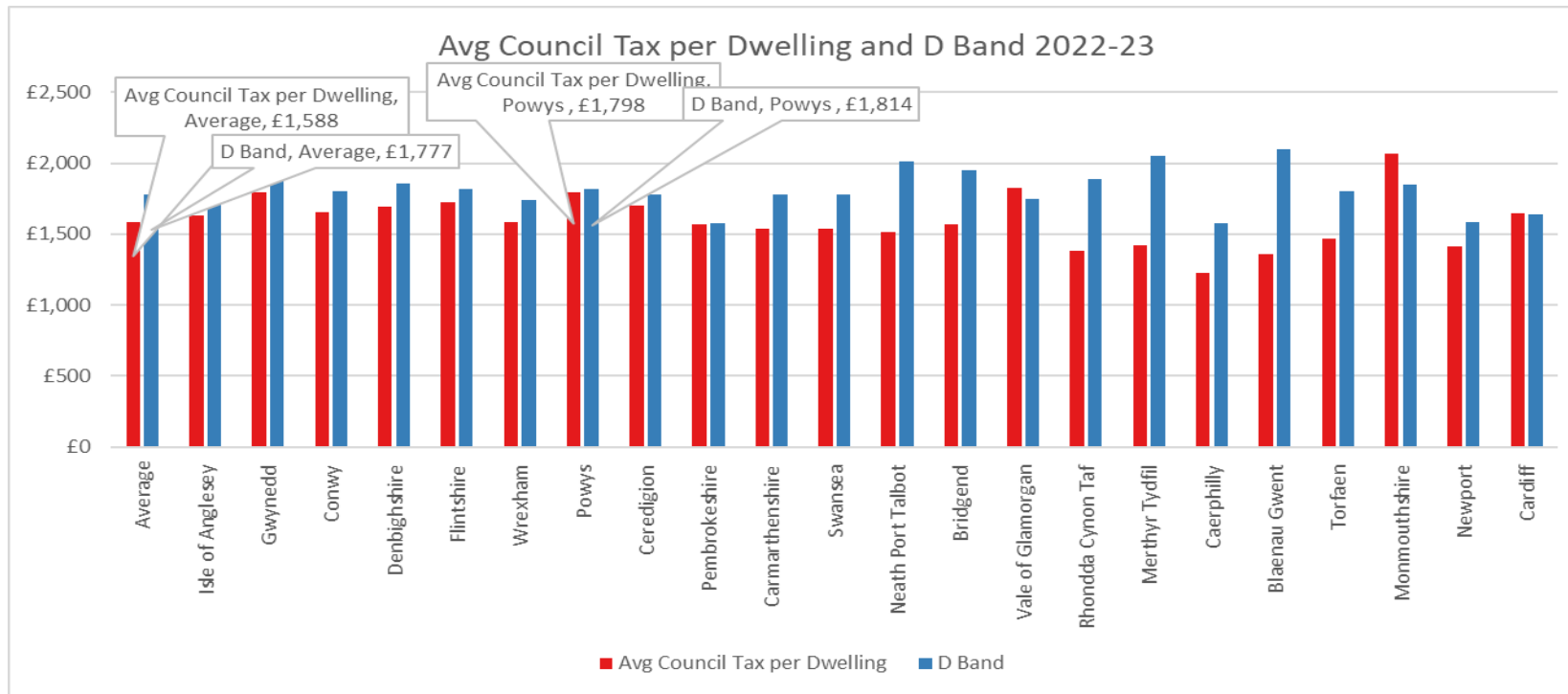
2023/24							
% Change Council Tax	1.00%	2.00%	3.00%	4.00%	5.00%	7.00%	10.00%
£'000	£916	£1,832	£2,748	£3,664	£4,580	£6,412	£9,160
Council Tax Less CTRS	£815	£1,631	£2,446	£3,261	£4,076	£5,707	£8,153

Council Tax income comes from residents but not all residents pay full Council Tax. Around 48% of Powys' 65,000 households pay the full amount, while just over 52% would receive partial or total exemption from payment.

A balance needs to be struck between the ability to raise enough money to fund important services to the right level and the impact increasing taxation has on the residents of the County. This balance will be even more difficult this year due to the high level of inflation falling both on our residents and the Council.

Average council tax per dwelling in Powys for 2022-23 was the 4th highest in Wales, this is particularly sensitive in a county with one of the lowest average wage levels in Wales. Figure 12 compares Powys against Welsh Local Authorities in terms of council tax average cost per dwelling and the Band D average (these figures include all precepts).

Figure 12: Average Council Tax per Dwelling

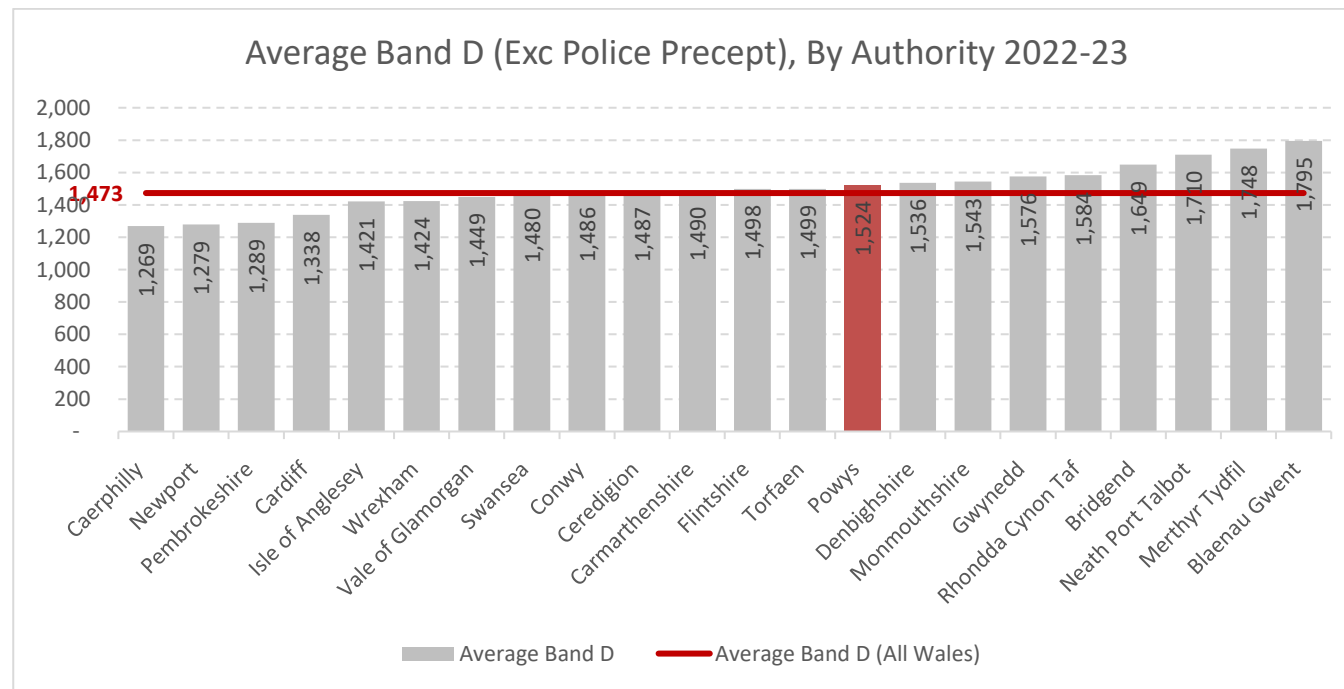


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For 2022-23, the average annual Council tax bill for a Band D property in Powys was £1,814 (including community council and police precept). This is above the Wales average for Band D properties of £1,777.

Figure 13 shows the Band D Council Tax level for each of the local authorities in Wales (excluding all precepts)

Figure 13: Average Band D by Authority



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Council Tax collection rate for 2021-22 was 97.30% (0.3% increase on previous year) which compares with an average of 96.3% for all unitary authorities in Wales. The highest collection rate in Wales for 2021/22 was 98.0%

Council Tax premiums are applied to periodically occupied and empty properties. Currently the premium is set at 50% for both categories. Following a Cabinet decision in February 2022 the premium applied to Properties that are periodically occupied will be increased from 50% to 75% from April 2023. This increase may generate additional income for the council, but the level is uncertain due to the options available, for example, if owners choose to transfer to Business Rates or occupy or sell their property moving it out of the premium and reducing council tax collected. Cabinet has recently approved an increase to the long-term empty premium from 50% to 100% effective from 1 April 2023.

Fees and Charges - Income from fees and charges makes a significant contribution (£74 million per annum) to the Council's budget and the Council's approach to income generation is set out the Councils Income Policy, fees and charges will be reviewed in line with this policy will be presented in the updated Fees and Charges Register, which will be presented with the budget papers annually for approval. The council's policy is based on the principle of full cost recovery and inflationary uplifts will be considered to ensure that the Council can continue to recover its costs for the services it provides.

Specific Grants In addition to the AEF, Councils also receive specific grants which are accompanied by specific terms and conditions as to how they can be used. We will receive around £55 million of grant funding next year. These grants can change year on year and where a grant has been reduced or withdrawn, the Council's policy is that the service funded by the grant also reduces or ceases. This creates uncertainty and risk within financial planning.

Budget Reductions – The following strategies will continue to be used to address the gap where feasible: -

- The transformation of service provision.
- Improved efficiency and a “Right First Time” ethos.
- Undertaking service reviews using the information to change
- Identification of investment opportunities and income.
- Capital Programme – reviewed, opportunity to invest.
- Cross Cutting Themes.
- Income generation/fees and charges.
- Reconsider the levels of Council Tax increase.
- Some service reductions – ceasing or reductions to levels of service.
- The use of the Spend to Save reserve to support transformation.
- The raising of capital receipts to support capital investment.

When considering how we transform our services the following principles will apply: -

- Moving from an organisational focus (supporting our own internal requirements and functional silo's) to a focus that looks to meet our residents and communities' needs.
- Management ethos focuses on improving the outcomes for residents and communities by removing barriers.
- Moving from functional silos to services that effectively meets our residents and communities' demand.
- Decision making is based on a clear set of principles, experience, knowledge, robust evidence and is taken as close to the frontline as possible.
- Continuous improvement informed by timely data which will measure how well we are delivering outcomes for residents and communities.

- Accountable for activities and accepting responsibility, resulting in transparent delivery of effective outcomes.
- We challenge everything we do and will realise the right outcomes using our transformation methodology.
- Partnerships are outcome focused, based on collaboration and strong relationships (working together, stronger together).

Reserves - In the interests of financial resilience, reserves should not be relied upon as general budget funding. This is because:

- It creates a gap in the finances of the following year as reserves are cash sums.
- Earmarked reserves are set aside for a particular purpose.
- Reserves are an important part of financial resilience, providing a cash buffer.
- Cash in reserves is not idle; it generates investment income in line with the Treasury Management Strategy and avoids the need for short-term borrowing.

4. Risk and Sensitivity Analysis

4.1 Sensitivity Analysis

The MTFs is prepared using the best inflation at this point in time, but as a working document will continue to be updated through until the budget is agreed in February 2023. The volatile economic environment affecting inflation and prices and demands on services means further modelling will take place. The impact of a 1% change on headline figures is shown at Figure 14.

Figure 14

Modelling and impact of changes - £	1%	2%	3%
Council Tax (before CTRS)	- 915,720	- 1,831,440	- 2,747,160
WG Settlement	- 2,102,610	- 4,205,219	- 6,307,829
Pay (Teachers)	570,894	1,141,788	1,712,682
Pay (NJC)	1,073,167	2,146,334	3,219,501
Non-Pay (excluding utilities)	1,083,070	2,166,140	3,249,210

Figure 15 provides the most recent modelling based on the known funding next year of 8.7% and 3.1% the following year, with the future funding expectations from 2% to a worst-case scenario of -2%. The cumulative gap is shown between £19.9 million and £48.1 million.

Figure 15

	2023/24	2024/25	2025/26	2026/27	2027/28	Cumulative
	£'000	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554	348,854	363,948	378,648	393,967	
Current Year Budget	301,872	326,554	348,854	363,948	378,648	
GAP - each year	24,682	22,300	15,093	14,701	15,319	
Additional Funding						
Council Tax increase - 5% and tax base	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement (8.7%, 3.1%, 2% then on)	-18,298	-7,080	-4,709	-4,804	-4,900	
Net Gap - Each Year	0	10,322	5,241	4,497	4,749	24,810
Additional Funding						
Council Tax increase - 5% yr 1, 5% the	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement 8.7%, 3.1%, 0%,	-18,298	-7,080	0	0	0	
Net Gap / (surplus)	0	10,322	9,951	9,301	9,649	39,223
Additional Funding						
Council Tax increase - 5% yr 1, 5% the	-6,384	-4,898	-5,143	-5,400	-5,670	
Settlement 8.7%, 3.1%, -2,	-18,298	-7,080	4,713	4,619	4,526	
Net Gap / (surplus)	0	10,322	14,664	13,920	14,175	53,080

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In previous years' service demography risk has been supported by identified reserves, as this is an estimate of increase rather than a precise figure, in addition this demand occurs throughout the year and only needs part year funding.

Adult Social Care demographics are based on a percentage increase for the 75-79 age group, based on current average packages and equates to one Residential/Nursing placement and one Domiciliary Care package per shire per month, net of any client income. In addition, Learning Disabilities Transitions are based on a known list of service users attaining age of eighteen and the likely placement for their care. £1.4 million has been estimated for next year, this could increase or decrease depending on demand.

Childrens services have assumed an additional 59 Children Looked After totaling £1.2 million, these are new placements and assumed at the usual foster care rates.

4.2 Funding the Uncertainty

Availability of Reserves - The **Reserves Policy** establishes a framework within which decisions are made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used. This is a key component of the MTFs as a sound reserves policy is essential to underpin the financial sustainability of the Council. It is for this reason that we have developed our approach to reserves through an effective policy.

The use of reserves and the levels at which they are maintained is determined on an annual basis as part of the Council's budget setting process following a risk-based assessment. The approach is supported by the policy around the use of reserves. In the main reserves are held corporately rather than service based, except where specific reserves and their use have been agreed.

The reserves held must be at an appropriate level to mitigate this risk and any unexpected events that may arise: -

- Civil emergencies, Natural Disasters and Pandemics.
- Failure to deliver statutory duties – failure to deliver, including safeguarding activity in relation to adults, children, health and safety or public health could result in possible negligence claims.
- Increased threat of legal litigation in respect of service delivery standards and regulations and multiple insurance claims. This risk is the likelihood of needing to replenish the insurance fund immediately from reserves because of several claims above our excess.

As has been previously explained, reserves use is not a long-term solution to addressing general budget recurrent problems such as increasing costs. But in the short-term reserves may be a mechanism to address demand and price risk. It is estimated that up to £7 million will be used from specific reserves in 2022/34 to support post Covid pressures and the inflation demands, but as these are now in part becoming recurrent issues, they should be addressed through the FRM. Reserve use to support initiatives to deliver recurrent savings may be needed to smooth over the transition process.

Figure 16: Usable Reserves (excluding the £7 million anticipated use)

Summary	Opening Balance (1st April 22) Surplus / (Deficit)	Forecast Addition / (Use) of Reserves	Projected Balance (31st March 23) Surplus/ (Deficit)
General Fund	9,333	-	9,333
Budget Management Reserve	3,584	- 1,748	1,836
Specific Reserves	29,167	- 9,920	19,247
Transport & Equipment Funding Rese	8,843	- 2,080	6,763
Total Usable Reserves	50,927	- 13,748	37,179
Schools Delegated Reserves	8,982	- 93	8,889
School Loans & Other Items	- 371	7	- 364
Housing Revenue Account	4,244	- 145	4,099
Total Ring Fenced Reserve	12,855	- 231	12,624
Total	63,782	- 13,979	49,803

4.3 Risk Management Framework

At a time when the Council is facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the Corporate Plan and deliver services more efficiently, using innovative and cost-effective means.

A ***Risk Management Framework*** is in place to ensure that at all levels of the organisation we can identify risks which would prevent us from achieving our objectives (including failing to take advantage of opportunities). There is clear guidance on the terminology associated with risk management and the process itself, along with a set of practical tools and techniques to help us manage risks, deliver objectives, meet targets, and maintain resilience.

We must not lose sight of the fact that risk is inextricably linked to opportunities and innovation. The Council cannot be risk adverse, and it needs to take full advantage of opportunities for improving services therefore we need to be proactive in the way that we identify and manage our risk.

Having a better understanding of the importance of, and fully implementing, risk management will make a huge contribution to the Council. Better identification of risks and their management will mean that better use of resources is achieved. If we use the resources available to us more efficiently and effectively then the service to our customers can only be improved.

4.4 Key Risks

a. **Budget Delivery Risks**

Change Delivery Capacity - sufficient capacity and resource to deliver and implement change projects

Delivery of Cost Reductions - The level of cost reductions required in 2023/24 is significant at £16.4 million. Any unforeseen delays in implementation will impact on the achievement of the reductions required. Progress on the delivery of approved reductions will be reported to Cabinet monthly. Slippage on the delivery of proposals presents a risk to the budget plan and any resulting overspend would ultimately fall on the council's general fund reserve. However, the emphasis is placed on ensuring reductions are delivered. Plans within service areas need to be managed robustly, to limit any underachievement and monthly budget monitoring and savings delivery monitoring ensures Cabinet has visibility of financial performance and can take corrective action if necessary.

Political Approval of Budget - The Council is required under the Local Government Act 2003 to set a balanced budget for the forthcoming financial year, and this must be approved by Full Council.

Demand - rising demand, particularly post covid has been seen within Social Care and ALN services, modelling future demand is complex and any sensitivity analysis can have high value for small numbers of service users.

Economic Impact – Inflation: increasing costs and pressures for increasing pay awards. Interest Rates : increasing the cost of borrowing and impact on affordability of the Capital Programme.

COVID – Continuing impact of the pandemic, additional costs in response to ongoing measures and impact, Provider and supplier viability, impact on demand

b. **Funding Risks**

Variations to Settlement Assumptions - The Council makes every effort to ensure that its assumptions about budget settlements for future years are based upon the best available evidence. However, future settlements cannot be predicted with absolute accuracy and can be influenced by political and economic policy changes.

Grants – we rely on specific grants to support core activity, if these cease, we have to address the implications. Continued rising inflation will erode the value of the funding provided.

Income - The budget is supported by generated income and therefore services need to constantly review their income levels and develop creative plans to ensure that they are sustained. This risk is being mitigated by an overall strategy for income and a move to full cost recovery wherever appropriate.

Debt recovery – Cost of living crisis impact on residents, impacting on their ability to pay council fees and Council Tax.

Treasury Management - The revenue budget and capital programme are supported by daily cash movement managed within our borrowing and investment strategies. The financial climate has a significant impact on these activities. We continue to monitor these daily. Any variation in the cost of borrowing is being mitigated by a proactive approach to refinancing our borrowing wherever possible. This ensures that, wherever possible, our long-term borrowing for our capital projects takes advantage of the historically low level of debt interest.

c. **Mitigation, Review and Monitoring**

Monitoring and Managing Risk - As part of the impact assessment process, the author of the assessment is asked to identify mitigation to any negative impacts that have been identified. The risks and the identified mitigation must be managed within the appropriate project risk register to ensure continual monitoring and management of the risks

5. Resilience

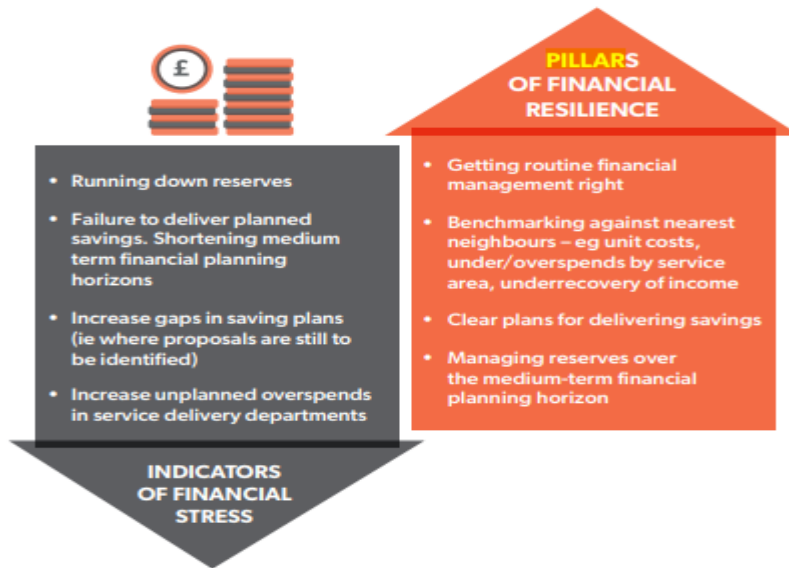
5.1 **Financial Resilience**

The Council continues to put financial resilience at the forefront of its financial activities and draws upon the support from Audit Wales who undertake regular pan Wales assessments on councils' financial sustainability. In 2021 an assessment concludes the financial sustainability assessment work during 2020-21 and identified that financial sustainability was a key risk to councils' arrangements before the pandemic occurred. The focus of their report included arrangements to secure value for money in the use of resources and the general trend of decreasing resources for local government combined with rising demand for some services.

The findings of the Powys Financial Sustainability review published in July 2021 set out three proposals for improvements - addressing the medium-term budget gap, ensuring that the ambitious capital strategy is affordable and continues to ensure that it monitors whether its budget planning processes are having the desired effect and helping to prevent significant overspends in key service areas. The delivery of these is monitored through the Regulatory Tracker.

The Council draws upon CIPFA's pillars of financial resilience and indicators of financial stress (Figure 17) as a framework for improvement within its Finance Transformation plan. Symptoms of stress and pillars of resilience are shown in the diagram below:

Figure 17 CIPFA Pillars of Financial Resilience



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Significant progress has been made to improve financial resilience and is evidenced in the Audit Wales review and documented as part of our Financial Management (FM) Code Assessment. One of the key areas covered by the Code is medium to longer term financial management, with the MTFP being an important factor in this regard. The code emphasises that a robust MTFP should have clear links to Service Plans and Capital Strategy. It should also contain a sound assessment of drivers of cost and demand, with associated sensitivity analysis.

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FINANCE RESOURCE MODEL 2023-2028

REVENUE EXPENDITURE	2023/24	2024/25	2025/26	2026/27	2027/28
	£	£	£	£	£
Base Budget (Prior Year)	301,872,000	326,554,301	348,854,157	363,947,626	378,648,466
Pay Award inflation 2022-23 Impact	4,750,475	0	0	0	0
Pay Award inflation 2023-24 onwards	6,134,717	4,151,736	3,797,482	3,873,410	3,950,877
Non pay Inflation	7,547,318	1,103,990	1,130,244	1,157,205	1,184,961
Grant Changes & Transfers into RSG (+)	0	214,000	0	0	0
Total Covid Pressures to be Addressed	980,064	(217,652)	(217,652)	(107,652)	(107,652)
Total Demography	305,913	721,830	734,270	734,270	734,270
Total Corporate Pressures	1,719,904	897,464	922,139	948,048	975,252
Total Service Pressures	21,985,241	15,478,036	9,452,225	8,295,219	8,946,671
Schools Reserves and Movements	(3,845,961)				
Total Cost Reductions	(16,445,570)	(501,467)	(1,358,040)	(576,890)	(579,800)
Undelivered Savings	1,550,200	(549,000)	0	0	0
Total Capital Financing	0	1,000,920	632,800	377,230	214,130
Total FRM Revenue Net Exp	326,554,301	348,854,157	363,947,626	378,648,466	393,967,176
	2023/24	2024/25	2025/26	2026/27	
	£'000	£'000	£'000	£'000	£'000
FRM Net Exp	326,554,301	348,854,157	363,947,626	378,648,466	393,967,176
Current Year Budget	301,872,000	326,554,301	348,854,157	363,947,626	378,648,466
GAP - each year	24,682,301	22,299,856	15,093,469	14,700,840	15,318,710
Additional Funding					
Council Tax increase - 5% and tax base increase	(6,384,285)	(4,897,801)	(5,142,692)	(5,399,826)	(5,669,817)
Settlement (8.7%, 3.1%, 2% then on)	(18,298,015)	(7,080,034)	(4,709,365)	(4,803,552)	(4,899,623)
Funding Shortfall each Year	0	10,322,020	5,241,412	4,497,462	4,749,269
Funding Shortfall Cumulative		10,322,021	15,563,433	20,060,895	24,810,165

Council Tax Increase	5.0%	5.0%	5.0%	5.0%	5.0%
Welsh Government Settlement AEF	8.7%	3.1%	2.0%	2.0%	2.0%

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Appendix C	Cost Reductions Proposed 2023-28						
Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
109	Adults	Full year effect of the part year savings from 2022/23 in 2023/24	(500,000)	(500,000)	0	0	0
110	Adults	Direct Payments - Identifying the level of domiciliary care packages (average of 14 hours/week) is critical to finding efficiencies and the use of Direct Payments a solution if linked to the new strength based approach in Social Work practice.	(200,000)				
111	Adults	Where people live - This is an approach to support people to live within their own community, or as close to their community as possible. This means a reduction in the number of people who live in care homes and specialist homes outside of Powys and to support people to return to their home community. This includes the shared lives service, repatriating out of county placements, canary systems (Technology Enabled Care) to identify where it is possible replace through the night care etc'	(100,000)				
N/A	Adults	Extra Care from 2023/24 - divert from Residential Care/traditional domiciliary care, delays in current builds	0	(147,000)	(108,000)		
113	Adults	Funding Body Review	(750,000)				
114	Adults	Care and Support Transformation Project: Managing Demand - Strengths Based Reviews, through our dignity with care approach, reduce the number of double handed care packages, thereby reducing cost of those care packages and to deploy (TEC) Technology Enabled Care	(1,000,000)				
116	Adults	Travel efficiency target 10%	(64,280)	0	0	0	0
117	Adults	Mobile phone 10% target reduction	(6,320)	0	0	0	0
118	Adults	Disability Day Opportunity redesign - future remodelling required, need time to consult and develop Work, Leisure & Learning	(10,185)	(10,185)	0	0	
119	Adults	In House Supported Housing redesign of night time hours	(27,000)				
120	Adults	Older day provision review	(120,000)	(120,000)	0		
125	Adults	Advocacy - Independent Professional	(39,780)				
127	Adults	Respite for learning disabilities (short stay house)	(50,000)				
129	Adults	Void Management - supported living providing people with the option to move elsewhere and reduction in spot residential contracts	(123,395)	(24,000)	(24,000)	(22,000)	0
131	Adults	Income from additional clients if 2022/23 Demography and full year costs expenditure funded, then associated income	(250,000)				
132	Adults	Increase fees for 'appointee and deputyship' services	(27,000)				
133	Adults	Funding Body Review back dated one off savings; however the budget reduction will need to be reinstated the following year	(1,000,000)	1,000,000			
138	Adults	Direct Payment refunds one off saving; under utilisation due to the pandemic, budget will need to be reinstated the	(500,000)	500,000			
139	ASC - Commission	Reduce Live Well Commissioning Support Officer (Scale 5) - currently vacant	(29,180)	0	0	0	0
140	ASC - Commission	Reduction in travel (from £15k- £5k)	(10,000)	0	0	0	0
141	ASC - Commission	Manage via staff slippage and recruitment	(7,826)	0	0	0	0
142	ASC - Commission	Realign a Grade 10 part time hours to a grant	(13,228)	0	0	0	0
143	ASC - Commission	Reduction in travel (from £15k)	(10,000)	0	0	0	0
144	ASC - Commission	Redivert additional grant funding to support 0-11 Family & Behaviour Support	(3,000)	0	0	0	0
145	ASC - Commission	Redivert additional grant funding to support Other Services/Third Parties	(14,030)	0	0	0	0
145	ASC - Commission	Redivert additional grant funding to support Incredible Years Training	(10,000)	0	0	0	0
95	childrens	Placements - Closer to Home (step down in provision)/Reduction in Children Looked After. Linked to increase in Foster carers investment above.	(1,050,000)	0	0	0	0
96	childrens	Placements - Leaving Care/Post 18 - Closer to Home (step down in provision)/ 16+ Commissioned.	(1,000,000)	0	0	0	0
97	childrens	Special Guardianship Order (SGO) Project - Conversion of Independent Fostering Agency (IFA) placement to SGO placement	(90,200)	(90,200)	0	0	0
98	childrens	Cost Saving from using permanent Social Workers once qualified instead of Agency (based on "grow your own" project - Masters Students and 50% Open University Students) plus Market Supplement. 3 Agency Workers 6 Months	(139,000)	0	0	0	0
99	childrens	Reduction in staffing expenses/family time expenses due to "closer to home"	(10,000)	(10,000)	(10,000)	0	0
100	childrens	Adoption - growth 2022/23 to increase contribution to the NWW region, already Powys make highest contribution	(40,000)	0	0	0	0

Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
101	childrens	Therapy external commisioned - saving from using RIF therapeutic team implimented	(45,000)	0	0	0	0
102	childrens	Utilising additional Income effectively	(200,000)	0	0	0	0
104	childrens	Young Carers - Third Party Contract	(17,510)	0	0	0	0
108	childrens	Staffing- transformation/ service redesign- posts frozen that are vacant and to be reconsidered including reviewing current market supplement	(170,000)	(394,366)	0	0	0
105	childrens	VAWDSW - Third Party Contracts	(34,520)	0	0	0	0
159	Corp	Savings to be identified	(4,370)	0	0	0	0
160	Corp	Pension actuarial review	(1,700,000)	(500,000)	(400,000)	0	0
161	Corp	NI reduction as per mini budget	(1,299,000)	0	0	0	0
2	delegated	2 degree reduction in heating	(411,390)	(21,351)	0	0	0
3	delegated	Laptops / devices off fully at night	(34,966)	(1,949)	0	0	0
4	delegated	Turn off lighting when not needed, amend sensors etc	(174,831)	(9,741)	0	0	0
5	delegated	No Photocopying (lease & consumables)	(242,982)	0	0	0	0
150	Digital	Careline service contact costs - increased income 22-23	(24,450)	0	0	0	0
6	Education	Curriculum for Wales Savings to use grant to offset base funded staff	(50,000)	0	0	0	0
7	Education	Primary SIA vacant post	(44,000)	0	0	0	0
8	Education	Income Generation across service - Training to other LA's and Estyn Inspections	(5,000)	(5,000)	0	0	0
9	Education	Reduction in Secondary Strategy Support	(50,000)	(50,000)	0	0	0
10	Education	Post 16 transition to be managed within service	(150,000)	0	0	0	0
11	Education	HIVI Team vacant hours removed	(14,470)	0	0	0	0
12	Education	Autism Teacher vacant hours removed	(32,500)	0	0	0	0
13	Education	Transformation of Specialist Centre Provision (Part year Year 1, Full Year Year 2)	0	(363,920)	(259,940)	0	0
14	Education	Transformation Stage 1 Pupil Referral Units	(50,000)	0	0	0	0
15	Education	Third Sector Spend - Action for Children expenditure review (further review being undertaken)	(70,000)	0	0	0	0
17	Education	Grant funded staff to manage pay inflation	(100,000)	0	0	0	0
18	Education	Realignment of union costs to be funded by delegated contingency	(22,340)	0	0	0	0
19	Education	Restructure in areas of the service	(56,480)	0	0	0	0
20	Education	EIG retained to offset Foundation learning base funded staff	(100,000)	0	0	0	0
21	Education	Consultancy budget removed (replaced by SIA's)	(50,000)	0	0	0	0
16	Education	VAWDSW contribution	(35,000)	0	0	0	0
151	Finance	Transformation savings	(64,000)	(50,000)	0	0	0
154	Finance	Additional savings to be agreed	(8,630)	0	0	0	0
26	hcd	H&CD 10% General Reduction in Business Miles	(4,480)	(6,790)	0	0	0
30	hcd	NPTC increased income Y Gaer	(35,000)	0	0	0	0
31	hcd	10p school meals increase	(187,310)	0	0	0	0
35	hcd	Arts Service Re-design	(60,000)	0	0	0	0
36	hcd	Reduce Libraries Book Budgets	(56,770)	0	0	0	0
37	hcd	Sports Development remove core budget	(35,000)	0	0	0	0
69	htr	Inflation awarded for pay and non pay - element of this will be able to be recovered through trunk and capital schemes charges	(310,890)	(327,270)	(344,440)	(362,600)	(381,720)
70	htr	Concessionary fares inflation to be funded from concessionary fare grant	(88,270)	(96,220)	(34,960)	(36,010)	(37,090)
71	htr	Inflation on materials and contractors used by highways Operations expected to be funded from an increase in trunk and capital income	(341,540)	(371,380)	(134,930)	(139,010)	(143,210)
72	htr	Inflation on materials and contractors used by Highways & Property Consultancy services expected to be funded by an increase in trunk and capital income	(24,370)	(25,920)	(16,770)	(17,270)	(17,780)
73	htr	Mitigation to Newtown De-trunked streetlights - conversion of lights to LED to reduce energy costs.	(23,100)	0	0	0	0
74	htr	Street Lighting - Part Night / Part Night Dimming	(43,250)	(43,250)	(25,000)	0	0

Ref	Service	Brief Description	2023-24	2024-25	2025-26	2026/27	2027/28
75	htr	Route optimisation of Waste and Recycling Collections	(52,500)	(52,500)	0	0	0
76	htr	Increased income as set out in the Fee Register	(50,000)	0	0	0	0
85	htr	Cost pressure relating from inflation increases above forecast on public transport	(517,500)	517,500	0	0	0
88	htr	Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)	(100,000)	0	0	0	0
91	htr	Sweat Assets - 1 year break on paying depreciation to vehicle replacement programme, delay replacement of vehicles by one year	(2,589,000)	2,589,000	0	0	0
91	htr	Reduce level of reduction for Sweat Assets from £2.589m to £1m - 1 year break on paying depreciation to vehicle replacement programme, delay replacement of vehicles by one year 16/12	1,589,000	(1,589,000)	0	0	0
94	htr	Street Works Income	(246,000)	0	0	0	0
N/A	htr	Closure of one HWRC? (estimate)	0	(200,000)	0	0	0
155	legal	Reduce legal Travel Budget from £3k pa	(1,500)	0	0	0	0
42	pppp	Training, travel and other services & books and publications - budget line reductions	(19,800)	0	0	0	0
43	pppp	Staffing reduction - Environmental Health Officer (1 FTE, Grade 12)	(73,751)	0	0	0	0
46	pppp	Staffing reduction - Closed landfills & Contaminated land (1 FTE, Grade 10)	(50,480)	0	0	0	0
54	pppp	Energy efficiency measures - Offices	(26,000)	0	0	0	0
55	pppp	Reduce energy management budget	(5,000)	0	0	0	0
56	pppp	Staffing reduction - Strategic Property (1 FTE, Grade 12 & 2.4 FTE, Grade 5)	(131,500)	0	0	0	0
57	pppp	Reduce maintenance budget - Offices	(100,000)	0	0	0	0
58	pppp	Reduce maintenance budget - Depots	(28,000)	0	0	0	0
59	pppp	Corporate landlord - Recovery of costs of implementing remedial work from Education	(46,710)	0	0	0	0
60	pppp	Corporate Landlord - Recovery of costs of undertaking fire risk assessments	(27,200)	0	0	0	0
61	pppp	Income from undertaking fire marshal and fire extinguisher training	(5,000)	0	0	0	0
62	pppp	Rent Park Office, Newtown	(47,925)	(47,925)	0	0	0
63	pppp	Reduce building cleaning budget	(60,000)	0	0	0	0
64	pppp	Increase income - Commercial Estate	(15,000)	0	0	0	0
65	pppp	Staffing reduction - Building Control	(54,940)	0	0	0	0
67	pppp	National Trading Standards Estate & Letting Agency - Management income	(10,000)	0	0	0	0
67	PPPP	Increasing burial fees	(42,810)	0	0	0	0
68	pppp	Income secured from 10% increase in income lines selected by Finance (£123,560) minus lines that are outside PCC control	(48,558)	0	0	0	0
24	T & C	APSE subscription fees	(3,612)	0	0	0	0
25	T & C	General Office Expenses (Democratic Services)	(4,360)	0	0	0	0
156	WOD	Travel efficiency target 10%	(2,890)	0	0	0	0
157	WOD	Mobile phone 10% target reduction	(190)	0	0	0	0
158	WOD	DBS inflationary increase	(8,500)	0	0	0	0
	TOTAL		-16,445,570	-501,467	-1,358,040	-576,890	-579,800

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SCHOOLS

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Home to School Transport	Vacant Seat charge, pre 16 per term	£ 180.00	£ 154.00	£ 170.00	10.39%
	Vacant Seat charge, post 16 per term	£ 205.00	£ 200.00	£ 220.00	10.00%
School Houses Rent per Year (Peppercorn)	Wayleaves and Leases	£ 677.83	£ 690.88	£ 690.88	Increase in line with the electric board
School Houses Rent per Month	Various	£ 654.41	£ 667.50	£ 735.58	10.20%

WATER SAMPLING FEES

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Sampling Fees	Risk Assessment for single dwelling supplies (by req. only)	£220.00	£220.00	TBC	TBC	statute
	New risk assessment	£220.00	£220.00	TBC	TBC	
	Revised risk assessment	£135.00	£135.00	TBC	TBC	
	Sampling of single supplies (by req. only)	£100.00	£100.00	TBC	TBC	statute
	Sampling of statutory supplies (each visit)	£100.00	£100.00	TBC	TBC	statute
	Investigation (each supply)	£110.00	£110.00	TBC	TBC	
	Small shared domestic property only	£100.00	£100.00	TBC	TBC	statute

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
GAMBLING	Small Lotteries - New Registration	40.00	40.00	TBC	TBC	set by statute
	Small Lotteries - Renewal	20.00	20.00	TBC	TBC	
	Notification of Gaming Machine	50.00	50.00	TBC	TBC	
	Betting Premises Annual Fee	480.00	480.00	TBC	TBC	
	Betting Premises Application	2,400.00	2,400.00	TBC	TBC	
	Licensed Family Entertainment Centre Application	1,600.00	1,600.00	TBC	TBC	
	Licensed Family Entertainment Centre Annual Fee	600.00	600.00	TBC	TBC	
	Unlicensed Family Entertainment Centre permit (10 year permit)	300.00	300.00	TBC	TBC	
	Club Gaming Machine - New Permit	200.00	200.00	TBC	TBC	
	Club Gaming Machine - Renewal	100.00	100.00	TBC	TBC	
	Club Gaming/Machine Permit Annual fee due in the first month of applying	50.00	50.00	TBC	TBC	
ANIMALS	Riding Establishments	£ 374.00	£ 328.00	£ 356.00	8.54%	Introduction of an Intial Grant charge - only renewal price quoted. Intial grant cost is higher . Licensing Committee will receive a report in January re new fees.
		£ 416.00	£ 366.00	£ 400.00	9.29%	
	Animal Boarding Establishments	£ 303.00	£ 253.00	£ 279.00	10.28%	
	Pet Shops	£ 303.00	£ 282.00	£ 375.00	32.98%	
	Dog Breeding	£ 315.00	£ 328.00	£ 411.00	25.30%	
		£ 345.00	£ 375.00	£ 460.00	22.67%	
		£ 375.00	£ 421.00	£ 499.00	18.53%	
	Dangerous Wild Animals	£ 730.00	£ 575.00	£ 622.00	8.17%	
	Zoo (4 year)	£ 1,496.00	£ 1,717.00	£ 1,717.00	0.00%	
	Zoo (6 year)	£ 1,991.00	£ 2,341.00	£ 2,341.00	0.00%	
	Performing Animals - Registration Fee	£ 151.00	£ 151.00	£ 151.00	0.00%	
	Home Boarder	£ 268.00	£ 186.00	£ 254.00	36.56%	
Advisory Visit at request of License	£ 101.00	£ 101.00	£ 101.00	0.00%		
	Private Hire Operator: Admin charge for consideration of the Application	£ 405.00	£ 387.00	£ 387.00	0.00%	

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
TAXI	Private Hire/Hackney Carriage Drivers: Administration Charge for consideration of a New Application	£ 260.00	£ 248.00	£ 248.00	0.00%	Calculated using the All Wales toolkit and approved by Licensing Committee in normal years. Due to the pandemic fees are being held the same for a year to allow for a fuller review next year. Committee report to be considered in January
	Private Hire/Hackney Carriage Drivers: Administration Charge for Renewal	£ 260.00	£ 248.00	£ 248.00	0.00%	
	Driver Licence (1 year – on request)	£ 150.00	£ 140.00	£ 140.00	0.00%	
	Private Hire Vehicle	£ 148.00	£ 130.00	£ 130.00	0.00%	
	Hackney Carriage Vehicles	£ 148.00	£ 130.00	£ 130.00	0.00%	
	Plate Bracket	£ 11.30	£ 11.30	£ 11.30	0.00%	
	Pair of door stickers	£ 7.50	£ 7.50	£ 7.50	0.00%	
	Driver test	£ 40.00	£ 40.00	£ 40.00	0.00%	
PETROLEUM	Less than 2,500 litres (550 gallons)	£ 45.00	£ 45.00	TBC	Not yet known	set by HSE
	Between 2,500 litres (550 gallons) and 50,000 litres (11,000) gallons	£ 61.00	£ 61.00	TBC	Not yet known	
	More than 50,000 litres (11,000 gallons)	£ 128.00	£ 128.00	TBC	Not yet known	
	Transfer of Licence	£ 8.00	£ 8.00	TBC	Not yet known	
EXPLOSIVES	Licence to store explosives >0m separation - 1 year	£ 189.00	£ 189.00	TBC	Not yet known	set by HSE
	Licence to store explosives >0m separation - 2 year	£ 248.00	£ 248.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 3 year	£ 311.00	£ 311.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 4 year	£ 382.00	£ 382.00	TBC	Not yet known	
	Licence to store explosives >0m separation - 5 year	£ 432.00	£ 432.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 1	£ 88.00	£ 88.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 2	£ 150.00	£ 150.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 3 year	£ 211.00	£ 211.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 4 year	£ 272.00	£ 272.00	TBC	Not yet known	
	Renewal of Licence to store explosives >0m separation - 5 year	£ 333.00	£ 333.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 1 year	£ 111.00	£ 111.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 2 year	£ 144.00	£ 144.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 3 year	£ 177.00	£ 177.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 4 year	£ 211.00	£ 211.00	TBC	Not yet known	
	Licence to store explosives <=0m separation - 5 year	£ 243.00	£ 243.00	TBC	Not yet known	
	Renewal of Licence to store explosives <=0m separation - 1	£ 55.00	£ 55.00	TBC	Not yet known	

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	Renewal of Licence to store explosives <=0m separation - 2 year	£ 88.00	£ 88.00	TBC	Not yet known	
	Renewal of Licence to store explosives <=0m separation - 3 year	£ 123.00	£ 123.00	TBC	Not yet known	
	Renewal of Licence to store explosives <=0m separation - 4 year	£ 155.00	£ 155.00	TBC	Not yet known	
	Renewal of Licence to store explosives <=0m separation - 5 year	£ 189.00	£ 189.00	TBC	Not yet known	
	Any other kind of variation	Cost of carrying out work				
	Licence Variation: Amending name of licensee or address of site	£ 37.00	£ 37.00	TBC	Not yet known	
	Licence Variation: Transfer of licence or registration	£ 37.00	£ 37.00	TBC	Not yet known	
	Licence Variation: Replacement of Licence or registration if lost	£ 37.00	£ 37.00	TBC	Not yet known	

OTHER LICENCES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
MISCELLANEOUS	Sexual Entertainment Venue/Sex Establishment	£ 1,161.00	£ 1,185.00	£ 1,312.00	10.72%	
	Street Trading Consents	£ 457.00	£ 467.00	£ 517.00	10.71%	
	Skin Piercing	£ 234.00	£ 239.00	£ 265.00	10.88%	
	Ear Piercing -duplicate for above really no need for separate entry	£ 234.00	£ 239.00	£ 265.00	10.88%	
	Scrap Metal Site - New	£ 270.00	£ 270.00	£ 330.00	22.22%	Scrap renewable and reviewed every 3 years and calculated using an All Wales toolkit to account for full cost recovery. Will be reviewed in advance of Sept 22 when they become due for renewal.
	Scrap Metal Site - Renewal	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Scrap Metal Collector - New	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Scrap Metal Collector - Renewal	£ 270.00	£ 270.00	£ 330.00	22.22%	
	Mobile Home Site	£1054/£781	£1054/£781	£1054/£781	TBC	Mobile homes licences renewable every 5 years and calculated using an
	Variation of licence conditions (no visit)	£ 67.00	£ 67.00	£ 67.00	0.00%	
	Variation of licence conditions (visit)	£ 127.00	£ 127.00	£ 127.00	0.00%	All Wales toolkit to account for full cost recovery.
	Depositing site rules	£ 39.00	£ 39.00	£ 39.00	0.00%	
	Replacement licence	£ 21.00	£ 21.00	£ 21.00	0.00%	
Environmental Search Enquiry	£ 76.50	£ 76.50	£ 76.50	0.00%		

FOOD & H&S

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
FOOD HYGIENE	Request for re-rating	£ 180.00	£180.00	TBC	TBC	Nationally set
	Food advisory service	£ 150.00	£150.00	Suspended	TBC	Fee for 2 hours plus £55 plus vat per hour for any further hours based on actual costs. (although currently service suspended)
	Food export health certificates	£ 95.00	£97.00	£107.00	10.31%	
	Voluntary surrender of foods	£ 95.00	£97.00	£107.00	10.31%	Fee for first hour, plus £55 per additional hours and actual costs of food disposal.
	Food hygiene training	£ 55.00	Suspended	Suspended	TBC	suspended
	Primary Authority Arrangements for food hygiene		Fee will be based on actual cost	Fee will be based on actual cost	Fee will be based on actual cost	fee will be based on actual cost
HEALTH AND SAFETY	Safety Certificate for Sports Ground	£ 565.00	£577.00	£639.00	10.75%	

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Measuring Instruments Directive	Automatic discontinuous totalisers, automatic rail weighbridges, automatic catchweighers, automatic gravimetric filling instruments and beltweighers. <u>Cold water meters</u>	£90.34	£93.86	£103.25	10.00%
	Measuring instruments for liquid fuel and lubricants	10% surcharge	10% surcharge	10% surcharge	TBC
	Measuring instruments for liquid fuel delivered from road tankers	10% surcharge	10% surcharge	10% surcharge	TBC
	Capacity serving measures	25% surcharge	10% surcharge	10% surcharge	TBC
	Material measures of length	25% surcharge	10% surcharge	10% surcharge	TBC
	Equipment designed to weigh loads in motion	£90.34	£93.86	£103.25	10.00%
	Bulk fuel measuring equipment tested following a Regulation 65 or 66 occurrence under the 1983 Regulations or Regulation 23 or 24 occurrence under the 1988 Regulations	£90.34	£93.86	£103.25	10.00%
	Weighing or measuring equipment tested by means of statistical sampling	£90.34	£93.86	£103.25	10.00%
	The establishment of calibration curves from templates	£90.34	£93.86	£103.25	10.00%
	Templates graduated in millilitres	£90.34	£93.86	£103.25	10.00%
	Testing or other services in pursuance of a Community obligation other than EC initial or partial verification	£90.34	£93.86	£103.25	10.00%
Weights (per hour)	Full hourly rate for the first hour, thereafter £56.32 ph	£90.34 per hour (N.B. discount)	93.86 Discount £56.32	£103.25 Discount £61.95	TBC
Measures (ea)	Linear measures not exceeding 3m, for each scale	£11.25	£11.69	£12.86	10.01%
	Capacity measures, without divisions, not exceeding 1 litre	£8.88	£9.23	£10.16	10.08%
	Cubic ballast measures (other than brim measures)	£198.92	£206.68	£227.35	10.00%
	Liquid capacity measures for making up and checking average quantity packages	£31.44	£32.67	£35.94	10.01%

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Templates (ea)	Per scale - first item	£54.67	£56.80	£62.48	10.00%
	Second and subsequent items	£20.68	£21.49	£23.64	10.00%
Weighing Instruments - Non NAWI	Not exceeding 1 tonne (ea)	£71.41	£74.19	£81.61	10.00%
	Exceeding 1 tonne to 10 tonne (ea)	£115.67	£120.18	£132.20	10.00%
	Exceeding 10 tonnes (ea)	£241.58	£251.00	£276.10	10.00%
	Certification of Weighbridge Operators (ph)	£90.34	£93.86	£103.25	10.00%
Weighing Instruments - NAWI	Not exceeding 1 tonne (ea)	£118.86	£123.50	£135.85	10.00%
	Exceeding 1 tonne to 10 tonne (ea)	£183.95	£191.12	£210.23	10.00%
	Exceeding 10 tonnes (ea)	£402.68	£418.38	£460.22	10.00%
	When testing instruments incorporating remote display or printing facilities, and where completion of the test requires a second person or a second series of tests by the same person, an additional fee may be charged.	50% surcharge	50% surcharge	50% surcharge	TBC
Measuring Instruments for Intoxicating Liquor: (ea)	Not exceeding 150ml	£19.60	£20.36	£22.40	10.02%
	Other	£22.65	£23.53	£25.88	9.99%

WEIGHTS & MEASURES

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Measuring Instruments for Liquid Fuel and Lubricants:	Container type (not subdivided) (ea)	£82.10	£85.30	£93.83	10.00%
Single/multi-outlets (nozzles)	First nozzle tested, per site (ea)	£133.92	£139.14	£153.05	10.00%
	Each additional nozzle tested (ea)	£82.27	£85.48	£103.43	21.00%
	Testing of peripheral electronic equipment on a separate visit (per site) (ph)	£90.34	£93.86	£103.25	10.00%
	Testing of credit card acceptor (per unit, regardless of no. of slots/nozzles/pumps) (ph)	£90.34	£93.86	£103.25	10.00%
Road Tanker Fuel Measuring Equipment (Above 100 Litres):	Meter measuring systems: Wet hose with two testing liquids (ea)	£287.44	£298.65	£328.52	10.00%
	Meter measuring systems: Wet hose with three testing liquids (ea)	£335.35	£348.43	£383.27	10.00%
	Meter measuring systems: Dry hose with two testing liquids (ea)	£319.34	£331.79	£364.97	10.00%
	Meter measuring systems: Dry hose with three testing liquids (ea)	£367.43	£381.76	£419.94	10.00%
	Meter measuring systems: Wet/dry hose with two testing liquids (ea)	£447.11	£464.55	£511.01	10.00%
	Meter measuring systems: Wet/dry hose with three testing liquids (ea)	£477.97	£496.61	£546.27	10.00%
Certificate of errors	For supplying a certificate containing results of errors found on testing (certificate supplied upon request of the submitter; fee applies when no other fee is payable).	£58.25	£60.52	£66.30	9.55%

LICENSED PREMISES

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments	
Licensed Premises/Club Application/Variation	Band A (non-domestic rateable value £0 - £4,300)	£100.00	£100.00	TBC	TBC	same as other years as set by statute (last revision 2003)	
	Band B (non-domestic rateable value £4,301 - £33,000)	£190.00	£190.00	TBC	TBC		
	Band C (non-domestic rateable value £33,001 - £87,000)	£315.00	£315.00	TBC	TBC		
	Band D (non-domestic rateable value £87,001 - £125,000)	£450.00	£450.00	TBC	TBC		
	Band E (non-domestic rateable value £125,001+)	£635.00	£635.00	TBC	TBC		
	Band B (non-domestic rateable value £4,301 - £33,000)	£180.00	£180.00	TBC	TBC		
	Band C (non-domestic rateable value £33,001 - £87,000)	£295.00	£295.00	TBC	TBC		
	Band D (non-domestic rateable value £87,001 - £125,000)	£320.00	£320.00	TBC	TBC		
	Band E (non-domestic rateable value £125,000+)	£350.00	£350.00	TBC	TBC		
Miscellaneous	Copy of Premises Licence	£10.50	£10.50	TBC	TBC		
	Premises Provisional Statement	£315.00	£315.00	TBC	TBC		
	Premises Change of name	£10.50	£10.50	TBC	TBC		
	Premises Change DPS	£23.00	£23.00	TBC	TBC		
	Premises Transfer	£23.00	£23.00	TBC	TBC		
	Premises Interim Notice	£23.00	£23.00	TBC	TBC		
	Club Change of Name or Rules	£10.50	£10.50	TBC	TBC		
	Club Change of Registered Address	£10.50	£10.50	TBC	TBC		
	Minor Variation	£89.00	£89.00	TBC	TBC		
	Disapply DPS on Community Premises	£23.00	£23.00	TBC	TBC		
	Temporary Event Notice	£21.00	£21.00	TBC	TBC		
	TEN Copy Notice	£10.50	£10.50	TBC	TBC		
	Personal Licence	£37.00	£37.00	TBC	TBC		
	Personal Licence Copy	£10.50	£10.50	TBC	TBC		
	Personal Change Name/address	£10.50	£10.50	TBC	TBC		
Premises Freeholder Interest	£21.00	£21.00	TBC	TBC			

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Table A - New Dwellings Number of Units (Full Plans Vetting Charge): *	1		£197.50	£197.50	£209.35	6.00%	Inflation increase
	2		£265.00	£265.00	£280.90	6.00%	Inflation increase
	3		£347.50	£347.50	£368.35	6.00%	Inflation increase
	4		£431.67	£431.67	£457.57	6.00%	Inflation increase
	5		£521.67	£521.67	£552.97	6.00%	Inflation increase
	6		£611.67	£611.67	£648.37	6.00%	Inflation increase
	7		£637.50	£637.50	£675.75	6.00%	Inflation increase
	8		£663.33	£663.33	£703.13	6.00%	Inflation increase
	9		£689.17	£689.17	£730.52	6.00%	Inflation increase
	10		£695.00	£695.00	£736.70	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table A - New Dwellings Number of Units (Full Plans Inspection Charge): *	1		£427.50	£502.50	£532.65	6.00%	Inflation increase
	2		£710.00	£835.00	£885.10	6.00%	Inflation increase
	3		£902.50	£1,052.50	£1,115.65	6.00%	Inflation increase
	4		£1,068.33	£1,218.33	£1,291.43	6.00%	Inflation increase
	5		£1,228.33	£1,428.33	£1,514.10	6.00%	Inflation increase
	6		£1,363.33	£1,588.33	£1,683.63	6.00%	Inflation increase
	7		£1,562.50	£1,812.50	£1,921.25	6.00%	Inflation increase
	8		£1,761.67	£1,986.67	£2,105.87	6.00%	Inflation increase
	9		£1,877.50	£2,160.83	£2,290.48	6.00%	Inflation increase
	10		£2,180.00	£2,305.00	£2,443.30	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table A - New Dwellings Number of Units (Building Notice Charge):	1		£625.00	£700.00	£742.00	6.00%	Inflation increase
	2		£975.00	£1,100.00	£1,166.00	6.00%	Inflation increase
	3		£1,250.00	£1,400.00	£1,484.00	6.00%	Inflation increase
	4		£1,500.00	£1,650.00	£1,749.00	6.00%	Inflation increase
	5		£1,750.00	£1,950.00	£2,067.00	6.00%	Inflation increase
	6		£1,975.00	£2,200.00	£2,332.00	6.00%	Inflation increase
	7		£2,200.00	£2,450.00	£2,597.00	6.00%	Inflation increase
	8		£2,425.00	£2,650.00	£2,809.00	6.00%	Inflation increase
	9		£2,650.00	£2,850.00	£3,021.00	6.00%	Inflation increase
	10		£2,875.00	£3,000.00	£3,180.00	6.00%	Inflation increase
	11 - 30		Quote	Quote	Quote	Quote	
Table B - Amount of Full Plans Vetting Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£131.67	£131.67	£139.57	6.00%	Inflation increase
	Single Storey Extensions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£131.67	£131.67	£156.69	19.00%	22/23 increase to match outcome of 2022 peer review

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£131.67	£131.67	£156.69	19.00%	22/23 increase to match outcome of 2022 peer review
Table B - Amount of Full Plans Inspection Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£160.00	£160.00	£169.60	6.00%	Inflation increase
	Single Storey Extensions and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£293.33	£293.33	£30,349.10	19.00%	22/23 increase to match outcome of 2022 peer review
		Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£443.33	£443.33	£527.56	19.00%	22/23 increase to match outcome of 2022 peer review
Table B - Amount of Building Notice Charge	Garages	Erection or extension of a detached building which consists of a garage carport or both having a floor area not exceeding 60m2 in total, and which is not an exempt building.	£291.66	£291.66	£309.16	6.00%	Inflation increase
	Extensions and loft conversions	Any extension or loft conversion of a dwelling the total floor area of which exceeds 10m2, but does not exceed 40m2, including means of access and work in connection with that extension.	£425.00	£425.00	£450.50	6.00%	Inflation increase
		Any extension or loft conversion of a dwelling the total floor area of which exceeds 40m2, but does not exceed 100m2, including means of access and work in connection with that extension.	£575.00	£575.00	£610.00	6.00%	Increase following per review
	Other Works	Conversion of a single domestic garage in to a habitable room	£225.00	£250.00	£297.50	19.00%	Increase following peer review
		Replacement of windows in a dwelling (up to 20 windows)	£104.17	£104.17	£110.42	6.00%	Inflation increase
		Installation or replacement of domestic sewage treatment system	£179.17	£179.17	£189.92	6.00%	Inflation increase
		Upgrading thermal elements (as defined in guidance note)	£104.17	£110.00	£116.60	6.00%	Inflation increase
	Installation or replacement of a heat producing appliance (e.g. solid fuel appliance, oil fired appliance, ground source heat pump or solar hot water system etc). Where the installer is not a member of a 'Competent Persons Scheme')	£308.33	£308.33	£326.83	6.00%	Inflation increase	
	Electrical Installations where the installer is not a member of a 'Competent Persons Scheme'	£308.33	£308.33	£326.83	6.00%	Inflation increase	

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Table C - Cost of Works - Amount of Full Plans Vetting Charge	£0 - £1,000		N/A	N/A	N/A	N/A	Re profiled in 21/22. See Inspection Fee only
	£1,001 - £5,000		N/A	N/A	N/A	N/A	Re profiled in 21/22 See Inspection Fee only
	£5,001 - £10,000		£80.00	£80.00	£84.80	6.00%	Inflation increase
	£10,001 - £30,000		£115.00	£115.00	£121.90	6.00%	Inflation increase
	£30,001 - £50,000		£166.67	£166.67	£176.67	6.00%	Inflation increase
	£50,001 - £75,000		£220.83	£220.83	£234.10	6.01%	Inflation increase
Table C - Cost of Works - Amount of Full Plans Inspection Charge	£0 - £1,000		£130.00	£130.00	£137.80	6.00%	Inflation increase
	£1,001 - £5,000		£212.50	£212.50	£225.25	6.00%	Inflation increase
	£5,001 - £10,000		£253.33	£253.33	£268.53	6.00%	Inflation increase
	£10,001 - £30,000		£345.00	£345.00	£365.70	6.00%	Inflation increase
	£30,001 - £50,000		£579.17	£579.17	£613.92	6.00%	Inflation increase
	£50,001 - £75,000		£716.67	£716.67	£759.67	6.00%	Inflation increase
	£75,001 - £100,000		£797.50	£797.50	£845.35	6.00%	Inflation increase
Table C - Cost of Works - Amount of Building Notice Charge	£0 - £1,000		£130.00	£130.00	£153.92	18.40%	Increase following peer review.
	£1,001 - £5,000		£212.50	£212.50	£251.60	18.40%	Increase following peer review.
	£5,001 - £10,000		£333.33	£333.33	£353.32	6.00%	Inflation increase
	£10,001 - £30,000		£460.00	£460.00	£487.60	6.00%	Inflation increase
	£30,001 - £50,000		£745.83	£745.83	£790.58	6.00%	Inflation increase
	£50,001 - £75,000		£937.50	£937.50	£993.75	6.00%	Inflation increase
	£75,001 - £100,000		£1,050.00	£1,050.00	£1,113.00	6.00%	Inflation increase
	Undertaking inspections through to completion on unfinished buildings works 5 years after the date of deposit		POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	

BUILDING CONTROL

Category	Quantity	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
NEW Table D - Supplementary Charges and Services	Undertaking inspections through to completion on bulding works that have been occupied for more than 6 months and where intended occupation was not notified to Building Control.		POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	POA. Based on current hourly rate and anticipated number of outstanding inspections. Recalculated every 12 months thereafter for works that remain unfinished	
	Withdrawal of an application post validation		£83.33	£83.33	£88.33	6.00%	Plan fees to also be retained where a full plan appraisal through to a decision has been made.
	Copy of decision notices/completion certificates		£62.50	£62.50	£66.25	6.00%	Inflation increase
	Letter confirming exemption from building regulations		£83.33	£83.33	£88.33	6.00%	Inflation increase
	Pre application advice after the first hour (free of charge) where a building regulation application is subsequently not submitted or an Initial Notice is lodged.		£60.00	£60.00	£63.60	6.00%	Inflation increase
	Issuing of a demolition notice		£75.00	£75.00	£79.50	6.00%	Inflation increase
	Redirection of inspection fee invoices		£30.00	£30.00	£31.80	6.00%	Inflation increase
Personal Searches requiring a response within 48 hrs by email		£77.50	£75.00	£79.50	6.00%	Inflation increase	
NEW Table E Street	Existing private dwelling		£75.00	£90.00	£95.00	5.56%	Inflation increase
	<u>name change</u> Existing business		£100.00	£125.00	£132.50	6.00%	Inflation increase
	property name change						

PLANNING

Planning Fees

The latest planning permission fees can be obtained by clicking on the following link:-

<https://en.powys.gov.uk/article/6040/Planning-permission-fees>

BURIAL FEES

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Excavation	Burial - Adults: Single Depth	£ 820.91	£ 820.91	£ 905.00	10.24%
	Burial - Adults: Double Depth	£ 1,034.75	£ 1,034.75	£ 1,140.00	10.17%
	Burial - Children: Children under 18 years	£ -	£ -	£ -	TBC
	Cremated Remains: Adults (over 18 years)	£ 259.79	£ 259.79	£ 286.00	10.09%
Monument Registrations	Right to erect a headstone & first inscription Adults (over 18 years old)	£ 236.83	£ 236.83	£ 261.00	10.21%
	Right to erect a headstone & first inscription Children (under 18 years old)	£ -	£ -	£ -	TBC
	Subsequent inscriptions Adults (over 18 years old)	£ 60.08	£ 60.08	£ 66.00	9.85%
Purchase of Exclusive Right of Burial (ERB)	Adults (over 18 years old)	£ 945.23	£ 945.23	£ 1,042.00	10.24%
	Children - under 18 years	£ -	£ -	£ -	TBC
	Cremation Space Adults (over 18 years old)	£ 468.34	£ 468.34	£ 516.00	10.18%
Registration of Burial	Adults (over 18 years old)	£ 294.56	£ 294.56	£ 325.00	10.33%
	Children (under 18 years old)	£ -	£ -	£ -	TBC
Miscellaneous	Scattering of Ashes Adults (over 18 years old)	£ 294.56	£ 294.56	£ 325.00	10.33%
	Home burial visit	£ 120.00	£ 120.00	£ 132.00	10.00%
	Genealogy Research Requests*	£ 70.18	£ 70.18	£ 77.00	9.72%
	Saturday cremations (additional cost) Adults (over 18 years old)	£ 264.00	£ 264.00	£ 291.00	10.23%
	Saturday burials (additional cost) Adults (over 18 years old)	£ 528.00	£ 528.00	£ 582.00	10.23%

DOGS & PEST CONTROL

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
DOG	Kennelling fee	£ 50.00	£50.00	£50.00	0.00%
WARDEN	Cost per day	£ 13.00	£13.00	£13.00	0.00%

CATERING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Primary School	Meal	£2.35	£2.35	£2.45	4.26%	Part of the MTFS savings plan of 10p a meal, takes the cost
	Free Meal	£2.35	£2.35	£2.45	4.26%	
High School	Meal of the day	£2.45	£2.45	£2.55	4.08%	Part of the MTFS savings plan of 10p a meal
	Free Meal	£2.45	£2.45	£2.55	4.08%	

CLEANING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
External Sites	Cleaner	£13.84	£14.11	£16.98	20.34%
	Cleaner in Charge	£13.84	£14.11	£16.98	20.34%
Schools	Cleaner	£13.82	£13.82	£13.82	0.00%
Internal Sites	Cleaner	£13.82	£13.82	£13.82	0.00%
	Cleaner in Charge	£13.82	£13.82	£13.82	0.00%
	Cleaner Supervisor	£14.39	£14.39	£14.39	0.00%
Other sites	Fire Stations small Not including materials	£13.77	£14.11	£16.98	20.34%

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Fines – books	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children’s items.	Branches: Adult: 15p per open day overdue for each item (max. £5.00 per item). Mobile libraries: 15p per item per missed visit. Children: no fines on children’s items.	All fines for overdue books were removed by Delegated Decisions September 2022	100% decrease
Fines – other	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children’s items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	Talking books: Adult – 15p per day overdue for each item, to a maximum of £5.00. No fines on children’s items. DVDs: childrens, information and music: 20p per open day DVDs - feature films and boxed sets: 50p per open day to a maximum of £5.00	All fines for overdue items were removed by Delegated Decisions September 2022	100% decrease

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Reservations	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	Books in stock or on order: no charge Not in stock book or periodical: £10.00 Music and play sets: from £30.00 depending on number of copies wanted etc. Application for renewal of inter-library loan items (minimum of one week's notice required): £10.00 Overdue inter-library loan items: £10.00 recharge	no change
DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	Hire charge: £1.00 per week for children's, information, and music. Hire charge: £2.50 per week for adults and children's feature films Hire charge: £4 per week for boxed sets containing 3 or more DVDs	no change
Talking Books	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	Hire charge: £3.00. No charge for children's items.	no change
Replacement tickets	Adult / children: £2	Adult / children: £2	Adult / children: £2	no change
Photocopies	A4, 20p per side A3, 40p per side	A4, 20p per side A3, 40p per side	A4, 20p per side A3, 40p per side	no change
Paper	A4 10p per sheet	A4 10p per sheet	A4 10p per sheet	no change

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Printouts	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	A4: 20p black & white, 40p colour Microfiche/film printout: - A4: 30p self-service, 50p postal (where available) Standard charge through public i-cam printer Digital copies and printouts undertaken by staff: £1.00 each	no change
Damaged & lost items	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	Books: In print: current published price Out of print: current average cost for book type DVDs: Individually priced	no change
Use of Computers	Free bookable sessions	Free bookable sessions	Free bookable sessions	no change
Sale of memory sticks	8gb memory stick £6	8gb memory stick £6	8gb memory stick £6	no change

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Room hire	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Voluntary / educational organisations: £30.00 per 3 hour session; £15.00 per hour; £50 per 3 hour session out of library opening hours</p> <p>Other organisations: £50.00 per 3 hour session during library opening hours; £20 per hour plus caretaker costs for opening/closing per session outside of library opening hours Use of kitchen facilities (Brecon £10.00, others £5.00)</p> <p>Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	<p>Large meeting rooms - £50/£30 for 3-hour sessions and £20/£15 per hour Small meeting rooms and pods - £30/£20 for 3-hour sessions and £7.50/£10 per hour Co-working desks - £5 per half day and £10 for a day. Reduced rates for regular bookings: 10% reduction for regular bookings (10 per year and over)</p>	TBC

LIBRARIES

SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Exhibitions	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	Galleries: No charge for non selling exhibitions £50 + 10% of sales for selling exhibitions Display cases: No charge for non selling exhibitions Selling: £25 + 10% of sales for selling exhibitions Local organisations information displays: FREE at the discretion of the Branch Librarian	no change
Fax	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	Incoming: 50p per page Outgoing: UK £1.00; Europe - £2.00 for 1st page, £1.00 for each subsequent page; World - £3.00 for 1st page, £1.00 for each subsequent page	No longer used	delete
Laminating (where available)	A4 size: £1.50 A3 size: £2.00	A4 size: £1.50 A3 size: £2.00	A4 size: £1.50 A3 size: £2.00	no change
Local studies research	£20 per half hour	£20 per half hour	£20 per half hour - private research; £25 per half hour - commercial research	TBC

MUSEUMS

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
COPY CHARGES	Photocopy: Single A4/ BW	£0.25	£0.25	£0.25	0.00%
	Photocopy: A4 colour	£0.50	£0.50	£0.50	0.00%
	Photocopy - laminated	£1.00	£1.00	£1.00	0.00%
	Photocopy: A3 B/W	£0.50	£0.50	£0.50	0.00%
	Photocopy: A3 colour	£1.00	£1.00	£1.00	0.00%
ROOM HIRE	Half day incl. tea & coffee	£30.00	£30.00	£30.00	0.00%
	Full day incl. tea & coffee	£60.00	£60.00	£60.00	0.00%
VENUE HIRE	Filming etc. per day	Negotiable – depending on requirements	Negotiable – depending on requirements	Negotiable – depending on requirements	TBC
SALES	Exhibition art work sales, commission, pictures / books / cards	33% of wall price	33% of wall price	33% of wall price	TBC
EDUCATION CHARGES	SLA - school annual agreement	N/A	N/A	N/A	TBC
	Visit to Museum by an educational organisation (with Education & Access Officer)	£50.00	£50.00	£50.00	0.00%
	Visit to school or other educational institution (with Education & Access Officer)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	£70.00 (Discount of £15.00 for 2 or more bookings made within the same financial year)	TBC
	Visit to Museum / Outreach visit by Education & Access Officer to Special schools / Adults with disabilities	£30.00	£30.00	£30.00	0.00%

MUSEUMS

	Visit to Museum / Outreach visit by Education & Access Officer to Adult groups	£55.00	£55.00	£55.00	0.00%
	Craft activities / holiday activities – per child / adult	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	£0-£3.00 Depending on activity	TBC
	Visit to retirement / nursing home	£25.00	£25.00	£25.00	0.00%
	3rd Age / Adult Learning visits	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	£20.00 - £60.00 Depending on requirements / activity	TBC
Education Charges (Rad and Mont)	Visit to Museum by an educational organisation	Free	Free	Free	TBC
	Use of handling collection at museum	£25 per Topic	£25 per Topic	£25 per Topic	TBC
	Use of of Victorian/WW2 school room - (Mont only)	£25	£25	£25	0.00%
	Rental of handling collection	£40 per Topic	£40 per Topic	£40 per Topic	TBC
	Transport of above (delivery/return)	£0.45 per mile	£0.45 per mile	£0.45 per mile	TBC
	Crafts	£2 per child	£2 per child	£2 per child	TBC

ARCHIVES

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Photocopies	A4 per sheet	£0.50	£0.50	£0.50	0.00%
	A3 per sheet	£1.00	£1.00	£1.00	0.00%
	Micro film / fiche printout	£1.00	£1.00	£1.00	0.00%
	Postal requests (cost of copies, plus postage)	£3.00	£3.00	£3.00	0.00%
	Images digitised from the original document, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
	Images of existing digital images, on CD, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
	Images of existing digital images, printout, per image	charged as per staff time	charged as per staff time	charged as per staff time	TBC
Research Service	Half an hour quick “look-up” (parish registers and census only)	£20.00	£20.00	£20.00	0.00%
	One hour research	£40.00	£40.00	£40.00	0.00%
	Two hours research	£80.00	£80.00	£80.00	0.00%
Photography Permit	Annual permit to take digital photographs of archive documents (for private research only)	Daily permit £9; weekly permit £20; annual permit £50	Daily permit £9; weekly permit £20; annual permit £50	Daily permit £9; weekly permit £20; annual permit £51	TBC

ARCHIVES

Family and Local History Internet Sessions	One-to-one sessions on family or local history sources on the Internet, one hour	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	£5 per individual in group; £10 individual	TBC

PRIVATE SECTOR HOUSING

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge
Renewals:	Landlord Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	TBC
	CO2I Loans (ZILF)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	TBC
	WG Houses into Homes Loans (Formal Route)	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	up to £495 administration fee, plus £50 land registry fee	TBC
	WG Houses into Homes Loans (Following Works in Default Notice - Supervised)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	up to 15% of loan value (up to £5K per measure recovered over 5 years)	TBC
	WG Town Centre Loans	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	up to 15% of loan value (up to £25K per unit recovered over 5 years)	TBC
	Safe Warm & Secure Assistance	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	up to 15% of approved works - e.g. to support delivery of W.G. Loan Capital), otherwise limited to a maximum of £1k per building for voided applications, or Housing Standards Enforcement Guidance.	TBC
Enforcement:	HMO Mandatory Licensing	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	£750 fee + £25 for every self contained unit in a building beyond 5 (fee covers 5-yr license)	TBC
	Immigration Inspection fee	£150 per inspection	£150 per inspection	£150 per inspection	TBC
	Rent Smart Wales Landlord Training Course Fee	£360 fee per session - training provider for Cardiff City Council who manage scheme on behalf of W.G.	N/A - Powys is no longer a training provider for Cardiff	N/A - Powys is no longer a training provider for Cardiff	N/A

FREEDOM WEBSITE LINK

Powys Leisure Centres - for latest activity prices please click on the link below

Brecon Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=1975§ionTitle=brecon+leisure+centre>

Bro Ddyfi Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2014§ionTitle=bro+ddyfi+leisure+centre>

Builth Sports Centre and swimming pool

<https://www.freedom-leisure.co.uk/centres/builth-wells-sports-centre-and-swimming-pool/>

Caereinion Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2028§ionTitle=caereinion+leisure+centre>

East Radnor Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2029§ionTitle=east+radnor+leisure+centre>

Knighton Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2030§ionTitle=knighton+sports+centre>

Llandrindod Wells Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2031§ionTitle=llandrindod+wells+sports+centre>

Llanfyllin Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2032§ionTitle=llanfyllin+sports+centre>

Llanidloes Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2033§ionTitle=llanidloes+sports+centre>

Maldwyn Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2034§ionTitle=maldwyn+leisure+centre>

Rhayader Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2035§ionTitle=rhayader+leisure+centre>

FREEDOM WEBSITE LINK

The Flash Leisure Centre

<http://www.freedom-leisure.co.uk/centres.asp?section=2037§ionTitle=the+flash+leisure+centre>

Ystradgynlais Leisure Centre

<https://www.freedom-leisure.co.uk/centres/ystradgynlais-sports-centre/>

CTAX

CATEGORY	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Council Tax	Summons (subject to Court approval)	£ 50.00	£50.00	£50.00	0.00%	as per Legislation maximum costs that can be charged in Wales is £70.00 (any combination).
	Liability Order	£ 20.00	£20.00	£20.00	0.00%	
	<i>Council tax Premium- second homes</i>	50%	50%	75%	50.00%	Housing (Wales) Act enables a 100% premium to be charged on second homes. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 and then 75% from 01/04/23 . Exceptions to premium apply.
	Council tax Premium -Long Term empties	50%	50%	100%	100.00%	Housing (Wales) Act enables a 100% premium be charged on Long-term empty properties. Council determined 09/03/2016 to charge a premium of 50% from 01/04/2017 and ten 100% from 01/04/23 . Exceptions to premium apply
NNDR	Summons (subject to Court approval)	£ 50.00	£50.00	£50.00	0.00%	

CAR PARK

CAR PARK FEES AND CHARGES		CATEGORY		UP TO 1 HR				UP TO 2 HRS				UP TO 4 HRS				OVER 4 HRS				OVERNIGHT			
LOCATION	TYPE OF VEHICLE	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge		
Short Stay Car Parks		Motor Car	£1.00	£1.00	£1.40	40.00%	£2.00	£2.00	£2.50	25.00%													
Hay on Wye - Market Square car park Brecon - George Street, Viaduct Inner and Y Gaer car parks Llandrindod Wells - Middleton Street car park Knighton - Norton Arms car park Welshpool - Severn Stars car park																							
Long Stay Mixed Use Car Parks		Motor car/cycle	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00	TBC	
		Vehicle & Trailer/caravan	£2.00	£2.00	£5.00	150.00%	£4.00	£4.00	£5.00	25.00%	£6.00	£6.00	£6.50	8.33%	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00	TBC	
		Van <3t	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00	TBC	
Builth Wells - Smithfield and The Groe car parks Crickhowell - Beaufort Street car park Hay-on-Wye - Oxford Road car park Brecon - Promenade car park Knighton - Bowling Green Lane car park Rhayader - Dark Lane car park Newtown Back Lane and Gravel car parks Welshpool - Berriew Street and Church Street car parks Llanidloes - Mount Street car park Machynlleth - Maengwyn Street car park																							
Long Stay Motorcars/Cycles plus Trailer/Caravan		Motor car/cycle/van <3t	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00	TBC	
		Vehicle & Trailer/caravan	£2.00	£2.00	£5.00	150.00%	£4.00	£4.00	£5.00	25.00%	£6.00	£6.00	£6.50	8.33%	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00	TBC	
Brecon - Alexandra Road, Kensington, Dinas Road, Scout Lane, Viaduct Outer and Canal Road car parks Ystradgynlais - Heol Maes y Dre and Heol Eglwys Presteigne - Hereford Street and High Street car parks																							
Long Stay Motorcars/Cycles only		Motor car/cycle	£1.00	£1.00	£2.50	150.00%	£2.00	£2.00	£2.50	25.00%	£3.00	£3.00	£3.25	8.33%	£4.00	£4.00	£4.00	0.00%	£0.00	£0.00	£0.00	TBC	
Brecon - Alexandra Road, Kensington, Dinas Road, Scout Lane, Viaduct Outer and Canal Road car parks Ystradgynlais - Heol Maes y Dre and Heol Eglwys Presteigne - Hereford Street and High Street car parks Llandrindod Wells - Town Hall car park																							

CAR PARK FEES AND CHARGES		CATEGORY		Per Day				OVERNIGHT			
Long Stay Coach and Lorry Park		Coach/Goods Vehicle	£8.00	£8.00	£8.00	0.00%	£0.00	£0.00	£0.00	TBC	
Brecon - Canal Road Coach and Lorry Park											

PERMITS																		
LOCATION	TYPE OF VEHICLE	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	21/22	22/23	2023/24	% increase /decrease from previous charge	
CAR PARK PERMITS		Motor Cars	£40.00	£40.00	£40.00	0.00%	£115.00	£115.00	£115.00	0.00%	£205.00	£205.00	£205.00	0.00%	£370.00	£370.00	*	TBC
		Cars and Trailers	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	*	TBC
		Motorhomes	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	*	TBC
		Goods Vehicles	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	*	TBC
		Bus/Coach	£70.00	£70.00	£70.00	0.00%	£185.00	£185.00	£185.00	0.00%	£340.00	£340.00	£340.00	0.00%	£610.00	£610.00	*	TBC

WASTE COLLECTION

Category	SERVICE	21/22	22/23	2023/24	% increase /decrease from previous charge	Comments
Household Waste	Bulky Household Waste (subject to conditions)	£30 (up to 3 items)	£35 (up to 3 items)	£38.50 (up to 3 items)	10.00%	10% increase to reflect increase in disposal costs
Misc	Purple Sacks (domestic) 26 per roll	£57.07	£59.90	£65.90	10.02%	10% increase to reflect increase in disposal costs
	HWRC Trade Recycling permit (annual fee)	£225	£250	£275	10.00%	10% increase to reflect increase in HWRC costs
Greenwaste	Domestic Garden (Graden Sacks) Annual Charge	£ 32.00	£ 34.00	£ 35.00	2.94%	Below inflation increase to retain customer base
	Domestic Garden (240 Litre) Annual Charge	£ 37.00	£ 39.00	£ 40.00	2.56%	Below inflation increase to retain customer base

LAPAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Temporary Traffic Signals	2 way lights	1 week	Notification Only No Charge	Notification Only No Charge	Notification Only No Charge	N/a	Each period of installation
	3 / 4 way lights	6 weeks County 12 weeks Trunk	Notification Only No Charge	Notification Only No Charge	Notification Only No Charge	N/a	Each period of installation
Scaffolding	Consideration of an application to erect over a highway any scaffolding or other structure.	1 week	£ 98	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application to retain on or over a highway any scaffolding or other structure.	1 week	£ 57	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof
	Consideration of an application for permission to retain a skip on any highway.	1 week	£ 29	£ 30.00	£ 30.00	0.00%	Each additional week or part thereof
Hoarding	Consideration of an application for consent to erect a hoarding or fence.	1 week	£ 97	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application for consent to retain a hoarding or fence.	1 week	£ 56	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof
Seasonal Decs,Banners/Bunting	Consideration of application to erect short term banners & decorations within or over a highway or street.	2 weeks	£ 111	£ 111.00	£ 115.00	3.60%	
Materials storage/Working areas on the Highways	Consideration of an application for consent to temporarily deposit building materials rubbish or other things in a street that is maintainable at public expense.	1 week	£ 97	£ 100.00	£ 106.00	6.00%	Initial consideration and first 2 weeks
	Consideration of an application for consent to continue temporarily depositing building materials rubbish or other things in a street that is maintainable at public expense.	1 week	£ 56	£ 60.00	£ 65.00	8.33%	Each additional week or part thereof

LAPAAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Vehicle Access	Vehicle Access - Residential property verge and/or footway crossing. Authorisation of access and inspection of the works as required.	1 month	£ 136	£ 140.00	£ 150.00	7.14%	
	Vehicle Access - Commercial premises verge and/or footway crossing. Authorisation of access and inspection of the works as required.	1 month	£ 275	£ 280.00	£ 300.00	7.14%	
Private apparatus placed in the Highway	Single dwelling, non-commercial development and the like. New Connections up to 100 metres	1 month	£ 327	£ 330.00	£ 350.00	6.06%	
	Multiple dwellings, commercial development and the like. New Connections up to 100 metres	1 month	£ 489	£ 490.00	£ 520.00	6.12%	
	Repair, renewal or replacement of existing where no previous licence exists up to 100 metres.	1 month	£ 272	£ 275.00	£ 290.00	5.45%	
	Repair, renewal or replacement of existing where licence already granted up to 100 metres.	1 month	£ 185	£ 185.00	£ 195.00	5.41%	
	New connections, repair, renewal or replacement. Extra over for each additional 100 metres of excavation or part thereof.	1 month	£ 185	£ 185.00	£ 195.00	5.41%	
Excavations in Streets	Authorisation for temporary excavations in streets such as foundations of adjacent walls, trial pits etc.	1 month	£ 273	£ 275.00	£ 290.00	5.45%	Initial consideration and first 2 weeks
	Structural calculations in connection with works in Highways or Streets Checking of submitted calculations in connection with applications for consents, authorisation etc.	1 month	Quote	Quote	Quote	TBC	
	Cellars under Streets Consideration for construction or control of openings to cellars etc. under the street. (Includes checking of submitted structural calculations)		£ 507	£ 510.00	£ 540.00	5.88%	

LAPAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Road Closures/Traffic Regulation Order etc.	Temporary Traffic Regulation Orders (TTRO) and Temporary Traffic Regulation Notices (TTRN) for works in the highway	10 weeks	£ 1,101	£ 1,100.00	£ 1,100.00	0.00%	
	TTRO & TTRN amendments to existing orders and notices		£ 335	£ 335.00	£ 355.00	5.97%	
	Temporary for single events on the highway	10 weeks	£ 504	£ 505.00	£ 535.00	5.94%	First Event
	Temporary for repeat events on the highway within 6 months of last event.	10 weeks	£ 362	£ 365.00	£ 385.00	5.48%	Repeat event (within 12 months)
	Traffic Regulation Order - Permanent	9 months	£ 3,303	£ 4,000.00	£ 4,300.00	7.50%	7% increase in advert
	Stopping up of Highways	9 months	£ 3,278	£ 3,500.00	£ 3,700.00	5.71%	Minimum deposit required. Costs above this must be met by applicant
Use of Council venue	Use of Council owned or operated car park for event	10 weeks	Loss of average daily income plus £77.25 administration	Loss of average daily income plus £77.25 administration	Loss of average daily income plus £82.00 administration	N/a	Charges calculated on full day basis only
	Cultivation of or planting within the Highway and maintenance thereafter.	3 months	£ 203	£ 205.00	£ 220.00	7.32%	
	Furniture placed on highway, street, walkway etc. - Authorisation to place furniture or similar	3 months	£ 203	£ 205.00	£ 205.00	0.00%	Full concession on charge linked to COVID recovery for 2023/2024
Cattle Grids	Consideration of application to install in a highway, assessment of contribution from the Council and Report.	12 months	£ 616	£ 620.00	£ 660.00	6.45%	
	Applicant's contribution towards the costs of installation and future maintenance.		50% to 100% of cost	0 to 100%	0 to 100%	N/a	

LAPAAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
Highway enquiries	View the record of highways maintainable at public expense at Headquarters.	By appointment	No charge	No charge	No charge	N/a	
	A4 print of highway register for residents in relation to their property.	2 weeks	No charge	No charge	No charge	N/a	
	Highway enquiries and advice		No charge	No charge	£ 90.00		Per hour or part thereof
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study max site length 0.5km (excludes rights of way).	6 weeks	£ 212	£ 215.00	£ 230.00	6.98%	
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study & site visit max site length 0.5km (excludes rights of way).	6 weeks	£ 424	£ 425.00	£ 450.00	5.88%	
	Opinion in relation to the extent of County classified and unclassified highways. Desk-top study and/or site visit site length over 0.5km (excludes rights of way).	variable	Quote	Quote	Quote	N/a	
Highway information	Supply of information in format to be agreed e.g. road and traffic schemes information, report copies/extracts, plans et (incl. where distributed by email).		£ 30	£ 30.00	Quote	TBC	
	Accident data - standard report		£ 12	£ 15.00	£ 20.00	33.33%	Per collision
	Traffic data - (existing) each individual type of report		£ 73	£ 75.00	£ 80.00	6.67%	Per site per report type
	Traffic data - Location plan (each plan max A3 size)		£ 43	£ 45.00	£ 50.00	11.11%	For collision or survey locations
	Traffic surveys - ATC including analysis & provision of data per site		£ 481	£ 490.00	£ 520.00	6.12%	Excludes traffic management which will be quoted individually under "Works"
	Traffic surveys - ATC - each additional site within 5km radius		£ 230	£ 230.00	£ 250.00	8.70%	Excludes traffic management which will be quoted individually under "Works"
Section 38 Agreement	Section 38 Agreement - Vetting fee for review of proposals outside agreement.		£ 1,033	£ 1,050.00	£ 1,115.00	6.19%	
	Section 38 Agreement - Minimum inspection / administration fee.		the greater of 7% of bond or £3,430	the greater of 7% of bond or £3,500	the greater of 7% of bond or £3,750	N/a	
	APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width up to 5.5 metres.		£ 917	£ 950.00	£ 1,120.00	17.89%	

LAPAAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
	APC's and Section 38 Agreement Unit rate per linear metre for carriageway - width over 5.5 metres up to 7.3 metres.		£ 1,069	£ 1,100.00	£ 1,300.00	18.18%	
	Site inspection - Over and above that covered by the agreement.		£ 173	£ 210.00	£ 225.00	7.14%	
	Agreements - Extension beyond the initial period.		2.5% of bond per year or part thereof	2.5% of bond per year or part thereof	2.5% of bond per year or part thereof	N/a	
	Surface Water Drainage - connection to highway drainage (per dwelling where existing system has capacity).		£ 1,910	£ 2,500.00	£ 2,650.00	6.00%	
	Soakaways - Commuted sum for future maintenance of soakaways to deal with highway drainage.		Specific calculation for each site	Specific calculation for each site	Specific calculation for each site	N/a	
	Non-standard construction materials - Commuted sum for future maintenance.		Specific calculation for each site	Specific calculation for each site	Specific calculation for each site	N/a	
	Checking structural proposals and calculations		Quote	Quote	Quote	N/a	
	Consultancy		Quote	Quote	Quote	N/a	
	Attendance at site - following accidents or incidents of potential damage for traffic management, debris clearance, inspection, making safe, repairs etc.		At Cost	At Cost	At Cost	N/a	
Works		Quote	Quote	Quote	N/a		
Traffic Signs, Signals and Parking	Suspension of On-Street parking		£ 350	£ 350.00	£ 370.00	5.71%	
	Temporary parking dispensation in exceptional circumstances		£ 17	£ 20.00	£ 22.00	10.00%	Per vehicle per day. Maximum of 2 vehicles and limited to 5 days.
	Traffic signal switch off/on to allow temporary traffic management			£ 450.00	£ 480.00	6.67%	Covers initial application
	Traffic signal switch off/on to allow temporary traffic management - additional visits		£ 224	£ 225.00	£ 240.00	6.67%	Per each additional visit
	H-Bar marking on the carriageway		£ 106	£ 110.00	£ 115.00	4.55%	
	Advisory Disabled bay		Free	Free	Free	TBC	
	Tourist Signing - Consideration of a request for tourist signing. Excluding cost of sign(s) and installation.		£ 126	£ 130.00	£ 140.00	7.69%	
	Provision of Design and Manufacture of Tourism signs		Quote	Quote	Quote	TBC	
	Notices for road humps and/or traffic calming			£ 1,500.00	£ 1,600.00	6.67%	New Charge

LAPAAAN

Category	Service	Typical Minimum Notice Period	Proposed charges April 2021/22 £	Proposed charges 2022/23	2023/24	% increase /decrease from previous charge	Notes
NEW Flood Risk & Sustainable Drainage	Sustainable Drainage (SuDs) Pre-Application		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space does not exceed 999 sq.m.		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space between 1,000 sq.m. to 1,999 sq.m.		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Erection of buildings (other than dwelling houses) – Area of gross floor space exceeds 1,999 sq.m.		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site area does not exceed 0.49 ha		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site area is 0.5 ha to 0.99 ha		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Material change in the use of land – Site		£ 1,000.00	£ 1,000.00	£ 1,000.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – All other Construction not detailed above (site area less than 1 ha)		£ 250.00	£ 250.00	£ 250.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – All other Construction not detailed above (site area more than 1 ha)		£ 600.00	£ 600.00	£ 600.00	0.00%	Note, set by WG and update mid year
	Sustainable Drainage (SuDs) Pre-Application Advice – Site Meeting		£ 60.00	£ 60.00	£ 60.00	0.00%	Per hour or part thereof
	Sustainable Drainage (SuDs) Pre-Application Advice – Office Meeting		£ 30.00	£ 30.00	£ 30.00	0.00%	Per hour or part thereof
	Sustainable Drainage (SuDs) Full Application		Set by WG	Set by WG	Set by WG	TBC	Applicants should check for current price, charge set by Welsh Government. EIA = Environmental Impact Assessment.
	Land Drainage - Ordinary Watercourse Consent		£ 50.00	£ 50.00	£ 50.00	0.00%	Applicants should check for current price, charge set by Welsh Government.

REGISTRATIONS

Category	SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Issuing a standard or short certificate of birth, death or marriage (and for statutory purposes):	Standard service – issued at time of registration, or if requested later then processed within 15 working days	£ 11.00	£ 11.00	£ 11.00	0.00%	Statutory Fee
	Priority Service – issued on or before next working day (orders up to 3pm)	£ 35.00	£ 35.00	£ 35.00	0.00%	Statutory Fee
Attending a civil ceremony	at the register office - Mon - Friday	£ 46.00	£ 46.00	£ 46.00	0.00%	Statutory Fee
	Statutory priority certificate fee for 24-hour service	£ 35.00	£ 35.00	£ 35.00	0.00%	Statutory Fee

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Searches of the Land Charges Register	LLC1 Search of the Local Land Charges Register - view only	£0.00	£0.00	£0.00	TBC	Statutory
	LLC1 Search of the Local Land Charges Register - tailored report	£6.00	£6.00	£6.00	0.00%	Statutory
	LLC1 Search of the Local Land Charges Register - electronic via NLIS	£4.00	£4.00	£4.00	0.00%	Statutory
	Personal Search of Local Land Charges Register - view only	£0.00	£0.00	£0.00	TBC	Statutory
	Additional Parcel - tailored report - per parcel	£1.00	£1.00	£1.00	0.00%	Statutory
	Additional Parcel - electronic via NLIS - per parcel	£1.00	£1.00	£1.00	0.00%	Statutory
Property Enquiries	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. VIEW ONLY	£78.67	£80.54	£87.67	8.85%	& VAT
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. TAILORED REPORT	£122.50	£125.83	£138.33	9.93%	& VAT
	CON29R - Standard property enquiries, requested in full (individual questions may be requested, see individual question fees below. ELECTRONIC VIA NLIS	£122.50	£125.83	£138.33	9.93%	& VAT
	CON290 - Optional enquiry No. 22 View Only	n/a	n/a	n/a	TBC	& VAT
	CON290 - Optional enquiry No. 22 Tailored Report	£22.75	£23.33	£25.83	10.72%	& VAT
	CON290 - Optional enquiry No. 22 Electronic Via NLIS	£22.75	£23.33	£25.83	10.72%	& VAT
	Drafted Enquiries - tailored report	£22.75	£23.33	£25.83	10.72%	& VAT
	Drafted Enquiries - electronic via NLIS	£22.75	£23.33	£25.83	10.72%	& VAT
	Additional Parcel - tailored report - per parcel	£12.50	£12.92	£15.00	16.10%	& VAT
	Additional Parcel - electronic via NLIS - per parcel	£12.50	£12.92	£15.00	16.10%	& VAT
Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Tailored Report	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Tailored Report	£128.50	£131.83	£144.33	9.48%	& VAT on CON29
	Full Standard Search LLC1 & CON29R: Search of the Local Land Charges Register together with standard property enquiries, and further additional enquiries have now been included- Electronic via NLIS	£126.50	£129.83	£142.33	9.63%	& VAT on CON29
	Additional Parcel - tailored report - per parcel	£13.50	£13.92	£16.00	14.94%	& VAT on CON29
	Additional Parcel - electronic via NLIS - per parcel	£13.50	£13.92	£16.00	14.94%	& VAT on CON29
1.1 a-i Planning Application Decisions and Pending Applications - view only	1.1 a-i Planning Application Decisions and Pending Applications - view only	£0.00	FOC	FOC	0.00%	
	1.1 a-i Planning Application Decisions and Pending Applications - compiled report	£21.00	£21.67	£23.83	9.97%	
	1.1 j-l Building Control Decisions and Pending Applications - view only	£18.50	£19.00	£19.04	0.21%	
	1.1 j-l Building Control Decisions and Pending Applications - compiled report	£18.50	£19.00	£19.04	0.21%	

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Individual CON29R Question Fees - Available to Local Land	1.2 Planning Designations and Proposals - view only	£4.43	£4.56	£5.04	10.53%	
	1.2 Planning Designations and Proposals - compiled report	£4.43	£4.56	£5.04	10.53%	
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express and opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. VIEW ONLY	£0.00	FOC	FOC	0.00%	
	2.1 a-d Roads If a road, footpath or footway is not a highway, there might be no right to use it. The Council cannot express and opinion, without seeing the title plan of the property and carrying out an inspection, whether or not any existing or proposed highway directly abuts the boundary of the property. - compiled report	£18.50	£19.20	£20.96	9.17%	
	2.2-2.5 Public Rights of Way - view only	£20.60	£21.00	£23.33	11.10%	
	2.2-2.5 Public Rights of Way - Compiled Report	£20.60	£21.00	£23.33	11.10%	
	3.1 Land Required for Public Purposes. View only.	£1.23	£1.25	£1.42	13.60%	
	3.1 Land Required for Public Purposes. Compiled Report	£1.23	£1.25	£1.42	13.60%	
	3.2 Land to be Acquired for Road Works. View only.	£1.23	£1.25	£1.42	13.60%	
	3.2 Land to be Acquired for Road Works. Compiled Report.	£1.23	£1.25	£1.42	13.60%	
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. View only.	£1.01	£1.01	£1.16	14.85%	
	3.3 Drainage Agreements and Consents. Please contact the relevant water authority. Compiled Report.	£1.01	£1.01	£1.16	14.85%	
	3.4 Nearby Road Schemes. View only.	£4.89	£5.00	£5.49	9.80%	
	3.4 Nearby Road Schemes. Compiled report.	£4.89	£5.00	£5.49	9.80%	
	3.5 Nearby Railway Schemes. View only.	£1.85	£1.90	£2.09	10.00%	
	3.5 Nearby Railway Schemes. Compiled report.	£1.85	£1.90	£2.09	10.00%	
	3.6 Traffic Schemes. View only.	£4.89	£5.00	£5.49	9.80%	
	3.6 Traffic Schemes. Compiled report.	£4.89	£5.00	£5.49	9.80%	
	3.7 Outstanding Notices. View only.	£5.82	£5.99	£6.61	10.35%	
	3.7 Outstanding Notices. Compiled report.	£5.82	£5.99	£6.61	10.35%	
3.8 Contravention of Building Regulations. View only.	£2.88	£2.97	£3.25	9.43%		
3.8 Contravention of Building Regulations. Compiled report	£2.88	£2.97	£3.25	9.43%		
3.9 Notices, Orders, Directions and Proceedings under Planning Acts. View only.	£2.16	£2.22	£2.91	31.08%		
3.9 Notices, Orders, Directions and Proceedings under Planning Acts. Compiled report.	£6.49	£6.64	£8.78	32.23%		
3.10 Community Infrastructure Levy - View Only	£1.01	£1.01	£1.16	14.85%		
3.10 Community Infrastructure Levy - Compiled Report	£1.01	£1.01	£1.16	14.85%		
3.11 Conservation Areas. View only.	£2.16	£2.22	£2.45	10.36%		
3.11 Conservation Areas. Compiled report.	£2.16	£2.22	£2.45	10.36%		
3.12 Compulsory Purchase. View only.	£1.29	£1.33	£1.45	9.02%		

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Local Land Charge Office subject to the following fees:	3.12 Compulsory Purchase. Compiled report.	£1.29	£1.33	£1.45	9.02%	
	3.13 Contaminated Land. View only.	£2.11	£2.17	£2.37	9.22%	
	3.13 Contaminated Land. Compiled report.	£2.11	£2.17	£2.37	9.22%	
	3.14 Radon Gas. View only.	£1.60	£1.65	£1.83	10.91%	
	3.14 Radon Gas. Compiled report.	£1.60	£1.65	£1.83	10.91%	
	3.15 Assets of Community Value- View Only	£1.01	£1.01	£1.16	14.85%	
	3.15 Assets of Community Value- Compiled Report	£1.01	£1.01	£1.16	14.85%	
	4. Road Proposals by Private Bodies - view only.	£12.50	£12.92	£15.00	16.10%	
	4. Road Proposals by Private Bodies - compiled report.	£12.50	£12.92	£15.00	16.10%	
	5. Advertisements. View only.	£12.50	£12.92	£15.00	16.10%	
	5. Advertisements. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	6. Completion Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	6. Completion Notices. Compiled Report.	£12.50	£12.92	£15.00	16.10%	
	7. Parks and Countryside. View only.	£12.50	£12.92	£15.00	16.10%	
	7. Parks and Countryside. Compiled Report.	£12.50	£12.92	£15.00	16.10%	
	8. Pipelines. View only.	£12.50	£12.92	£15.00	16.10%	
	8. Pipelines. Completion only.	£12.50	£12.92	£15.00	16.10%	
	9. Houses in Multiple Occupation. View only	£12.50	£12.92	£15.00	16.10%	
	9. Houses in Multiple Occupation. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	10. Noise Abatement. View only.	£12.50	£12.92	£15.00	16.10%	
	10. Noise Abatement. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	11. Urban Development Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	11. Urban Development Areas. Completion only.	£12.50	£12.92	£15.00	16.10%	
	12. Enterprise Zones. View only.	£12.50	£12.92	£15.00	16.10%	
	12. Enterprise Zones. Completion only.	£12.50	£12.92	£15.00	16.10%	
	13. Inner Urban Improvement Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	13. Inner Urban Improvement Areas. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	14. Simplified Planning Zones. View only.	£12.50	£12.92	£15.00	16.10%	
	14. Simplified Planning Zones. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	15. Land Maintenance Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	15. Land Maintenance Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	16. Mineral Consultation Areas. View only.	£12.50	£12.92	£15.00	16.10%	
	16. Mineral Consultation Areas. Compiled report	£12.50	£12.92	£15.00	16.10%	
	17. Hazardous Substance Consents. View only.	£12.50	£12.92	£15.00	16.10%	
	17. Hazardous Substance Consents. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	18. Environmental and Pollution Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	18. Environmental and Pollution Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	19. Food Safety Notices. View only.	£12.50	£12.92	£15.00	16.10%	
	19. Food Safety Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%	
	20. Hedgerow Notices. View only.	£12.50	£12.92	£15.00	16.10%	
20. Hedgerow Notices. Compiled report.	£12.50	£12.92	£15.00	16.10%		

LAND CHARGES

Category	Service	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
	21. Flood Defence & Land Drainage Consents	£12.50	£12.92	£15.00	16.10%	
	21. Flood Defence & Land Drainage Consents	£12.50	£12.92	£15.00	16.10%	
	22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. View only.	£22.75	£23.33	£25.83	10.72%	
	22. Common Land, Town and Village Greens: Information also available free of charge by inspection of the definitive plan held at Llandrindod Wells. Compiled report. Compiled report.	£22.75	£23.33	£25.83	10.72%	

SOCIAL CARE

Category	ITEM/SERVICE	2021/22	2022/23	2023/24	% increase /decrease from previous charge	Comments
Miscellaneous Items	Home Care (domiciliary care) (per hour)	£20.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	TBC	The fees and charges
	Attendance at a Older Day Centre (per day)/Day and Employment Centre	£15 per day up to max of £100pw, as set by WG	£15 per day up to max of £100pw, as set by WG	£15 per day up to max of £100pw, as set by WG	TBC	
	Attendance at Learning Disabilities services in the community (per day)	£15 per hour up to max of £100pw, as set by WG	£15 per hour up to max of £100pw, as set by WG	£15 per hour up to max of £100pw, as set by WG	TBC	
	Transport to Older Day Centre	Free as directed by WG	Free as directed by WG	Free as directed by WG	TBC	for Community Based
	24 hour Support (supported tenancy) (per week)	max of £100 per week, as set by WG	max of £100 per week, as set by WG	max of £100 per week, as set by WG	TBC	Services will be
	Shared Lives (short terms/respice placements)	£9.00 per night up to max of £100pw as set by WG	£9.00 per night up to max of £100pw as set by WG	£9.00 per night up to max of £100pw as set by WG	TBC	increased in line with
	Shared Lives - sessional support		TBC	£26 per hour up to max of £100pw, as set by WG	TBC	Welsh Government
	Package of care i.e. a range of services - maximum	Up to a max of £100.00 as set by WG	Up to a max of £100.00 as set by WG	Up to a max of £100.00 as set by WG	TBC	Guidelines when
	Respice i.e. a stay not exceeding 8 weeks	Up to a maximum of £100pw per single episode of care, as set by WG	Up to a maximum of £100pw per single episode of care, as set by WG	Up to a maximum of £100pw per single episode of care, as set by WG	TBC	
	Direct Payment Scheme - service provision	£20.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	£23.50 up to max of £100pw, as set by WG	TBC	
Housing Related	Level 1: Community alarm only (per week)	£ 2.00	£ 2.00	£ 2.00	0.00%	
	Level 2: Warden Service 9.00am - 5.00pm Mon - Fri (per week)	£ 9.90	£ 9.90	£ 9.90	0.00%	

SOCIAL CARE

Support:	<i>Level 3: Warden Service, including 24 hour emergency call-out (per week)</i>	£ 60.00	£ 60.00	£ 60.00	0.00%	
	<i>Level 4: Individual room, live-in housekeeper and meals (per week)</i>	£ 60.00	£ 60.00	£ 60.00	0.00%	
	<i>Meal provided by Powys County Council: Meals at home (per meal)</i>					
Meals	<i>Meals at the day centre (per meal)</i>	7.50	7.50	7.50	0.00%	
<i>Appointee & Deputyship</i>	Protection of property	£35 per month	£35 per month	£40 per hour including mileage, in line with Court of Protection guidance		
	Storage of paperwork (per month)	£ 25.00	£ 25.00	£0	-100.00%	
	Storage of belongings (per month)	£ 55.00	£ 55.00	£0	-100.00%	
	Winding up fee	£ 350.00	£ 350.00	Tiered from £350 to a maximum of £700, in line with Court of Protection guidance		
	Delay in responsibility (Deceased asset in administration) (per month)	£ 25.00	£ 25.00	£25	0.00%	
	Treasury Solicitor for Deceased (per referral)	£ 350.00	£ 350.00	£0	-100.00%	
	Annual Property management fee - CAT3			£300	TBC	

DIGITAL SERVICES

Category	ITEM/SERVICE	21/22	22/23	2023/24	% increase /decrease from previous charge
Careline	Careline	£ 50.77	£ 50.77	£ 50.77	0.00%

COUNTRYSIDE

Category	SERVICE	2021-22	2022-23	2023/24	% increase /decrease from previous charge	Comments
Public rights of way	Copy Definitive Map extract - A4 or A3 sheet	£ 20.00	£20.00	£20.00	0.00%	Includes scanned and emailed copies
	Section 33 Motorsport authorisation	£ 30.00	£30.00	£30.00	0.00%	Approved by Cabinet as part of revised protocol March 2020
	Section 135 authorisation for works disturbing surface of public right of way	£275 plus actual advertising	£282.50 plus actual advertising costs	£312.73 plus actual advertising costs	TBC	
	Public path Order (diversion, extinguishment or creation)	£1652 plus inflation and actual advertising costs	£1697 plus actual advertising costs	£1878 plus actual advertising costs	TBC	Subject of separate charging policy - pre-approved. Costs increase annually in line with inflation where positive
Commons Registration	Copy Commons Register extract - Register plan	£6 minimum, £0.50 per A4 or A3 sheet thereafter	£6 minimum, £0.50 per A4 or A3 sheet thereafter	£6 minimum, £0.50 per A4 or A3 sheet thereafter	TBC	Under review - Portfolio Holder report being prepared
	Copy Commons Register extract - Rights, ownership or land text entries	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	£1 for first A4 or A3 sheet, £0.50 per sheet thereafter	TBC	
	Copy Commons Register extract - Supplemental plans	£1 per plan	£1 per plan	£1 per plan	TBC	
	Commons Register Investigations	Minimum £20 plus VAT	Minimum £20 plus VAT	Minimum £20 plus VAT	TBC	
	Commons Register 'Corrective' applications	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Full cost recovery, minimum indicative cost £1500	Actual costs of officer time to be re-assessed annually to ensure full cost recovery. Indicative costs and hourly rates published on Council website in line with Regulations.

COUNTRYSIDE

	Landowner statements under section 15A of the Commons Act 2006	Costs being developed - subject of separate Portfolio Holder report	Costs being developed - subject of separate Portfolio Holder report	Costs being developed - subject of separate Portfolio Holder report		Will need to be full cost recovery
Outdoor recreation	Play area and open space inspections for external organisations	£51.50 plus VAT	£52.90 plus VAT	£58.50 plus VAT	TBC	E.g. land transferred to Community Councils

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Briefing Paper to accompany the Fees and Charges Register

1. Summary

The purpose of this report is to consider and approve the changes to charges detailed within the Council's fees and charges register. The fees and charges register is maintained and updated for submission as part of the budget setting process on an annual basis, with the new fees agreed as a whole rather than on an individual basis.

The fees and charges register, contains details of all items for which a charge is made. It is important that these fees are reviewed at least annually as part of the budget setting process and reviewed during the year, in line with the Councils income policy. This will ensure existing targets are being met and to explore any further income potential to maximise the Councils resources.

Improving income management and service cost recovery has a key role to play in enabling the Council to achieve its financial and wider strategic objectives.

The fees and charges are being reviewed by each Service area, and appropriate uplifts proposed. Some of the fees have been increased in line with Welsh Government guidance, while others have been increased to reflect the increasing cost associated with these fees and linked to inflation, whilst other areas have increased charges below this rate in order to retain their customer base. Further detail of changes is discussed below. Some of the charges are still to be confirmed but will be available for full council next February.

There are several fees and charges which are outside of the council control as these are set by statute or the HSE and these will be updated when we have confirmation of fees for the coming financial year.

2. Changes to Note to the Register

Car Parks – A new set of charges will be introduced in order to meet the savings target of £50k as set out in the Finance RM. The major change is in respect of Long Stay parking where the minimum length of stay is a two hourly charge of £2.50 replacing the previous one hourly charge of £1.

There will be no increases in respect of parking for longer than four hours nor for car park permits.

LAPAAN – The highways technical team have reviewed the charges made for Licences, Authorisations, Permissions, Agreements, Approvals and Notices. Fees have been reviewed, the average increase across these sources of income is 5.6%. Some charges have a greater increase due to increasing costs and future increased cost risks associated with these sources of income.

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		2023/24	2024/25	2025/26	2026/27	2027/28
		£	£	£	£	£
Service						
Corporate Pressures						
corp	Council Tax Reduction Scheme (5%CT increase)	470,000	493,500	518,175	544,084	571,288
corp	BBNP (62k) and Fire (£21k) gap in base budgets	83,000	0	0	0	0
corp	Transfer of Fire Firelink Grant as part of stopped by WG	85,831	0	0	0	0
corp	Transfer of Fire Pension Grant as part of final settlement RSG transfer	267,208	0	0	0	0
corp	RSG Transfer Fire Pension Grant as part of final settlement RSG transfer	(267,208)	0	0	0	0
corp	Fire Levy (13% then 5%)	1,002,297	385,499	385,499	385,499	385,499
corp	BBNP 5%	30,776	18,466	18,466	18,466	18,466
corp	Apprenticeship levy increase linked to pay award - around 0.8% of pay	48,000	0	0	0	0
		1,719,904	897,464	922,139	948,048	975,252
Growth Demography (+)						
Schools	Schools Delegated - Pupil number - change in formula	(184,997)	0	0	0	0
ASC	ASC Learning Disabilities Transitions - based on a known list of service users attaining age of 18, current costs v adult possible placement i.e., right sized	490,910	721,830	734,270	734,270	734,270
		305,913	721,830	734,270	734,270	734,270
Covid Pressures						
ASC	a. 'AMHP - x2 SW's due to increased referrals following pandemic - Grade 11	112,152	(28,038)	(28,038)	(28,038)	(28,038)
ASC	b. 'Older Social Worker Team - x3 SW's increased throughput at the Front door, due to frailty following lack of Health provision during the pandemic - Grade 11	159,228	(39,807)	(39,807)	(39,807)	(39,807)
ASC	c. 'Hospital Team x 3 SW's Grade 11	159,228	(39,807)	(39,807)	(39,807)	(39,807)
ASC	d. 'Loss of income - due to pandemic, O of C LD, 'Fairer charging' drop in disposable income to meet £100 max cap, ODC Meals	220,000	0	0	0	0
ASC	e. ' External providers increase in Travel from 35p per mile to 50p per mile - per cabinet report	220,000	(110,000)	(110,000)	0	0
ASC	f. 'Contract recommissioned	109,456	0	0	0	0
		980,064	(217,652)	(217,652)	(107,652)	(107,652)
Service Specific Pressures (+)						
Schools	Utility Pressures above 2%	0	208,320	218,736	229,673	241,156
Schools	Utility Pressures for 22-23	443,522	0	0	0	0
Schools	Utility pressures - continued impact of energy costs on schools from 2023-24 onwards	0	2,000,000	0	0	0
Schools	Formula Change - Secondary Formula (see below for transformation savings offset)	134,133	146,647	360,000	240,000	0
Schools	ICT - Schools Sustainability Programme	0	0	350,000	0	0
Schools	1 x cover supervisor per school to reduce high costing agency and supply cover	250,000				
Schools	Reduce contact ration to 0.815 which will benefit all secondaries	390,000				
Schools	Nurture Access	36,000	0	0	0	0
Schools	TYFU System	28,000	0	0	0	0
Schools	Catering Management & School Cashless System - ring fenced pool	75,000	0	0	0	0
Schools	Smoothwall	20,000	0	0	0	0
Schools	Compliance monitoring officer proposed/to be confirmed by Property Services	46,710	0	0	0	0
Schools	Fire risk assessment (possible £250 per Primary/£450 per Secondary & Special) proposed/to be confirmed by Property Services	27,200	0	0	0	0
Schools	Post-16 transitional costs - committed year 13 courses	200,000	0	0	0	0
Schools	School rationalisation - implementation completed - Schools Funding Formula costs / savings (-)	(62,797)	0	0	0	0
Schools	School rationalisation - implementation completed - potential Schools Transport costs / savings (-)	13,458	0	0	0	0
Schools	School rationalisation - proposals agreed & partially implemented - Schools Funding Formula costs / savings (-)	11,441	(29,294)	(26,762)	0	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Funding Formula costs / savings (-)	(108,636)	(59,263)	(63,697)	(45,498)	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Transport costs / savings (-)	25,492	18,208	0	0	0
Schools	School rationalisation - proposals agreed & implementation delayed - Schools Catering costs / savings (-)	(9,139)	(6,528)	(20,860)	(14,900)	0

		2023/24	2024/25	2025/26	2026/27	2027/28
Schools	School replacement - proposals agreed by Cabinet - Schools Funding Formula costs / savings (-)	0	0	34,852	24,894	0
	Increasing / Improving Welsh medium provision - pilot stage - needs consultation & Cabinet approval - Schools	52,514	39,613	0	0	0
Schools	Funding Formula costs / savings (-)					
Education	Freedom Leisure Contract inflation CPI %	306,006	100,642	47,825	48,782	49,757
Education	Out of County CLA pupils and Inter Authority additional placements	411,804	0	0	0	0
Education	Additional Income Inter Authority Recoupment	(114,807)	0	0	0	0
Education	ALN Strategy funded from reserves previously	182,000	0	0	0	0
Education	ALN Strategy - Savings not achieved	348,880	0	0	0	0
Education	Welshpool Football Club	5,500	0	0	0	0
Education	Tyfu Inclusion Platform - Statutory (new undertaking)	0	0	46,710	0	0
	Sustainable Communities for Learning Programme funding ceasing March 2025 - permanent posts / Schools	0	0	649,622	0	0
Education	Transformation team/ ALN Transformation Teams/Corporate services					
HCD	a. Freedom leisure utilities impact - still to be considered (see how much contract uplift is est at £300k)	1,100,000	0	0	0	0
HCD	g - Catering - overall loss on catering (cause being investigated - FSM/paid meals)	170,000	0	0	0	0
HCD	Replace reserve with FL funding provided in 2022-23	287,000	(287,000)	0	0	0
	j - Business Case for 'Compliant Homeless Services for Powys' Part One: Instant Access 24-7 Triage Service – Clients aged 16 to 25 years old; Instant Access 24-7 Triage Service – Clients aged 25+ (Please refer to Business Case for details of potential savings in bed-and-breakfast costs).	0	38,688	38,688	(59,920)	0
HCD	k - Business Case for 'Compliant Homeless Services for Powys' Part Two: 24/7 Supported Accommodation for Households with Higher Support Needs.(Please refer to Business Case for details).	0	244,204	0	0	0
HCD	a. ' Demography 2022/23 held at risk in FRM and managed via risk reserve - too soon to gauge, so risk at present as winter pressures approaching	500,000	500,000	500,000	500,000	500,000
ASC	Not in forecast outturn - Actual service pressures in 2022/23, Impacting on 2023/24 (Full Year effect of previous part year clients	500,000	500,000	500,000	500,000	500,000
ASC	inflation uplifts that include RLW reduced for budget held over from 22-23	(283,760)	0	0	0	0
ASC	1. Older, PD, LD & MH Nursing & Residential in Powys and O of C - Fair cost of care - estimate only as contract formula based on November indices - estimated 11.5% excluding H & L (includes CPI est, RLW est £1 & increase and Food)	3,889,501	4,336,793	2,102,402	2,207,522	2,317,898
ASC	2. 'Powys Leased Care Homes - estimate 11.5% only as contract formula based on December indices, excluding H & L (includes RPI est, RLW estimated £1 increase)	789,678	880,492	426,847	448,189	470,599
ASC	4. 'Valuing Domiciliary Care' - from 2020/21 onwards to increase the rates of existing packages of care annually at least by £1.50 per hour, up to and not exceeding the UKHCA rate. Domiciliary Care - introduce a ceiling price of the UKHCA rate and a floor price for any new packages commissioned through the DPS. Increase floor and ceiling prices annually.- estimated £1.00 RLW increase and travel	881,624	925,705	971,990	1,020,590	1,071,619
ASC	5. 'Supported Living in Powys - estimated 10% - RLW £1 increase and RPI, Head Office H & L ?	1,319,550	1,444,907	666,178	692,826	720,539
ASC	6. 'All other contracts uplift in respect of RLW estimated at £1 - 5% - Direct payment packages, External ODC, External Day & Employment (LD Based Services), CES, Extra Care, Respite, Shared Lives,	584,054	778,031	663,723	510,071	525,373
ASC	Statutory requirement - 'Backfill re AMHP training to increase sustainability, as legal requirement	79,500	0	0	0	0
	New Responsibility	0	0	0	0	0
Childrens	d - UASC Placements - 7 current Placements - net of income. - age known	347,000	0	0	0	0
Childrens	e - UASC Placements - 13 Pending Placements (then overall total of 20) - net of income - age unknown, so estimated at under 18	121,660	0	0	0	0
Childrens	f - Reduction of support to UASC placements post 18 years	(50,000)	0	0	0	0
	Placements	0	0	0	0	0
Childrens	a - Full Year effect of previous part year (2022/23) Placements in 2023/24 - based on Pd 6/Qtr. 2 current costs	1,211,951	0	0	0	0
Childrens	Savings from Placements turning 18 in 2022/23 and 2023/24 (part year)	(2,483,122)	0	0	0	0
Childrens	b - Full Year effect on leaving care from children (prior CLA, not all placements) turning 18 in 2022/23 and 2023/24 (Part Year)	2,221,384	0	0	0	0
Childrens	Saving from stepping down/leaving the care system - young adults no longer having financial support	(120,676)	0	0	0	0

		2023/24	2024/25	2025/26	2026/27	2027/28
Childrens	c - Assured balance of Savings in 22/23 in regards to Placements, yet to deliver (included in pressure above).	(717,540)	0	0	0	0
Childrens	d - Demography (children coming into care or placement costs increasing) from period 6-12, 22/23. When placements breakdown for a numerous of reasons, Pd 1 -5 table in Notes.	697,567	0	0	0	0
Childrens	e - Full Year effect of previous part year Direct Payments in 2022/23 (calculation as at payments being made) - current cohort of children having same level of care in 2023/24	55,500	0	0	0	0
Childrens	f - Direct Payments - Uplift to RLW-10%	46,860	0	0	0	0
Childrens	g - Placements Contract Inflation - Residential, Semi Independent, & Independent Fostering (IFA) - 7%. Risk is they serve notice, and new placement procured is higher rate and disruptive for the children.	568,430	0	0	0	0
Childrens	h - Placements Contract Inflation - Foster Carers, SGO - 5%. Risk is they serve notice, and new placement procured is higher rate and disruptive for the children.	123,527	0	0	0	0
Childrens	i - Placements Contract Inflation- Short Breaks - 5%. Risk would need to reduce number of nights or children receiving.	21,350	0	0	0	0
Childrens	j - Placements Contract Inflation - Foster Carers Respite - 5%. Linked to Foster Carer inflation uplift above.	3,480	0	0	0	0
Childrens	l - Residential Welshpool. Developed instead of unregulated bespoke placement	137,190	0	0	0	0
Childrens	m - Residential - Safer Accommodation - Predicted Revenue shortfall	0	140,000	0	0	0
Childrens	p - Emergency Accommodation Newtown - Rent/utilities. Instead of using holiday accommodation in emergency and numerous moves.	12,000	0	0	0	0
Childrens	s - Supported Lodgings Coordinator Regrade (Increase grade 6 to 7) 1 FTE	3,940	0	0	0	0
PPPP	b - Local Development Plan 2	(137,380)	70,670	1,720	(295,040)	0
PPPP	d - Planning income deficit	425,000	0	0	0	0
PPPP	Revised planning income deficit - improved income trend	(80,000)	0	0	0	0
PPPP	e - Environmental Health pay review	69,000	0	0	0	0
PPPP	G - Proceeds of crime act income deficit	44,000	0	0	0	0
PPPP	I - Memorial safety works	0	40,000	0	(40,000)	0
Finance	a. Contract inflation on Advanced / Northgate systems	25,000	0	0	0	0
Finance	b. Contract inflation on Swap and AW fees	25,000	0	0	0	0
Finance	c. Cessation of transformation funding for scale 9 post	39,000	0	0	0	0
HTR	Newtown De-trunked streetlights - adoption of former Trunk lights and signs in Newtown	46,200	0	0	0	0
HTR	Home to School Transport historic budget deficit (excluding impact of inflation)	517,500	0	0	0	0
HTR	ALN retender 2022 pressures	86,000	0	0	0	0
HTR	ALN additional route additional route from Knighton to Newtown	17,050	0	0	0	0
HTR	ALN transport - additional learner to Hereford Bluecoat School	72,010	0	0	0	0
HTR	Inflation on materials used in Highways Operations & Fleet workshps expected at 9%, no award included in non pay inflation row 12 above	342,430	373,000	135,340	139,350	143,480
HTR	Inflation on contractors used in Highways Operations, Waste Collection, fleet workshops, Design Consultancy Services and HWRCs expected at 9%, no award in non pay inflation row 12 above	766,570	835,510	303,300	312,320	321,610
HTR	Inflation on payments to bus operators for public transport routes expected at 9%, no award included in the non pay inflation row 12 above	540,420	589,040	214,060	220,430	226,990
HTR	Mitigation of of public transport using BES funding for 23/24?	(540,420)	540,420	0	0	0
HTR	Other inflation (stores materials, dipsosal of materials and other third party payments (waste bins))	12,150	13,280	4,800	4,960	5,130
HTR	Inflation on payments to bus operators for the reimbursement of concessionary fares on public bus contracts expected at 9%, no award in non pay inflation row 12 above	88,270	96,220	34,960	36,010	37,090
HTR	Inflation on payments to agency staff within Waste Collection & Highways Design Consultancy service assumed at 3%, no award in non pay inflation row 12 above	14,550	14,990	15,440	15,900	16,370
HTR	Impact of fossil fuel vehicle purchase inflation on revenue depreciation	0	0	173,850	254,320	254,320
HTR	20mph speed limits introduction - staff resource requirement.	(60,000)	0	0	0	0
HTR	Extension of 20mph speed limits introduction - staff resource requirement	60,000	(60,000)	0	0	0
HTR	Winter Maintenance standby allowance review - changes to HGV driver rates	18,560	0	0	0	0
HTR	Mitigation to Winter Maintenance standby allowance review - changes to driver rates - contribution from NMWTRA	(6,700)	0	0	0	0
HTR	HWRC retender impact	363,199	0	0	0	0

	2023/24	2024/25	2025/26	2026/27	2027/28	
HTR wod digital digital digital digital digital digital digital digital legal legal legal corp corp corp	Additional Grade 10 post for Network Management in response to SWAP audit plan to support the AMX system and system development costs	65,000	0	0	0	0
	To achieve Objective 2 - Additional HR / Organisational Development resource costs (2 FTES)	102,873	0	0	0	0
	c - Cyber Security Contracts inflation	31,540	0	100,000	0	0
	d - ICT contract inflation (over 2%) - Based on RPI of 12.3% (For contracts affected by Inflation)	87,000	0	0	0	0
	e - Careline contract inflation based on RPI of 12.3%	78,000	0	0	0	0
	f - Cyber Security tooling	28,080	0	0	0	0
	g - Cyber Security (Post)	51,700	0	0	0	0
	h - Management of electronic information (Post)	51,700	0	0	0	0
	i - Information Compliance Officer (Post to deal with growth in SAR's)	39,740	0	0	0	0
	j - Automation applications specialist	0	42,240	0	42,240	42,240
	Inflation on locum ASC Lawyer fees (estimated at 9.5%)	5,760	2,500	2,500	2,500	2,500
	Third Property Lawyer (£43,780 less identified saving of £19,510)	24,270	0	0	0	0
	Reduction in Land Charges income due to LLC1 migration to HMLR (estimated loss)	14,500	0	0	0	0
	2% pay award held centrally	2,927,740	0	0	0	0
	Other pressures in future years not identified	0	1,000,000	1,000,000	1,000,000	1,000,000
	Increase Risk budget to cover pressures held at risk	1,000,000	0	0	0	0
		21,985,241	15,478,036	9,452,225	8,295,219	8,946,671
Total		24,991,122	16,879,678	10,890,983	9,869,885	10,548,542

Powys County Council Reserves Policy

Introduction

This policy establishes a framework within which decisions will be made regarding the level of reserves held by the Council and the purposes for which they will be maintained and used.

The requirement for Financial Reserves is acknowledged in statute. Sections 32 and 43 of the Local Government Finance Act 1992 requires authorities to have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement.

There are also a range of safeguards in place that help prevent local authorities over committing themselves financially. These include:

- The balanced budget requirement
- Chief finance officers' duty to report on the robustness of estimates and adequacy of reserves when the authority is considering its budget requirement (Section 25 of the Local Government Act 2003)
- The legislative requirement for each local authority to make arrangements for the proper administration of their financial affairs and that the chief finance officer has responsibility for the administration of those affairs as set out in Section 151 of the Local Government Act 1972.
- The requirements of the Prudential Code.

These requirements are reinforced by section 114 of the Local Government Finance Act 1988 which requires the chief financial officer to report to all the authority's councillors if there is or is likely to be unlawful expenditure or an unbalanced budget. This would include situations where reserves have become seriously depleted and it is forecast that the Authority will not have resources to meet its expenditure in a particular financial year.

Definitions

Reserves are sums of money held by the Council to meet future expenditure.

Types of Reserve

General Fund Reserves – to meet short term, unforeseeable expenditure arising from unexpected events or emergencies. To enable significant changes in resources or expenditure to be properly managed over the period of the Medium Term Financial Strategy.

Earmarked and Specific Reserves – to meet known or predicted requirements, or established by statute.

Unusable reserves – these arise out of the interaction of legislation and proper accounting practice either to store revaluation gains or as adjustment accounts to reconcile requirements driven by reporting standards to statutory requirements. These reserves are not backed by resources and cannot be used for any other purpose.

Reserves should not be held without a clear purpose.

General Fund Reserves

In assessing the appropriate level of reserves the Authority will ensure that the reserves are not only adequate but also necessary and will be appropriate for the risk (both internal and external) to which it is exposed.

In assessing its financial risk the Chartered Institute of Public Finance and Accountancy (CIPFA) has issued guidance on the factors that should be considered:

- Budget Assumption for inflation and interest rates
- Estimates of the level and timing of capital receipts
- The treatment of demand led pressures
- The Authorities track record in budget and financial management
- Treatment of planned efficiencies/savings
- The financial risk inherent in any significant new funding partnerships, major outsourcing and capital developments
- The likely level of Government support to deal with major unforeseen events
- The adequacy of the authority's Insurance arrangements
- The Authority's virement and end of year procedures in relation to budget under and over spends
- The general financial climate and future funding assumptions

The risk assessment will be reviewed annually.

The appropriate level of General Fund Reserves will be determined annually as part of the Budget Setting process and Medium Term Financial Strategy and will be subject to approval by the Cabinet and Full Council.

The Financial Strategy will set out the level of planned reserve balances including financial arrangements for any replenishing of reserves, it will also confirm acceptable thresholds above and below the balance. If the balance falls outside of these thresholds a plan will be agreed by Cabinet to restore balances to the appropriate level.

Earmarked and Specific Reserves

These are required for specific purposes and are a means of building up funds to meet known or predicted liabilities. By nature these reserves balances do not have minimum and maximum thresholds. Creation of such reserves must be approved by the Strategic Director of Resources.

Balances should be reasonable for the purpose held and must be used for the item for which they have been set aside, if circumstances arise to which the reserve is no longer required for its original purpose they will transfer to the General Fund Reserve.

Ringfenced Reserves

Housing Revenue Account

The Housing Revenue Account is ringfenced this means that HRA resources may only be expended with the HRA. Councils are not allowed to transfer resources between the HRA and their general funds. The Balance on the HRA is held in a ringfenced reserve.

Schools Reserves

Schools are able to carry forward surplus and deficit balances from one year to the next and utilise these balances for managing changes in pupil numbers and funding, or the funding of projects and future liabilities. The balances are held by individual schools, they are not for general Council use. Guidance on the level of balances held, and possible clawback of funds by the Authority is documented within section 4 of Powys' Scheme for the Financing of Schools.

Reporting of Reserves

The balances and movement of all reserves is required to be reported within the Authorities Annual Statement of Accounts.

The balance held and projected movement of useable reserves is reported monthly as part of the Budget Monitoring Report to Cabinet, this includes the level of reserves held against the threshold set for the year.

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Capital Strategy and Treasury Management Strategy 2023-28



Including Minimum Revenue Provision Policy Statement and Annual Investment Strategy

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Introduction

- 1.1 The Capital and Treasury Management Strategies are fundamental to the effective delivery of the Council's priorities and Corporate Plan. The provision of the right asset in the right place at the right time will ensure the effective and efficient delivery of a comprehensive range of quality services.
- 1.2 This strategy document provides a high-level long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services, an overview of how the associated risk is managed and the implications for future financial sustainability.
- 1.3 It sets out an integrated plan for the future management of the Council's assets and its capital programme. It is a key document running alongside the Corporate Plan and the Medium-Term Financial Strategy (MTFS) and will provide the framework to facilitate a seamless interface between business planning and the management of assets and capital resources. This will ensure that the provision of resources and future investment are prioritised and ensures the effective and affordable management of the Council's assets.
- 1.4 The CIPFA 2021 Prudential and Treasury Management Codes require all local authorities to prepare a **Capital Strategy** report which will provide the following: -
 - a high-level long-term overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services
 - an overview of how the associated risk is managed
 - the implications for future financial sustainability

The aim of the strategy is to ensure that all the Authority's elected members fully understand the overall long-term policy objectives and resulting Capital Strategy requirements, governance procedures and risk appetite.

- 1.5 This Strategy document provides both the **Capital Strategy** and the **Treasury Management Strategy** as they are inherently linked through the activities they undertake. The document sets out the Capital Programme over a five year period from 2023/24 to 2027/28 and the funding approach through treasury management activities.
- 1.6 The Authority is currently required to receive and approve, as a minimum, three main **Treasury Management** reports each year, which incorporate a variety of policies, estimates and actuals.
 - a. **Prudential and treasury indicators and treasury strategy** (this report) - The first, and most important report is forward looking and covers: -
 - the capital plans, (including prudential indicators)
 - a minimum revenue provision (MRP) policy, (how residual capital expenditure is charged to revenue over time)
 - the Treasury Management Strategy, (how the investments and borrowings are to be organised), including treasury indicators; and
 - an Annual Investment Strategy, (the parameters on how investments are to be managed)
 - b. **A mid-year treasury management report** – This is primarily a progress report and will update members on the capital position, amending prudential indicators as necessary, and whether any policies require revision. In addition, this Authority will receive quarterly update reports.
 - c. **An annual treasury report** – This is a backward-looking review document and provides details of a selection of actual prudential and treasury indicators and actual treasury operations compared to the estimates within the strategy.

1.7 **Scrutiny** - The above reports are required to be adequately scrutinised before being recommended to the Full Council. This role is undertaken by the **Governance and Audit Committee**.

1.8 **Quarterly reports** – In addition to the three major reports detailed above, from 2023/24 quarterly reporting is also required. These reports are prepared for the **Governance and Audit Committee** and **Cabinet**. (The reports, specifically, should comprise updated Treasury/Prudential Indicators.)

1.9 **Treasury Management Strategy for 2023/24**

The strategy for 2023/24 covers two main areas:

Capital issues

- the capital expenditure plans and the associated prudential indicators
- the minimum revenue provision (MRP) policy

Treasury management issues

- the current treasury position
- treasury indicators which limit the treasury risk and activities of the Authority
- prospects for interest rates
- the borrowing strategy
- policy on borrowing in advance of need
- debt rescheduling
- the investment strategy
- creditworthiness policy; and
- the policy on use of external service providers

1.10 These elements cover the requirements of the Local Government Act 2003, Welsh Government Investment Guidance and MRP Guidance, the CIPFA Prudential Code and the CIPFA Treasury Management Code.

1.11 **Training**

1.12 The CIPFA Treasury Management Code requires the responsible officer to ensure that members with responsibility for treasury management receive adequate training in treasury management. This especially applies to members responsible for scrutiny.

1.13 Furthermore, pages 47 and 48 of the Code state that they expect “all organisations to have a formal and comprehensive knowledge and skills or training policy for the effective acquisition and retention of treasury management knowledge and skills for those responsible for management, delivery, governance and decision making.

1.14 The scale and nature of this will depend on the size and complexity of the organisation’s treasury management needs. Organisations should consider how to assess whether treasury management staff and board/council members have the required knowledge and skills to undertake their roles and whether they have been able to maintain those skills and keep them up to date.

1.15 As a minimum, authorities should carry out the following to monitor and review knowledge and skills:

- Record attendance at training and ensure action is taken where poor attendance is identified.
- Prepare tailored learning plans for treasury management officers and board/council members.
- Require treasury management officers and board/council members to undertake self-assessment against the required competencies (as set out in the schedule that may be adopted by the organisation).

- Have regular communication with officers and board/council members, encouraging them to highlight training needs on an ongoing basis.”

1.16 In further support of the revised training requirements, CIPFA’s Better Governance Forum and Treasury Management Network have produced a ‘self-assessment by members responsible for the scrutiny of treasury management’, which is available from the CIPFA website to download.

1.17 Members are required to attend two sessions each year provided by the Council’s Treasury Advisors Link Group, Link Treasury Services Limited, the sessions for 2022/23 were held in October 2022 and January 2023. A further two sessions will be arranged for 2023/24 and further training will be arranged as required.

1.18 The training needs of treasury management officers are periodically reviewed.

1.19 A formal record of the training received by officers central to the Treasury function will be maintained by the Capital & Financial Planning Accountant. Similarly, a formal record of the treasury management/capital finance training received by members will also be maintained by Democratic Services.

1.20 Treasury Management Consultants

1.21 The Authority uses Link Group, Link Treasury Services Limited as its external treasury management advisors.

1.22 The Authority recognises that responsibility for treasury management decisions remains with the organisation at all times and will ensure that undue reliance is not placed upon the services of our external service providers. All decisions will be undertaken with regards to all available information, including, but not solely, our treasury advisers.

1.23 It also recognises that there is value in employing external providers of treasury management services to acquire access to specialist skills and resources. The Authority will ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented and subjected to regular review.

1.24 Capital Strategy

1.25 The key aims of the Capital Strategy are to:

- Provide a clear context within which proposals for capital expenditure are evaluated to ensure all capital investment is targeted to deliver the Council’s priorities.
- Clarity about how the Council identifies and prioritises capital requirements and proposals arising from various strategies including the Corporate Plan, Service Improvement Plans, and other corporate strategies, and how they will be managed within the limited capital resources available.
- Challenge our current estate, continue with the programme of asset rationalisation, ensuring that assets retained are effective, efficient and economically sustainable to deliver services.
- Identify and consider options available to fund capital expenditure that minimises the ongoing revenue implications of historic capital expenditure and of any new investments.
- Use partnerships, both public and private, more effectively to support our overall strategy.
- Establish effective arrangements for managing capital schemes including assessment of outcomes and achievement of value for money.

- Ensure there is a full understanding of the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

1.26 It is a requirement that the capital strategy demonstrates that the Local Authority takes both capital and investments decisions in line with service objectives. The capital strategy shows that the key drivers of the Council's Capital plans are captured through various plans across the authority. These include

- Highways Asset Management Plan (HAMP)
- Welsh Housing Quality Standard Plan (WHQS)
- Strategic Asset Management Plan (including Asset Review, paragraph 2.18)
- Schools Transformation Plan
- Health and Care Strategy
- Service Integrated Business Plans
- Digital Powys

1.27 Treasury Management

1.28 The Treasury Management Strategy and Annual Investment Strategy report is a requirement of the CIPFA Code of Practice on Treasury Management and a requirement under the Local Government Act 2003. It has regard to the Guidance on Local Government Investments issued by the Welsh Government which requires the Treasury Management Strategy and Annual Investment Strategy to be approved by Full Council.

CIPFA defines treasury management as:

'The management of the local authority's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.'

1.29 The Council is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low risk counterparties or instruments commensurate with the Council's low risk appetite, providing adequate liquidity initially before considering investment return.

1.30 A key function of the treasury management service is arranging the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash may involve arranging long or short-term loans or using longer-term cash flow surpluses. On occasion, when it is prudent and economic, any debt previously drawn may be restructured to meet Council risk or cost objectives.

1.31 The treasury operations will see a balance of the interest costs of debt and the investment income arising from cash deposits affecting the available budget. Since cash balances generally result from reserves and balances, it is paramount to ensure adequate security of the sums invested, as a loss of principal will in effect result in a loss to the General Fund Balance.

1.32 This authority has engaged in only minimal commercial investments and has no (or immaterial) non-treasury investments.

Capital Strategy

1.33 Background

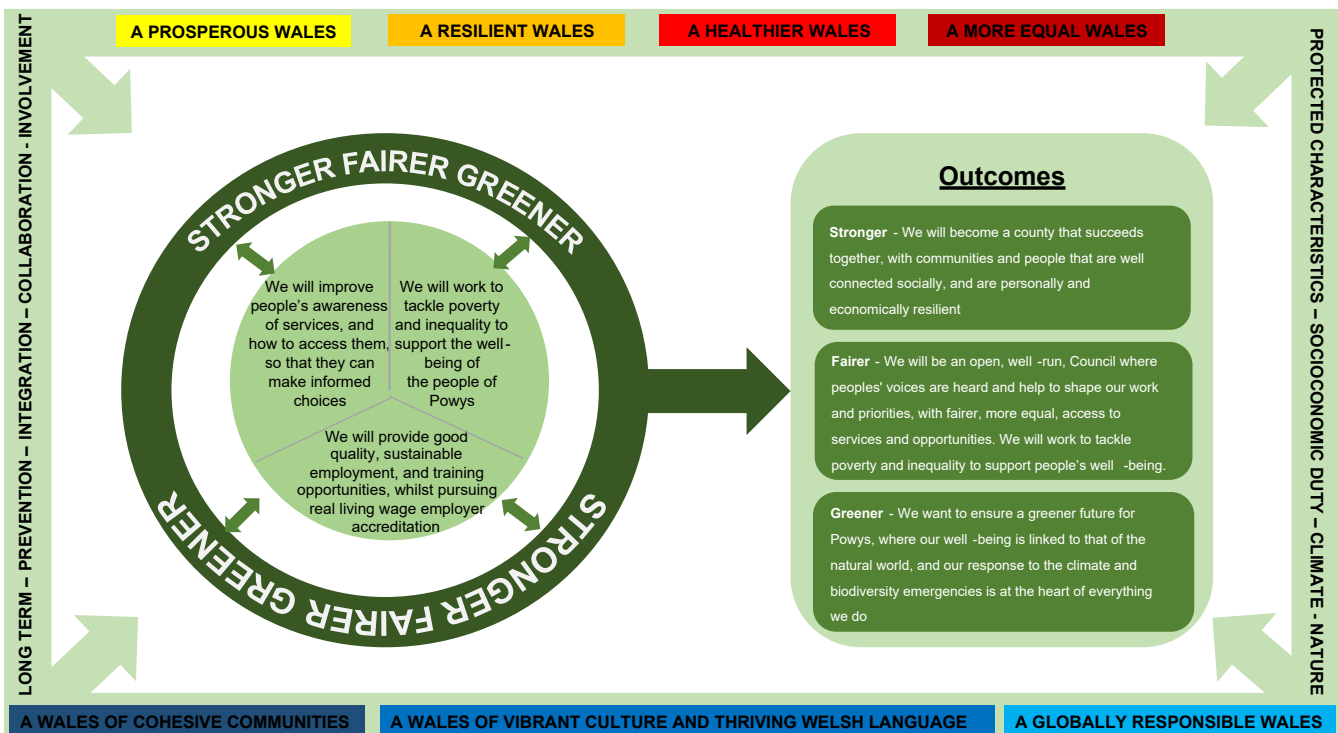
1.34 Part 1, Section 3 of the Local Government Finance Act 2003 requires that the Authority shall determine and keep under review how much it can afford to borrow. The Act is supported by the Prudential Framework for local authority capital investment and the CIPFA Prudential Code for Capital Finance in Local Authorities (the Code). The CIPFA Prudential Code was revised in December 2017. The revised Code introduced a new requirement that all authorities produce a capital strategy, which sets out the long-term context in which capital expenditure and investment decisions are made.

1.35 The Capital Strategy and Treasury Management Strategy (TMS) are closely linked, and both are revised annually. The Capital Strategy defines the Council's spending and the TMS sets out how it will be funded and its impact on the overall financial standing of the Council.

1.36 Aims, Priorities and Principles

1.37 The purpose of this strategy is to set out the objectives, principles and governance framework to ensure that the Authority takes capital expenditure and investment decisions in line with service objectives that underpin the delivery of the Corporate Improvement Plan. The Council's Vision sets out the key priorities and objectives of the Council.

1.38 The Councils' new administration is in the process of finalising its ambitious five-year plan and their priorities are set out below.



1.39 The priorities align to the 5 ways of working and the 7 Well-being goals of The Well-being of Future Generations (Wales) Act (2015) and meet statutory requirements and legislative changes are defined. In finding sustainable solutions for service delivery objectives broadly align to any 1 of the following requirements:

- Objectives to redesign services to deliver them more efficiently, effectively or in an alternative manner.
- Objectives that identify key delivery partnerships or outsourcing opportunities

- Objectives that contribute positively to support Climate Change
- Objectives that realise opportunities to stop delivering services because requirements or priorities have changed, allowing the planned release of resources.
- Objectives that realise opportunities to generate additional income.

It is essential that the Council priorities are funded through either revenue or capital to ensure that they can be delivered over the short to medium term.

1.40 Programme Overview

1.41 The Capital Programme is a key enabler to deliver the Council's ambition. Broadly the programme covers three areas of expenditure:

- a core programme of schemes that are regulatory / statutory in nature, and minimise legal challenge or revenue risk, these schemes are related to day-to-day activities that will ensure the Council meets its statutory requirements
- a retained asset programme to improve or enhance the life of existing assets, and
- an investment programme in schemes linked to the Council's strategic priorities, such as schemes to increase the diversification of the Council's property portfolio or reduce the revenue costs of running and maintaining the assets.

Capital Investment across Services

1.42 The Council has developed its capital strategy which sets out a five year long-term plan and demonstrates that the capital / investment decisions are taken in line with priorities and considers both risk/reward and impact; as well as properly taking account of stewardship, value for money, prudence, sustainability and affordability.

1.43 The Council will continue to invest in services that underpin the priorities set out above, the key themes have clear service projects:

Residents and the Community - We will support our Residents and Communities.

- **Housing** -The Council will continue to maintain, for all the homes it owns, the Welsh Housing Quality Standard (WHQS) with an ongoing capital programme in part funded through Welsh Government Funding and Borrowing. The Housing Revenue Account Thirty Year Business Plan demonstrates an affordable capital strategy alongside delivering the day-to-day landlord service and has key objectives linked to the Council's Corporate Plan. The Council has completed the construction and letting of 61 new homes in 2022-2023 with a further 56 under construction and 142 additional homes under active consideration for future development (dependent upon site acquisitions, viability assessments and resolution of the phosphates issues affecting development of all types). The Council will continue to fund a major programme of Disabled Facilities Grants enabled works and improvements to homes to improve the quality of life for people who need help to live as independently as possible. In addition, Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G. An application has been submitted to the Welsh Government as part of the Empty Homes Grant scheme, which will be in addition to the Council's interest free loans programme for owners of privately owned properties that need works to make suitable for use as homes. Work on bringing into use empty properties as homes will be supported by an Empty Property Officer funded by the Council Tax Premium.

- **Leisure Centres** - The Leisure portfolio contributes to the preventative agenda, supporting the Public Health Wales Long Term Strategy (2018-30) as well as, health interventions such as the NERS program (National Exercise Referral Scheme), in collaboration with Powys Teaching Health Boards and General Practices, within Powys. Since 2019 the Council has approved a five-year programme which has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services. Also, as a collaborative partner to the School's Transformation Programme, enabling learning and development through specific opportunities that the service provides or facilitates. Leisure Services support and contribute to the 'economy' by hosting and delivering local, regional and national events and competitions which draws significant numbers of visitors from across the UK to utilise the facilities we have in Powys – and demonstrates the need for the facilities to be maintained and improved to an appropriate standard. The requirement for a sustainable long term capital investment strategy will be a key component of the forthcoming Leisure Services Review.
- **Waste Strategy** - Powys County Council faces a stringent Welsh Government (WG) statutory recycling target of 64% for 2019/20 through to 70% for 2024/25. There is also a non-statutory WG target to reduce landfill to 10% by 2019/20 reducing to 5% by 2024/25. This has required a step change in the way all local authorities approach waste and recycling. The continued capital investment in the Waste and Recycling service will ensure that the Council is able to meet the targets whilst obtaining maximum value from the service. A network of assets under the Council's control allows flexibility to adapt to any changing requirements within the industry and Government policy and legislation. Some of these schemes are linked to efficiency savings and service improvements in future years.

Health and Care – We will lead the way in providing effective, integrated Health and Care in a rural environment

- **Social Care** - The capital programme focuses on supporting those who wish to remain in their own home rather than residential care and supports the integrated Health and Care Strategy for Powys. This strategy acknowledges that people in Powys live longer and healthier lives than elsewhere in Wales and that Powys is a place aspiring to help improve the wellbeing of all people. Capital funding mainly focus on accommodation options, including supporting the building and redevelopment of facilities to increase the stock of supported living and extra care housing in collaboration with Powys Teaching Health Board and local Registered Social Landlords. There are also capital funding requirements for the 13 Powys owned care homes.

➤ **Children's Services**

In order to ensure a sufficient supply of appropriate, safe placements for children in care, as close to home as possible, investment is mostly focused upon small residential homes for children, with accommodation development of a range of placements in County to support the complex needs of young people who remain under the local authority's care. Funding is being utilised to ensure property refurbishment to meet Care Inspectorate Wales registration requirements. Welsh Government have been particularly supportive in offering investment to progress such developments, as mirrored in current Ministerial direction in line with the not for profit care agenda for children in care.

The development of Oldford Family Centre in Welshpool and additional Flying Start childcare provision in Brecon will support the work to expand flying start provision across the County. Phase 1 is complete and Phase 2 of the expansion will continue 23/24 and 24/25.

- **Assistive Technology** - has a key role to play in the modernisation of health and social care. With ever increasing technological advances, it offers a range of possibilities for greater choice, not only of how people can access the support they need, but also where and when they access support. In doing so, assistive technology enables people to take greater control, and to live independently for longer by preventing hospital admissions and premature moves to residential care. Enabling access to better accommodation options is essential in order to support independent living and reduce demand for other types of care.

Learning and Skills – We will strengthen learning and skills.

- **Transforming Education Programme** - The Council has developed a ten-year Strategy to Transform Education in Powys 2020-30 with the implementation of a major capital investment programme that will ensure that schools in Powys have inspiring, environmentally sustainable buildings that can provide opportunities for wider community activity, including where possible childcare services, early years, Additional Learning Needs (ALN), multi-agency support and community and leisure facilities. This will also include developing a reliable, high quality digital infrastructure. The Council is investing £123m over the next five years in its schools through the Welsh Government's Sustainable Communities For Learning Programme (SCLP). The SCLP has a 65% capital intervention rate for mainstream schools, 75% for special schools and it also offers a new and innovative funding route where the intervention rate is 85% for the Mutual Investment Model. Welsh Government has recently confirmed that the SCLP is now a rolling programme, rather than being time-bound, and is expecting local authorities to submit new Strategic Outline Programmes to support new school projects once they are ready to do so. Welsh Government has also issued a directive that all projects need to achieve Carbon Zero in Operation, with additional funding available to support this until 2026. The Council will develop its strategies to ensure maximisation of the potential investment opportunities that may be available via WG funding.

However, to deliver the full Transforming Education Programme in Powys, significant funding sources above what is currently included in the current Capital Programme will be required. That said, the cost of transformation over the lifetime of the schools' assets is cheaper than the status quo in the majority of localities.

Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

The Economy – We will develop a vibrant economy.

- **Highways and Environment** - The Council has a statutory duty to maintain the adopted highway, maintained at public expense in a safe condition for the passage of the user. A strategic approach has been used to develop the Highways Asset Management Plan (HAMP) in identifying and allocating resources for the management, operation, preservation and enhancement of the highway infrastructure to meet the needs of current and future customers. Current gross replacement cost of these assets is estimated at £4.4bn.

The highway network includes public rights of way, which are a major attraction to the county for visitors. There are 1,700 recorded bridge structures on the public rights of way network; most are Council assets. Several major bridges (over £100,000 each) need to be replaced within the next 5 years due to age. Additional grant funding is being sought to replace five of these major bridges.

In addition, storm damage with increased rates of riverside erosion and rotting of timber is affecting many small to medium bridges (up to £50,000 each). Over the 2020-21 and 2021-22 financial years, eight of these medium bridges have been replaced using Access Improvement Grant capital funding. A further four are programmed for replacement in 2022-25 under the same grant. Where the locations are logistically challenging to reach or particularly wet with an increased risk of rot, recycled glass reinforced plastic bridges have been installed with a design life of over 30 years and reduced maintenance requirements. Ongoing inspection is required to monitor rates of deterioration in timber bridges and performance of plastic structures.

A county wide inventory of all bridges on the rights of way network is being developed, to record bridge condition and forward plan for their replacement. Proactive inspection of small bridges is under way with proactive cleaning to reduce the rate of rot in timber structures. Previously, this has

been reactive.

Outdoor recreation assets are also a significant tourist attraction and can provide valuable opportunities to maintain and enhance biodiversity. There are two remaining building assets under management by the Service; investment is needed in one of them, to enable ongoing lease arrangements.

Work has been carried out in autumn 2022 to address the designation of Llandrindod Lake as a reservoir; this structure will require ongoing monitoring. The Llandrindod Rock Park woodland has several bridge structures, not on public paths but on publicly accessible land. The largest of these has just been replaced using grant funding, following a period of closure. Again, steel beams have been included in the design to increase longevity, but timber parts will eventually require replacement.

- **Property** - The vision is to ensure that through the Corporate Landlord initiative, the Council's assets are appropriately managed to provide safe, efficient, sustainable properties in the right locations to support the delivery of services and the achievement of key priorities. The Strategic Asset Board and Asset Management Plans are the mechanisms in place to help deliver these priorities, which will ensure close working and collaboration across all service areas and partner organisations such as Neath Port Talbot College / Powys Teaching Health Board (PTHB). The Property team will be supported in this crucial work with investment provided to procure a new Property Management database which will provide a single point of reference for all aspects of the Council's operational and investment estate. A property disposals programme is being developed.
- **Regeneration, Property and Development** - The Council needs to intervene where the private sector is not able (for economic reasons) to create or facilitate investment in business units in order to keep and attract business to the County. Abermule business park is one such scheme that sees the Authority developing a former Welsh Government site which otherwise would not have been developed in the short to medium term. Capital investment will also form an important part of supporting the regeneration and viability of town centres complementing the Welsh Government's Transforming Towns funding programme. An initial annual allocation of £2 million starting in 2024-25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the investment plans for the deal develop the funding will be released to the relevant projects on completion of the relevant governance and approval processes. Both National and Welsh Government are providing a capital injection in the south of the county for a purpose-built, modern railway infrastructure and rolling stock testing facility. This is expected to form an important addition to the UK rail industry and would be the only test facility in the UK that includes circuits tracks, would offer significantly more efficient testing than shunting facilities, which require trains to change direction of travel at the end of track.
- **County Farms** - It is essential that the Council manages its agricultural estate prudently, efficiently, and professionally. Effective management of County Farms estate will enable the continued opportunities already enjoyed by current tenant farmers and maintain an income stream. The financial demands of the Estate need to be evaluated against the competing demands across the council whilst noting the estate produces an annual surplus in its trading account. The opportunity for capital receipts will continue to arise as reviews are undertaken at each tenant departure from the Estate. An Invest to Save initiative is being developed which will see investments made to the Farm Estate which should create opportunities for capital receipts and reduced revenue expenditure, for example barn conversions and subsequent sales.
- **Information Technology (IT)** - The service engages with change programmes so that investment and resource meets identified Council priorities. In respect of infrastructure, IT will seek to invest in up-to-date cloud-based technologies including 'Azure' cloud technologies, core infrastructure and improved telephony and mobile systems, Web and share-point and improved wireless as well as further enabling our staff to work in an agile manner. Cyber resilience is also a key programme, since 2017 an active Cyber Security improvement plan has been in place which details improvements required to maintain our Cyber Security resilience and to maintain standards and accreditations such as Cyber Essentials Plus and Public Service Network Accreditation. In order to maintain the council's

resilience and standards, this investment and programme of work is key. This includes investment in tools to detect and prevent malicious activity, tools, processes and resources to maintain systems to prevent vulnerabilities from exploitation, systems to enable us to share and collaborate information digitally and securely without risk of unintended exposure and ultimately damage or complete loss of any of the council's data or systems. The funding also ensures that the Council has an effective device refresh programme in place, ensuring that staff have the necessary devices to undertake their work effectively.

Investment in Regenerative Commercial Activity

- 1.44 The commercial activity undertaken in the Council relates to holding properties that are utilised by tenants, these include livestock markets, caravan park, restaurant and office space. These are held primarily for their regenerative benefits to the local economy.
- 1.45 Around £240,000 in rental income is received each year.
- 1.46 The Council has registered a trading company (currently dormant) that may become the vehicle that supports greater commercial activity, but any investment must evidence the following criteria:
- Support the strategic community objectives of the council.
 - Have a balanced investment approach.
 - Improve covenant strength.
 - Drive income generation and maintain yield.
- 1.47 To ensure that the council is able to benefit from the lower borrowing rates offered by the Public Works Loans Board (PWLB) the council will currently not consider investing in any commercial property where yield is the primary investment driver.

Funding the Capital Strategy

- 1.48 The cost of funding the capital programme is closely monitored due to the impact on the budget and the ongoing funding constraints of the MTFs. The Council aims to minimise the cost of borrowing on the Financial Resource Model (FRM) and other sources need to be maximized such as grant funding. Funding capital from borrowing incurs extra costs from interest on the loan and the minimum revenue provision, repayment of the principal. Capital projects are prioritised where they can evidence a reduction in the cost of revenue, such as digital technologies or generate income such as building council dwellings.
- 1.49 The Housing Revenue Account (HRA) supports its own capital expenditure and provision for this is included in the HRA Business Plan. The surplus on the HRA account (excess of rental income over expenditure) is used to fund capital expenditure. This does not impact on the Council Fund. Although the HRA operates separately from the Council Fund, the Council does not borrow separately for Council Fund and HRA expenditure, all borrowing is combined, and the costs apportioned to the two funds based on the level of expenditure funded from borrowing for the two funds. The apportionment method is kept under review to ensure that it remains the most equitable method.

The Capital programme detailed at Appendix A, sets out how the programme is funded, the sources are explained below:

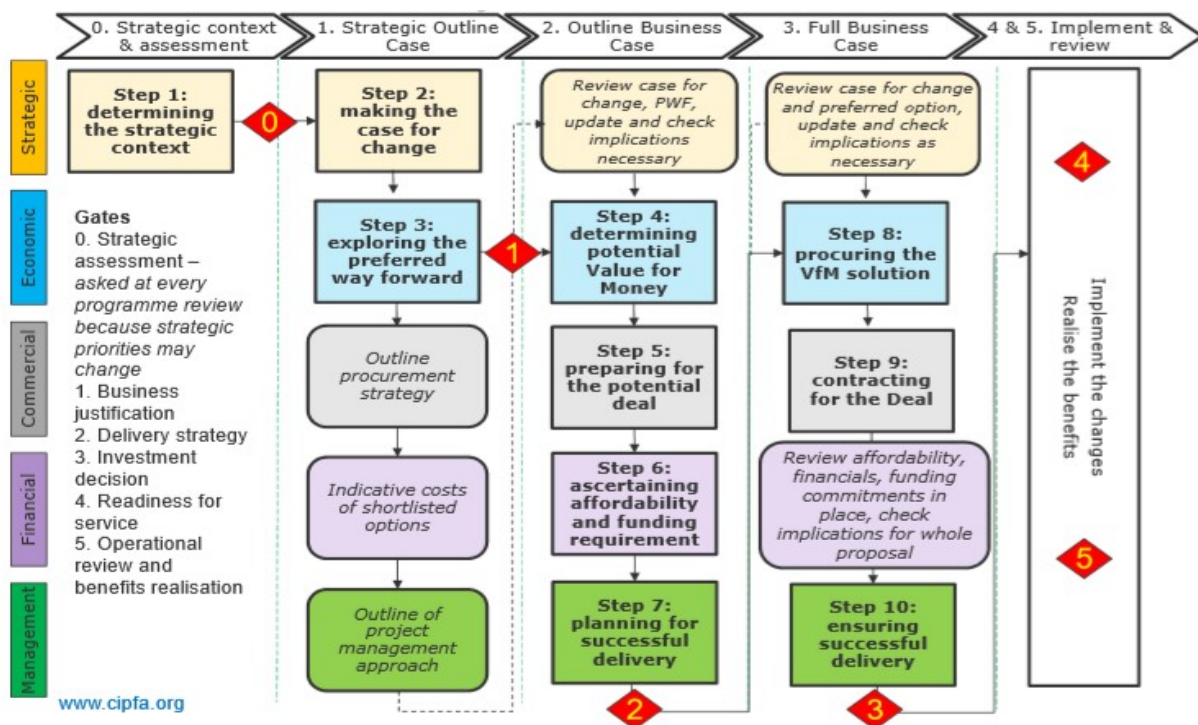
- **General Capital Grant** – This is a sum of money which is provided by the Welsh Government as part of the annual settlement. The Council is free to use the capital grant on any capital project it wishes.
- **Supported Borrowing** – The Council will borrow from establishments including the Public Works Loans Board (PWLB) to fund the expenditure. The revenue costs arising from the borrowing (Interest Costs and Minimum Revenue Provision) are funded by the Welsh Government through the annual revenue settlement, hence the term “Supported Borrowing”.

- **Unsupported Borrowing** – Again, the Council borrows the funding but is required to finance the revenue costs from its own resources. Projects funded by means of unsupported borrowing tend to be projects which deliver revenue savings, and these savings contribute to meet the additional revenue costs arising from the borrowing.
- **Specific Capital Grants** – The Council will be awarded capital grants which partly or fully fund the cost of a project. Capital grants usually come with restrictions surrounding the expenditure which can be funded and by when the expenditure must be incurred.
- **Revenue Contribution** – Services can contribute from their revenue budgets to fund projects. These contributions tend to be as a match funding to a project which is mainly funded from a specific capital grant.
- **Capital Receipts** – The funds generated from the sale of assets can be used to contribute to the funding of the capital programme. These are usually generated from the sale of surplus assets (normally land or buildings). The Councils' Capital Receipts Policy is set out in Appendix B.
- **Reserves** – Funding held in reserve, e.g., unapplied capital receipts, can be used to support the capital programme. Specific reserves can also be built up and set aside for this purpose.

1.50 An asset review is underway to review each property to understand the benefit each asset is providing for service delivery and quantify any future capital and maintenance liabilities. This will ensure that the Council has the right asset in the right place at the right time and will ensure the effective and efficient delivery of a comprehensive range of quality services. Once this is complete, any future capital investment together with the proceeds from the sale of surplus assets will be included in the capital programme.

Governance and Approval Approach

1.51 Welsh Government have adopted the Better Business Case approach to building, reviewing, and agreeing business cases. These principles have been adopted in the Councils' Capital Governance Framework. This approach introduces a more formal regime to follow and ensures consistency and a robust approach to developing each project. The diagram below sets out the gates and steps necessary to develop a capital from proposal through to a successful delivery. There has been an urgency in adopting this new regime to evidence stronger governance based on robust business cases from services.



1.52 The governance of this Capital Strategy follows the same process as the Revenue Budget Setting

Process and is presented to the Cabinet as part of the MTFs which is then recommended to full Council for approval.

1.53 The three stages of the Governance Framework are:

- **Stage 1 - The Strategic Outline Case (SOC)**, these must be completed for the new bids and have necessary approval.
- **Stage 2** - Once the SOC is approved, managers will need to complete more detailed work, particularly on the economics of the case, finances (detailed costings) and submit the **Outline Business Case (OBC)** for approval through the Strategic Asset Board, who provide challenge and then make recommendation to EMT / Cabinet to approve.
- **Stage 3 - The Final Business Case (FBC)** is the final gateway, and the project would move to the procurement stage. At this point the tender price for the project would be known and the risks quantified. Only when the FBC becomes a live project does the capital budget get allocated, which will improve our budget forecasting and profiling. Any revenue contributions including MRP costs would need to be built into the budget at stage 3.
 - For business cases between £75k and £1m a less formal business justification case will be used, being simpler and quicker to develop and proceed to project.
 - Each year there is a small bids programme funded by an allocation in the Capital Programme for capital projects under £75k, these are dealt with through the Strategic Asset Board.
 - The Council is moving away from an annual capital cycle and using the new framework will have an ongoing process of projects in development through to approval through Cabinet and Council as needed with the necessary prudential indicators updated and presented.

1.54 As a significant part of the capital programme and future ambitions covers investment in the Council's school's estate. The Schools Capital Programmes Oversight Board is in place which will strengthen Council's oversight of all school capital projects and provide additional scrutiny and assurance.

Capital Programme 2023-2028

1.55 The overall capital programme for the Council in 2023/24 is £93.29 million, which includes £23.48 million for the Housing Revenue Account (HRA). Appendix A provides a full list of all the schemes.

1.56 The General Fund includes schemes which have previously been approved or are in progress and expected to continue into future years. These total £69.81 million. The programme includes a list of schemes that have had their Strategic Outline Case approved and have been progressed to Outline Business case. Providing the economic and financial justification stacks up these schemes are likely to develop to Final Business Case stage and become live projects, totalling £12.27 million. Split over two years, £4.45 million in 2023/24, £5.51 million in 2024/25 and £2.31 million in 2025/26. An initial annual allocation of £2.00 million starting in 2024/25 has been included as the Council's contribution towards the Mid Wales Growth Deal. As the plans for the deal develop, the funding will be released to the relevant projects on completion of the relevant governance and approval processes.

1.57 The need to maintain the highways infrastructure through the HAMP has been highlighted at strategic level as a critical area of the Council's long-term strategy. The programme includes £5.00 million per annum for the HAMP and an additional £1.00 million per annum for street lighting column upgrades.

1.58 An additional £10.00 million has been included in 2027/28 to continue school transformation once the existing Band A and B funding allocations have been fully utilised. This additional funding can only be drawn down once the relevant business case(s) has been approved and it is assumed that Welsh Government will continue to provide grant funding towards 65% of the costs of these

schemes.

1.59 Overall additional borrowing requirements are estimated at £32.18 million in 2022/23 which includes £12.08 million for the HRA. However, it is likely that this figure will be less based on previous years slippage on spend and grants that are received in year.

1.60 The capital programme remains within budget for 2023/24 however additional revenue funding will need to be identified to fund investment in future years. The impact of the capital programme is set out through the following prudential indicators:

Capital Prudential Indicators

1.61 The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.

Capital Expenditure

1.62 This prudential indicator is a summary of the Council's capital expenditure plans, both those agreed previously, and those forming part of this budget cycle.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Non-HRA	73.64	69.81	76.78	39.61	20.07	32.71
HRA	19.72	23.48	30.31	34.61	21.91	19.55
Total	93.36	93.29	107.09	74.22	41.98	52.26

1.63 **Other long-term liabilities** - The financing need set out in the table above excludes other long-term liabilities, such as leasing arrangements that already include borrowing instruments.

1.64 The table below summarises the above capital expenditure plans and how these plans are being financed by capital or revenue resources. Any shortfall of resources results in a requirement to fund through borrowing, this figure is shown as the net financing need.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Capital receipts	2.29	5.25	5.25	4.25	4.25	4.25
Capital grants	43.37	49.12	52.98	15.80	10.54	17.04
Revenue/Reserves	8.68	6.74	11.33	9.96	8.92	11.24
Net financing need for the year	39.02	32.18	37.53	44.21	18.27	19.73

The Council's Borrowing Need (the Capital Financing Requirement)

1.65 This is the Council's Capital Financing Requirement (CFR). The CFR is simply the total historic outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is essentially a measure of the Council's indebtedness and so its underlying borrowing need. Any capital expenditure which has not immediately been paid for through a revenue or capital resource, will increase the CFR.

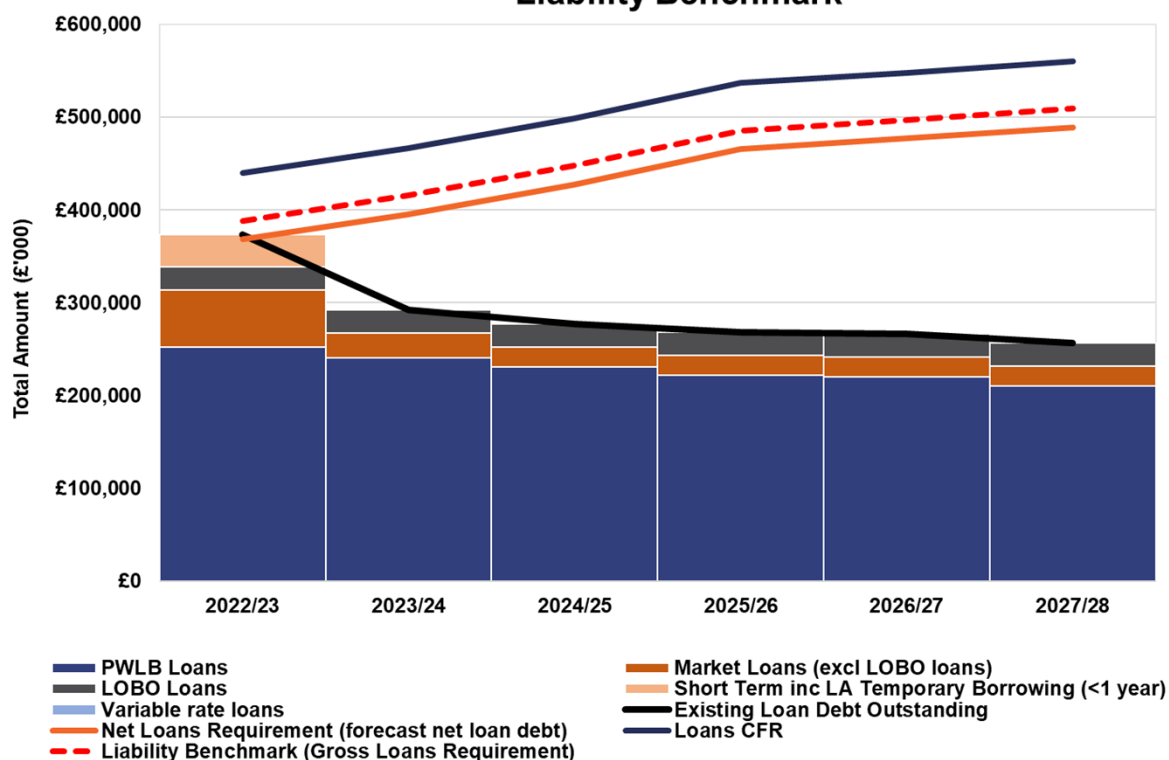
- 1.66 The CFR does not increase indefinitely, as the minimum revenue provision (MRP) is a statutory annual revenue charge which broadly reduces the indebtedness in line with each asset life, and so charges the economic consumption of capital assets as they are used.
- 1.67 The greater the CFR the larger the impact will be on the revenue budget, therefore in the long-term there will be a need to keep capital expenditure funded by borrowing at a level below the MRP budget in order to maintain the revenue budget at a sustainable level.
- 1.68 The Council is asked to approve the CFR projections below:

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
CFR – non HRA	331.21	347.34	362.92	379.59	382.67	389.39
CFR – HRA	108.50	119.45	135.79	157.13	165.38	171.05
Total CFR	439.71	466.79	498.71	536.72	548.05	560.44
Movement in CFR	34.50	27.08	31.92	38.01	11.33	12.39
Net financing need for the year (above)	29.97	29.97	22.00	26.33	31.81	4.43
Less MRP/VRP and other financing movements	4.53	4.53	5.09	5.60	6.20	6.92
Movement in CFR	34.50	27.08	31.92	38.01	11.33	12.39

Liability Benchmark

- 1.69 A new prudential indicator for 2023/24 is the Liability Benchmark (LB). The Liability Benchmark is effectively the Net Borrowing Requirement of a local authority plus a liquidity allowance. In its simplest form, it is calculated by deducting the amount of investable resources available on the balance sheet (reserves, cash flow balances) from the amount of outstanding external debt and then adding the minimum level of investments required to manage day-to-day cash flow.
- 1.70 There are four components to the LB: -
- **Existing loan debt outstanding:** the Authority's existing loans that are still outstanding in future years.
 - **Loans CFR:** this is calculated in accordance with the loans CFR definition in the Prudential Code and projected into the future based on approved prudential borrowing and planned MRP.
 - **Net loans requirement:** this will show the Authority's gross loan debt less treasury management investments at the last financial year-end, projected into the future and based on its approved prudential borrowing, planned MRP and any other major cash flows forecast.
 - **Liability benchmark (or gross loans requirement):** this equals net loans requirement plus short-term liquidity allowance.

Liability Benchmark



1.71 Core Funds and Expected Investment Balances

1.72 The application of resources (capital receipts, reserves etc.) to either finance capital expenditure or other budget decisions to support the revenue budget will have an ongoing impact on investments unless resources are supplemented each year from new sources (asset sales etc.). Detailed below are estimates of the year-end balances for each resource and anticipated day-to-day cash flow balances.

Year End Resources	2021/22	2022/23	2023/24	2024/25	2025/26
£m	Actual	Estimate	Estimate	Estimate	Estimate
Fund balances / reserves	64.27	50.00	38.00	38.00	38.00
Capital receipts	12.44	7.00	4.00	4.00	4.00
Provisions	3.93	3.00	3.00	3.00	3.00
Other	7.08	0.00	0.00	0.00	0.00
Total core funds	87.72	60.00	45.00	45.00	45.00
Working capital	2.26	5.00	5.00	5.00	5.00
Under borrowing	42.00	45.00	30.00	30.00	30.00
Expected investments	43.46	10.00	10.00	10.00	10.00

Minimum Revenue Provision Policy Statement

1.73 MRP is an annual charge that Councils are required to pay for their debt liability in respect of capital expenditure funded by borrowing, for both the general fund and the Housing Revenue Account debt. This capital expenditure is set out as part of the CFR calculation and updated regularly to reflect borrowing need changes and the resultant costs; it is important to ensure that the debt is repaid over

a period commensurate with that over which the capital expenditure provides benefit.

1.74 The debt repayment is a revenue charge, the minimum revenue provision (MRP), although additional voluntary payments are allowed if required voluntary revenue provision (VRP).

1.75 Welsh Government regulations have been issued which require the Council to approve the **MRP Statement** in advance of each year. A variety of options are provided to councils, so long as there is a prudent provision set out.

1.76 Recommendation - The Council is recommended to approve the following MRP Statement for the 2023/24 financial year:

➤ For capital expenditure incurred before 1 April 2020 or which in the future will be Supported Capital Expenditure, the MRP policy will be:

- To calculate the MRP over a 50 year life on an on annuity basis using the Authority's average rate of borrowing.

➤ From 1 April 2020 for all unsupported borrowing (including PFI and finance leases), the MRP policy is:

- To charge MRP over the weighted average asset life on an annuity basis using the Authority's average rate of borrowing.
- MRP will be deferred on any investment in the GCRE which is funded through a reciprocal loan provided by WG until the loan repayment date.

➤ For HRA Historic and Settlement Debt, the MRP policy will be:

- To calculate the MRP over a 60 year life on an on annuity basis using the Authority's average rate of borrowing.

➤ For HRA Post Settlement Debt, the MRP policy will be:

- To calculate the MRP over a weighted average asset life on an on annuity basis using the Authority's average rate of borrowing.

➤ Repayments included in annual PFI or finance leases are applied as MRP.

➤ In addition, the guidance allows for MRP to be deferred for assets under construction and this part of the guidance is adopted because the asset is not used by the authority until it is operational and therefore the MRP will match the life of the asset.

1.77 **MRP Overpayments** - A change introduced by the revised Welsh Government MRP Guidance was the allowance that any charges made over the statutory minimum revenue provision (MRP), voluntary revenue provision (VRP) or overpayments, can, if needed, be reclaimed in later years if deemed necessary or prudent. In order for these sums to be reclaimed for use in the budget, this policy must disclose the cumulative overpayment made each year. At the 31st of March 2022 the total balance of previous voluntary revenue provision (VRP) stands at £7.11 million, of which £1.41 million relates to the HRA. There is no intention to reclaim any of this at this point.

Risk Management

1.78 All large capital projects are managed under the Council's Project Management Methodology, which incorporates risk identification and risk management. The Council also has a Risk Management Policy which is applied to all its projects and activities.

1.79 For all capital projects, project managers update financial forecasts on a monthly basis identifying any areas subject to risk of overspend, underspend or slippage.

- 1.80 There is also a degree of funding risk in the Capital Programme, reliant as it is on future capital receipts, and the ability to be able to afford borrowing if necessary. These risks need to be managed and monitored on a regular basis, and action taken where necessary.
- 1.81 Risk appetite in this context is the level of risk that the Council is prepared to accept to be exposed to at any point in time in relation to its activities. It involves knowing what risks the Council wishes to avoid, what risks it is willing to accept and what risks it is willing and able to manage (including by transferring them to a third party, e.g., through insurance).
- 1.82 The risks are regularly monitored and managed both financially and operationally in accordance with council processes.
- 1.83 The Council is willing to accept the risks set out in this Strategy for projects that have Council approval provided that the project management ensures the appropriate mitigations are put in place to bring the project within acceptable risks margins.
- 1.84 The key financial risks inherent in the Council's Capital Programme include:

Description of Risk	Potential Impact
The longer a project takes to come to fruition, the greater the risk that the financial cost of the project will have increased, both due to the additional staff time spent on the project and the inflationary impact on the costs involved in bringing the asset into operation.	May result in financial pressures on the other projects/ programmes and service delivery.
There is a degree of correlation between the length of time a project spends in the feasibility and development stage and an increased risk of project failure or abandonment. Should a project fail for any reason, the regulations require all capital costs to be returned to revenue, which may create significant pressures, depending on the level of spend at that point.	May result in additional revenue pressures on delivery/services.
Project expenditure is higher than forecast estimates – in the current climate due to the rising cost of materials and access to skilled contractors in a limited labour market	May result in increased financial pressures/ limitations on future investment options.

Description of Risk (cont.)	Potential Impact (cont.)
<p>Once a project has been delivered successfully the cash expended is then bound in the asset. In the case of the assets that are for service delivery and do not generate a rental income stream, the money invested in the asset is only recovered if and when the asset is sold at a future date. This carries inherent financial risks in that the asset may have decreased in value, depending on market conditions, or may not have increased in value sufficiently to mitigate the effects of inflation.</p>	<p>May result in increased financial pressures/limitations on future investment options.</p>

Treasury Management Strategy

Background

- 1.85 The Council is required to operate a balanced budget which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned with cash being available when it is needed.
- 1.86 The second main function of the treasury management service is the funding of the Council's capital plans. These plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning, to ensure that the Council can meet its capital spending obligations. This management of longer-term cash involves arranging short or long-term loans or using longer-term cash flow surpluses. On occasion, when it is prudent and economic, any debt previously drawn may be restructured to meet risk or cost objectives.
- 1.87 The contribution the treasury management function makes to the authority is critical as the balance of debt and investment operations ensure liquidity or the ability to meet spending commitments as they fall due, either on day-to-day revenue or for larger capital projects. The treasury operations will see a balance of the interest costs of debt and the investment income arising from cash deposits affecting the available budget. Since cash balances generally result from reserves and balances, it is paramount to ensure adequate security of the sums invested, as a loss of principal will in effect result in a loss to the General Fund Balance.

CIPFA defines treasury management as:

“The management of the local authority’s borrowing, investments and cash flows, including its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.”

- 1.88 Whilst any commercial initiatives or loans to third parties will impact on the treasury function, these activities are generally classed as non-treasury activities as they usually arise from capital expenditure and are separate from the day-to-day treasury management activities.

Current portfolio position

- 1.89 The overall treasury management portfolio as at 31st March 2022 and the estimated position as at 31st March 2023 are shown below for both borrowing and investments.

Treasury Portfolio				
	Actual 31st March 2022		Estimate 31st March 2023	
	£'m	%	£'m	%
Borrowing				
PWLB	260.64	3.4%	287.12	3.3%
LOBO Loans	35.00	3.9%	25.00	5.3%
Market/Other Local Authorities	30.00	2.1%	40.00	1.7%
Welsh Government	33.00	0.0%	17.60	0.0%
Other	10.98	0.4%	3.89	2.6%
Total External Borrowing	369.62		373.60	
Investments				
Banks (deposit accounts)	43.46	0.5%	10.00	1.3%
Total Investments	43.46		10.00	
Net Position	43.46	0.5%	10.00	1.3%

Borrowing Strategy

1.90 The Council is currently maintaining an under-borrowed position. This means that the capital borrowing need (the Capital Financing Requirement), has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This strategy is prudent as medium and longer dated borrowing rates are expected to fall from their current levels once prevailing inflation concerns are addressed by tighter near-term monetary policy. That is, Bank Rate increases over the first half of 2023.

1.91 Against this background and the risks within the economic forecast, caution will be adopted with the 2023/24 treasury operations. The Head of Financial Services will monitor interest rates in financial markets and adopt a pragmatic approach to changing circumstances:

- if it was felt that there was a significant risk of a sharp fall in borrowing rates, (e.g., due to a marked increase of risks around relapse into recession or of risks of deflation), then borrowing will be postponed.
- if it was felt that there was a significant risk of a much sharper rise in borrowing rates than that currently forecast, fixed rate funding will be drawn whilst interest rates are lower than they are projected to be in the next few years.

1.92 Any decisions will be reported to the appropriate decision making body at the next available opportunity.

1.93 Policy on Borrowing in Advance of Need

1.94 The Council will not borrow more than or in advance of its needs purely in order to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved Capital Financing Requirement estimates and will be considered carefully to ensure that value for money can be demonstrated and that the Council can ensure the security of such funds.

1.95 Risks associated with any borrowing in advance activity will be subject to prior appraisal and subsequent reporting through the mid-year or annual reporting mechanism.

1.96 Debt rescheduling

1.97 Rescheduling of current borrowing in our debt portfolio is unlikely to occur as there is still a large difference between premature redemption rates and new borrowing rates. If rescheduling is to be undertaken, it will be reported at the earliest meeting following its action.

1.98 New Financial Institutions as a source of Borrowing and / or types of Borrowing

Currently the PWLB Certainty Rate is set at gilts + 80 basis points for both HRA and non-HRA borrowing. However, consideration may still need to be given to sourcing funding from the following sources for the following reasons:

- Local authorities (primarily shorter dated maturities out to 3 years or so – still cheaper than the Certainty Rate).
- Financial institutions (primarily insurance companies and pension funds but also some banks, out of forward dates where the objective is to avoid a “cost of carry” or to achieve refinancing certainty over the next few years)
- Municipal Bonds Agency (possibly still a viable alternative depending on market circumstances prevailing at the time).

Our advisors will keep us informed as to the relative merits of each of these alternative funding sources.

1.99 Approved Sources of Long and Short term Borrowing

On Balance Sheet	Fixed	Variable
PWLB	●	●
Municipal bond agency	●	●
Government/Local authorities	●	●
Banks	●	●
Pension funds	●	●
Insurance companies	●	●
Market (long-term)	●	●
Market (temporary)	●	●
Market (LOBOs)	●	●
Stock issues	●	●
Local temporary	●	●
Local Bonds	●	
Local authority bills	●	●
Overdraft		●
Negotiable Bonds	●	●
Internal (capital receipts & revenue balances)	●	●
Commercial Paper	●	
Medium Term Notes	●	
Finance leases	●	●

Capital Prudential and Treasury Indicators

1.100 The Council's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.

Ratio of financing costs to net revenue stream

1.101 This indicator identifies the trend in the cost of capital, (borrowing and other long term obligation costs net of investment income), against the net revenue budget or HRA rental income (net revenue stream). The estimates of financing costs include current commitments and the proposals in this budget report. The future net revenue streams are estimated based on worst case scenarios.

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Financing Costs	11.35	13.66	14.49	14.65	14.76	14.89

Net Revenue Stream	302.33	326.54	338.53	348.39	358.59	369.16
Council Fund	3.8%	4.2%	4.3%	4.2%	4.1%	4.0%
Financing Costs	4.58	5.02	5.49	6.08	6.97	7.35
Net Revenue Stream	27.38	27.55	28.10	28.66	29.24	29.82
HRA	16.7%	18.2%	19.5%	21.2%	23.8%	24.6%

HRA Ratios

1.102 This indicator shows the total outstanding debt attributable to the Housing Revenue Account (HRA) and the average debt per dwelling. The total debt is made up of

- The self-financing buyout
- Borrowing required for capital works to the existing housing stock (historic and planned)
- Borrowing required for the construction of new Council Housing (historic and planned)

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
HRA debt	£108.50m	£119.45m	£135.80m	£157.14m	£165.39m	£171.06m
Number of HRA dwellings	5,433	5,502	5,528	5,568	5,624	5,812
Debt per dwelling	£19,971	£21,710	£24,566	£28,222	£29,408	£29,432

Maturity structure of borrowing

1.103 These gross limits are set to reduce the Council's exposure to large, fixed rate sums falling due for refinancing and are required for upper and lower limits.

1.104 The Council is asked to approve the following treasury indicators and limits:

Maturity structure of borrowing 2023/24		
	Lower	Upper
Under 12 months	0%	40%
12 months to 2 years	0%	40%
2 years to 5 years	0%	40%
5 years to 10 years	0%	40%
10 years to 20 years	0%	40%
20 years to 30 years	0%	40%
30 years to 40 years	0%	40%
40 years to 50 years	0%	40%
50 years to 60 years	0%	40%

1.105 Affordability prudential indicators

1.106 Prudential indicators are required to assess the affordability of the capital investment plans. These provide an indication of the impact of the capital investment plans on the Council's overall finances. The Council is asked to approve the following borrowing indicators:

Borrowing Indicators

1.107 The capital expenditure plans set out in the capital strategy provide details of the service activity of the Council. The treasury management function ensures that the Council's cash is organised in accordance with the relevant professional codes, so that sufficient cash is available to meet this service activity and the Council's capital strategy. This will involve both the organisation of the cash flow and, where capital plans require, the organisation of appropriate borrowing facilities. The strategy covers the relevant treasury / prudential indicators, the current and projected debt positions and the annual investment strategy.

1.108 The Council's forward projections for borrowing are summarised below. The table shows the actual external debt, against the underlying capital borrowing need, (the Capital Financing Requirement - CFR), highlighting any over or under borrowing.

Change in External Debt

£'m	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Council Fund						
Debt at 1st April	268.18	286.21	317.35	332.93	349.60	352.70
Expected change in Debt	18.03	31.14	15.58	16.67	3.10	6.73
Estimated Gross Debt at 31st March	286.21	317.35	332.93	349.60	352.70	359.43
CFR	331.21	347.35	362.93	379.60	382.70	389.43
Under / (Over) Borrowing	45.00	30.00	30.00	30.00	30.00	30.00
HRA						
Debt at 1st April	101.44	108.50	119.45	135.80	157.14	165.39
Expected change in Debt	7.06	10.95	16.35	21.34	8.25	5.67
Estimated Gross Debt at 31st March	108.50	119.45	135.80	157.14	165.39	171.06
CFR	108.50	119.45	135.80	157.14	165.39	171.06

1.109 Within the range of prudential indicators there are a number of key indicators to ensure that the Council operates its activities within well-defined limits. One of these is that the Council needs to ensure that its gross debt does not, except in the short term, exceed the total of the CFR in the preceding year plus the estimates of any additional CFR for 2023/24 and the following two financial years. This allows some flexibility for limited early borrowing for future years but ensures that borrowing is not undertaken for revenue or speculative purposes.

1.110 The Head of Financial Services (Section 151 Officer) reports that the Council complied with this prudential indicator in the current year and does not envisage difficulties for the next few years. This view considers current commitments, existing plans, and the proposals in this budget report. The projected increase in the CFR over the medium and longer term must be reviewed annually to ensure that the capital investment plans remain affordable, prudent and sustainable.

1.111 Treasury Indicators: limits to borrowing activity

Operational Boundary

1.112 The Operational Boundary is the limit beyond which external debt is not normally expected to exceed. In most cases, this would be a similar figure to the CFR, but may be lower or higher depending on the levels of actual debt and the ability to fund under-borrowing by other cash resources.

£'m	2023/24	2024/25	2025/26	2026/27	2027/28
Operational Boundary	476.00	509.00	547.00	559.00	572.00

Authorised Limit

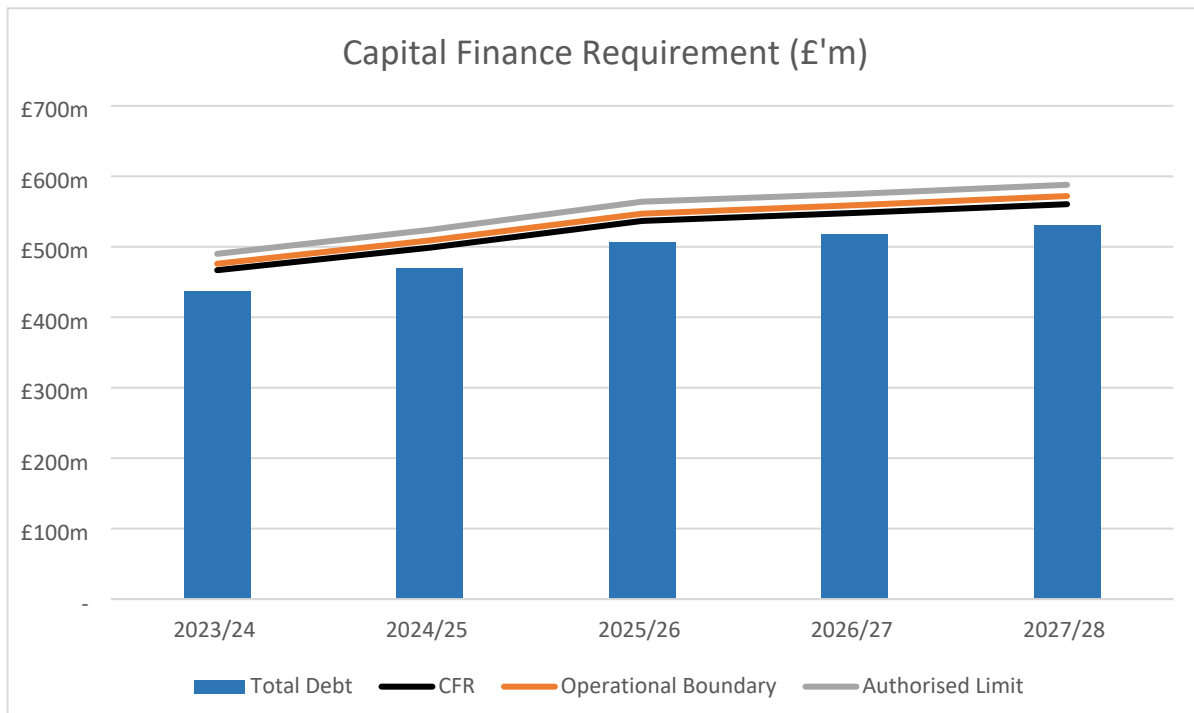
1.113 This is a key prudential indicator and represents a control on the maximum level of borrowing. This represents a legal limit beyond which external debt is prohibited, and this limit needs to be set or revised by the full Council. It reflects the level of external debt which, while not desired, could be afforded in the short term, but is not sustainable in the longer term.

1.114 This is the statutory limit determined under section 3 (1) of the Local Government Act 2003. The Government retains an option to control either the total of all councils' plans, or those of a specific council, although this power has not yet been exercised.

1.115 The Council is asked to approve the following authorised limit.

£'m	2023/24	2024/25	2025/26	2026/27	2027/28
Authorised Limit	490.00	524.00	564.00	575.00	588.00

1.116 The chart below shows the relationship between the Total Debt, the Capital Financing Requirement (CFR), the Operational Boundary and Authorised Limit.



Annual Investment Policy

- 1.117 **Management of risk** - The Welsh Government and CIPFA have extended the meaning of 'investments' to include both financial and non-financial investments. This strategy deals solely with financial investments, (as managed by the treasury management team). Nonfinancial investments, essentially the purchase of income yielding assets, are covered in the Capital Strategy.

The Council's investment policy has regard to the following.

- Welsh Government's Guidance on Local Government Investments ("the Guidance")
- CIPFA Treasury Management in Public Services Code of Practice and Cross Sectoral Guidance Notes 2021 ("the Code")
- CIPFA Treasury Management Guidance Notes 2021

The Council's investment priorities will be security first, portfolio liquidity second and then yield, (return). The Council will aim to achieve the optimum return (yield) on its investments commensurate with proper levels of security and liquidity and with the Council's risk appetite. In the current economic climate, it is considered appropriate to keep investments short term to cover cash flow needs

In the current economic climate, it is considered appropriate to maintain a degree of liquidity to cover cash flow needs but to also consider "laddering" investments for periods up to 12 months with high credit rated financial institutions, whilst investment rates remain elevated, as well as wider range fund options.

- 1.118 The above guidance from the Welsh Government and CIPFA place a high priority on the management of risk. This authority has adopted a prudent approach to managing risk and defines its risk appetite by the following means:

- Minimum acceptable credit criteria are applied in order to generate a list of highly creditworthy counterparties. This also enables diversification and thus avoidance of concentration risk. The key ratings used to monitor counterparties are the short term and long-term ratings.
- Other information: ratings will not be the sole determinant of the quality of an institution; it is important to continually assess and monitor the financial sector on both a micro and macro basis and in relation to the economic and political environments in which institutions operate. The assessment will also take account of information that reflects the opinion of the markets. To achieve this consideration the Council will engage with its advisors to maintain a monitor on market pricing such as "credit default swaps" and overlay that information on top of the credit ratings.
- Other information sources used will include the financial press, share price and other such information pertaining to the financial sector in order to establish the most robust scrutiny process on the suitability of potential investment counterparties.
- This authority has defined the list of types of investment instruments that the treasury management team are authorised to use. There are categories of 'specified' and 'non-specified' investments.
 - **Specified investments** are those with a high level of credit quality and subject to a maturity limit of one year except deposits with local authorities which can be for any period.
 - **Non-specified investments** are those with less high credit quality, may be for periods in excess of one year, and/or are more complex instruments which require greater consideration by members and officers before being authorised for use. Once an investment is classed as non-specified, it remains non-specified all the way through to maturity i.e., an 18 month deposit would still be non-specified even if it has only 11 months left until maturity.

- Lending limits (amounts and maturity), for each counterparty will be set in conjunction with Link’s matrices.
- This authority will set a limit for the amount of its investments which are invested for longer than 365 days.
- Investments will only be placed with counterparties from countries with a specified minimum sovereign rating.
- All investments will be denominated in sterling.
- As a result of the change in accounting standards for 2020/21 under IFRS 9, this authority will consider the implications of investment instruments which could result in an adverse movement in the value of the amount invested and resultant charges at the end of the year to the General Fund. The Welsh Government has passed a statutory override to allow Welsh local authorities time to adjust their portfolio of all pooled investments by delaying implementation of IFRS 9 for five years until 31st March 2023.

1.119 The council will also pursue value for money in treasury management and will monitor the yield from investment income against appropriate benchmarks for investment performance.

1.120 Creditworthiness policy

1.121 This Council applies the creditworthiness service provided by Link Group. This service employs a sophisticated modelling approach, utilising credit ratings from the three main credit rating agencies - Fitch, Moody’s and Standard & Poor’s. The credit ratings of counterparties are supplemented with the following overlays:

- “watches” and “outlooks” from credit rating agencies.
- CDS spreads that may give early warning of likely changes in credit ratings.
- sovereign ratings to select counterparties from only the most creditworthy countries.

1.122 This modelling approach combines credit ratings, and any assigned Watches and Outlooks in a weighted scoring system which is then combined with an overlay of CDS spreads. The end product of this is a series of colour coded bands which indicate the relative creditworthiness of counterparties. These colour codes are used by the Council to determine the suggested duration for investments. The Council will, therefore, use counterparties within the following durational bands:

Yellow	5 years *
Dark pink	5 years for Ultra-Short Dated Bond Funds with a credit score of 1.25
Light pink	5 years for Ultra-Short Dated Bond Funds with a credit score of 1.5
Purple	2 years
Blue	1 year (only applies to nationalised or semi nationalised UK Banks)
Orange	1 year
Red	6 months
Green	100 days
No colour	not to be used

Please note: the yellow colour category is for UK Government debt, or its equivalent, money market funds and collateralised deposits where the collateral is UK Government debt.

Please note: “fund” ratings are different to individual counterparty ratings, coming under either specific “MMF” or “Bond Fund” rating criteria.

1.123 The Link Asset Services’ creditworthiness service uses a wider array of information other than just primary ratings. Furthermore, by using a risk weighted scoring system, it does not give undue

preponderance to just one agency's ratings.

1.124 Typically, the minimum credit ratings criteria the Council use will be a short term rating (Fitch or equivalents) of F1 and a long term rating of A-. There may be occasions when the counterparty ratings from one rating agency are marginally lower than these ratings but may still be used. In these instances, consideration will be given to the whole range of ratings available, or other topical market information, to support their use.

1.125 Credit ratings will be monitored daily through use of the Link Group's creditworthiness service.

- If a downgrade results in the counterparty / investment scheme no longer meeting the Council's minimum criteria, its further use as a new investment will be withdrawn immediately.
- In addition to the use of credit ratings the Council will be advised of information in movements in Credit Default Swap spreads against the iTraxx European Financials benchmark and other market data on a daily basis via its Passport website, provided exclusively to it by Link Asset Services. Extreme market movements may result in downgrade of an institution or removal from the Council's lending list.

1.126 Sole reliance will not be placed on the use of this external service. In addition, this Council will also use market data and market information, as well as information on any external support for banks to help support its decision making process.

1.127 Creditworthiness

1.128 Significant levels of downgrades to Short and Long-Term credit ratings have not materialised since the crisis in March 2020. In the main, where they did change, any alterations were limited to Outlooks. However, more recently the UK sovereign debt rating has been placed on Negative Outlook by the three major rating agencies in the wake of the Truss/Kwarteng unfunded tax-cuts policy. Although the Sunak/Hunt government has calmed markets, the outcome of the rating agency reviews is unknown at present, but it is possible the UK sovereign debt rating will be downgraded. Accordingly, when setting minimum sovereign debt ratings, this Authority will not set a minimum rating for the UK.

1.129 CDS Prices

1.130 Although bank CDS prices, (these are market indicators of credit risk), spiked upwards during the days of the Truss/Kwarteng government, they have returned to more average levels since then. However, sentiment can easily shift, so it will remain important to undertake continual monitoring of all aspects of risk and return in the current circumstances. Link monitor CDS prices as part of their creditworthiness service to local authorities and the Authority has access to this information via its Link-provided Passport portal.

1.131 Limits

1.132 Due care will be taken to consider the exposure of the Authority's total investment portfolio to non-specified investments, countries, groups and sectors.

- Non-specified treasury management investment limit. The Authority has determined that it will limit the maximum total exposure of treasury management investments to non-specified treasury management investments as being 10% of the total treasury management investment portfolio.
- Country limit. The Authority has determined that it will only use approved counterparties from the UK and from countries with a minimum sovereign credit rating of AA from Fitch (or equivalent). The list of countries that qualify using this credit criteria as at the date of this report are shown in paragraph 3.66. This list will be added to, or deducted from, by

officers should ratings change in accordance with this policy.

1.133 Other limits. In addition:

- no more than 5% will be placed with any non-UK country at any time;
- limits in place above will apply to a group of companies/institutions;
- sector limits will be monitored regularly for appropriateness.

Investment strategy

1.134 **In-house funds** - Investments will be made with reference to the core balance and cash flow requirements and the outlook for short-term interest rates (i.e., rates for investments up to 12 months). Greater returns are usually obtainable by investing for longer periods. The current shape of the yield curve suggests that is the case at present, but there is the prospect of Bank Rate peaking in the first half of 2023 and possibly reducing as early as the latter part of 2023 so an agile investment strategy would be appropriate to optimise returns.

1.135 Accordingly, while most cash balances are required in order to manage the ups and downs of cash flow, where cash sums can be identified that could be invested for longer periods, the value to be obtained from longer-term investments will be carefully assessed.

1.136 Investment returns expectations

1.137 The current forecast shown below, includes a forecast for Bank Rate to reach 4.5% in Q2 2023. The suggested budgeted investment earnings rates provided by Link Group for returns on investments placed or periods up to about three months during each financial year are as follows:

2022/23 remainder	3.95%
2023/24	4.40%
2024/25	3.30%
2025/26	2.60%
2026/27	2.50%
Years 6 to 10	2.80%
Years 10+	2.80%

As there are so many variables at this time, caution must be exercised in respect of all interest rate forecasts.

1.138 Investment treasury indicator and limit

1.139 The Investment treasury indicator and limit - total principal funds invested for greater than 365 days. These limits are set with regard to the Council's liquidity requirements and to reduce the need for early sale of an investment and are based on the availability of funds after each yearend.

1.140 The Council is asked to approve the following treasury indicator and limit:

Upper limit for principal sums invested for longer than 365 days			
£m	2021/22	2022/23	2023/24
Principal sums invested for longer than 365 days	£10m	£10m	£10m
Current investments as at 31.12.21 in excess of 1 year maturing in each year	Nil	Nil	Nil

1.141 For its cash flow generated balances, the Council will seek to utilise its business reserve instant access accounts, money market funds and short-dated deposits.

1.142 Investment performance / risk benchmarking

1.143 This Council will use an investment benchmark to assess the investment performance of its investment portfolio of overnight, 7 day, 1, 3, 6 or 12 month compounded / SONIA.

1.144 End of Year Investment Report

1.145 At the end of the financial year, the Authority will report on its investment activity as part of its Annual Treasury Report

Treasury Management Practice – Credit and Counterparty Risk Management

1.146 **Specified Investments** - All such investments will be sterling denominated with maturities up to maximum of 1 year (except for deposits with local authorities which can be for any period), meeting the minimum 'high' quality criteria where applicable. (If a deposit is made for say 2 years, it starts as being a non-specified investment and remains as a non-specified investment even when it's time to maturity falls under 12 months). The criteria, time limits and monetary limits applying to institutions or investment vehicles are.

Institution	Maximum Investment per Group/Institution	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	£30m	Up to 364 days	As per Link's matrices
Foreign Banks	£5m	Up to 364 days	As per Link's matrices
Other Local Authorities	£25m	Up to 5 years	N/A

1.147 **Non specified Investments** - These are any investments which do not meet the specified investment criteria. A variety of investment instruments will be used, subject to the credit quality of the institution, and depending on the type of investment made, it will fall into one of the above categories. The criteria, time limits and monetary limits applying to institutions or investment vehicles are:

Institution	Maximum Investment per Group/Institution	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	£10m (£5m limit with any one institution)	Up to 2 years	As per Link's matrices
Foreign Banks	£2m	Up to 2 years	As per Link's matrices
Money Market Funds (max. of 5)	£10m	N/A	All are AAA rated
Other Local Authorities	£10m	Up to 5 years	N/A

Note: Limits for Specified and Non-Specified are combined limits. The maximum limit will also apply to a banking group as a whole.

1.148 In addition to treasury management investment activity, local authorities can utilise their powers to borrow in order to invest in other financial assets. Such activity includes loans supporting service outcomes, investment in or loans to subsidiaries, and investment property portfolios primarily for a financial return. Whilst these impact on treasury management activity, they are managed outside of

this Treasury Management Strategy and approved separately as part of the Council's Capital expenditure plans arising from its Capital Strategy. Regulator concerns in relation to the extent of this activity have resulted in recent updates to CIPFA professional Codes of Practice including the Treasury Management Code. Whilst no national monetary, financial, or other controls or limits are in place currently, regulations have been updated to ensure the risks and implications of such activities are clearly governed and understood over a long term period.

1.149 Approved Countries for Investments

1.150 This list is based on those countries which have sovereign ratings of AA- or higher, (we show the lowest rating from Fitch, Moody's, and S&P) and also, (except - at the time of writing - for Hong Kong, Norway and Luxembourg), have banks operating in sterling markets which have credit ratings of green or above in the Link Asset Services credit worthiness service.

1.151 Based on lowest available rating

- **AAA**

Australia	Denmark
Germany	Netherlands
Norway	Singapore
Sweden	Switzerland

- **AA+**

Canada	U.S.A.
Finland	

- **AA**

Abu Dhabi (UAE)	France
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- **AA-**

Belgium	Qatar
U.K.	

1.152 **Prospect for Interest rates** - The Council has appointed Link Asset Services as its treasury advisor and part of their service is to assist the Council to formulate a view on interest rates, their latest update is provided at Appendix C and D.

Treasury Management Scheme of Delegation

1.153 The governance of the key decisions is set out below:

➤ Full Council

- approval of annual strategy

➤ Governance and Audit Committee

- reviewing the treasury management policy and procedures and making recommendations to the responsible body.

➤ Cabinet

- receiving and reviewing reports on treasury management policies, practices and activities
- approval of amendments to the Authority's adopted clauses, treasury management policy statement and treasury management practices
- budget consideration and approval
- approval of the division of responsibilities
- receiving and reviewing regular monitoring reports and acting on recommendations
- approving the selection of external service providers.

The Treasury Management Role of the Section 151 Officer

1.154 The role of the section 151 officer is set out below:

- recommending clauses, treasury management policy/practices for approval, reviewing the same regularly, and monitoring compliance
- submitting regular treasury management policy reports
- submitting budgets and budget variations
- receiving and reviewing management information reports
- reviewing the performance of the treasury management function
- ensuring the adequacy of treasury management resources and skills, and the effective division of responsibilities within the treasury management function
- ensuring the adequacy of internal audit, and liaising with external audit
- recommending the appointment of external service providers.

1.155 The above list of specific responsibilities of the S151 officer in the 2021 Treasury Management Code has not changed. However, implicit in the changes in both codes, is a major extension of the functions of this role:

- preparation of a capital strategy to include capital expenditure, capital financing, and treasury management, with a long term timeframe
- ensuring that the capital strategy is prudent, sustainable, affordable and prudent in the long term and provides value for money.
- ensuring that due diligence has been carried out on all treasury and non-financial investments and is in accordance with the risk appetite of the authority.
- ensure that the Authority has appropriate legal powers to undertake expenditure on non-financial assets and their financing
- ensuring the proportionality of all investments so that the Authority does not undertake a level of investing which exposes the Authority to an excessive level of risk compared to its financial resources
- ensuring that an adequate governance process is in place for the approval, monitoring and ongoing risk management of all non-financial investments and long-term liabilities

- provision to members of a schedule of all non-treasury investments including material investments in subsidiaries, joint ventures, loans and financial guarantees
- ensuring that members are adequately informed and understand the risk exposures taken on by the Authority
- ensuring that the Authority has adequate expertise, either in house or externally provided, to carry out the above
- creation of Treasury Management Practices which specifically deal with how non treasury investments will be carried out and managed, to include the following (TM Code p54): -
 - Risk management (TMP1 and schedules), including investment and risk management criteria for any material non-treasury investment portfolios;
 - Performance measurement and management (TMP2 and schedules), including methodology and criteria for assessing the performance and success of non-treasury investments;
 - Decision making, governance and organisation (TMP5 and schedules), including a statement of the governance requirements for decision making in relation to non-treasury investments; and arrangements to ensure that appropriate professional due diligence is carried out to support decision making;
 - Reporting and management information (TMP6 and schedules), including where and how often monitoring reports are taken;
 - Training and qualifications (TMP10 and schedules), including how the relevant knowledge and skills in relation to non-treasury investments will be arranged.

Appendix A - Capital Programme 2023/28

	2022-23 £'m	2023-24 £'m	2024-25 £'m	2025-26 £'m	2026-27 £'m	2027-28 £'m	Total £'m
Education							
Ysgol Bro Hyddgen	2.235	8.504	20.338	13.214	2.483		46.773
Welshpool C in W School	0.048						0.048
Ysgol Gymraeg y Trallwng	5.107	0.249					5.356
Ysgol Brynllwarch	1.996	3.048	3.497				8.541
Ysgol Cedewain	7.210	12.559	0.370				20.139
Other 21st Century School Schemes	1.320	6.144	19.252	5.566		10.000	42.282
Schools Major Improvements	5.356	2.500	2.500	2.500	2.500	2.500	17.856
Schools Other	0.679						0.679
Free School Meals Grant	3.138						3.138
Child Care Grant	1.261						1.261
	28.349	33.005	45.956	21.280	4.983	12.500	146.073
Highways, Transport and Recycling							
Integrated Transport	0.352						
Highways Lighting	1.262	1.200	1.000	1.000	1.000	1.000	6.462
Major Remedial Earthworks	0.690						0.690
Structural Drainage Improvements	0.266						0.266
Highways Strengthening	3.629						3.629
Structural Repairs Town Centre							
Footway	0.100						0.100
Structures Strengthening	1.280	0.650	0.500	0.100	0.200	3.000	5.730
Structural Maintenance - Roads	1.500	6.500	5.000	5.000	5.000	5.000	28.000
Surface Dressing	2.200						2.200
Road Safety & Small Schemes	0.234						0.234
Local Road Safety	0.682						0.682
Salt Barns	0.029	0.030	0.750				0.809
Safe Route In Communities	0.350						0.350
Newtown De-Trunking Works	0.177						0.177
Countryside & Outdoor Recreation	0.719	0.406	0.479	0.015	0.015	0.015	1.650
Recycling	0.269	0.943	1.000				2.212
Local Transport Fund	0.285						0.285
Vehicle Replacement	2.432	1.452	5.202	3.710	2.651	4.949	20.396
Major Strategic Schemes	0.581	1.500	1.500	1.500	1.500	1.500	8.081
Flood Alleviation Schemes	0.568						0.568
Active Travel Fund	2.660						2.660
	20.267	12.681	15.431	11.325	10.366	15.464	85.534
Property, Planning and Public Protection							
Regulatory Services	0.139						0.139
County Farms	0.396	0.100					0.496
Business Parks	1.345						1.345
Office Accommodation	0.544						0.544
Depots	0.204						0.204
	2.627	0.100	0.000	0.000	0.000	0.000	2.727

	2022-23 £'m	2023-24 £'m	2024-25 £'m	2025-26 £'m	2026-27 £'m	2027-28 £'m	Total £'m
Community Development							
Libraries	0.080						0.080
Sports and Leisure Centres	2.225	0.922					3.147
Arts and Museums	0.022						0.022
	2.326	0.922	0.000	0.000	0.000	0.000	3.248
Housing							
General Fund Housing	1.197						
Safe, Warm & Secure	0.200	0.200	0.200	0.200	0.200	0.200	1.200
Co2I	0.048	0.048	0.048	0.048	0.048	0.048	0.288
Disabled Adaptation	1.100	1.200	1.200	1.300	1.300	1.300	7.400
Empty Homes Grant		0.100	0.100				0.200
Enable	0.262						0.262
Landlord Loans	0.100	0.200	0.200	0.200	0.200	0.200	1.100
	2.907	1.748	1.748	1.748	1.748	1.748	11.647
Economy and Digital Services							
Community Halls							
Economic Development	6.622	1.860	1.840				10.322
Shared Prosperity Fund		0.977	2.881				3.858
Levelling Up	7.934	12.300	0.486				20.721
IT Refresh Strategy	0.230	0.408	0.428	0.449	0.472	0.495	2.482
IT Infrastructure		0.003					0.003
Other IT		0.102					0.102
Share Point		0.070					0.070
System Rationalisation	0.016	0.104					0.120
Cloud Services	0.022	0.327					0.349
Unified Communications	0.006	0.046					0.052
Careline Alarms	0.029						0.029
	14.859	16.196	5.635	0.449	0.472	0.495	38.107
Childrens' Services							
Redevelopment Golwg y							
Bannau/Camlas	0.016						0.016
Priory C In W Primary School	0.591						0.591
Safe Accommodation	0.042						0.042
Open Door Former Oldford Primary School	0.462						0.462
	1.111	0.000	0.000	0.000	0.000	0.000	1.111
Adult Services							
Care Homes	0.267	0.200					0.467
Arlais/Lant Avenue	0.023						0.023
Telecare	0.112						0.112
Mobile Working and Transformation	0.100						0.100
Specialist Equipment	0.100						0.100
Innovative Use of Robotics	0.400						0.400
Community Equipment	0.130						0.130
Castell Y Dail, Newtown	0.019						0.019
	1.151	0.200	0.000	0.000	0.000	0.000	1.351

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Total
	£'m	£'m	£'m	£'m	£'m	£'m	£'m
Finance							
Small Capital Bids	0.046	0.500	0.500	0.500	0.500	0.500	2.546
Pipeline Projects		4.453	5.508	2.308			12.269
Mid Wales Growth Deal			2.000	2.000	2.000	2.000	8.000
	0.046	4.953	8.008	4.808	2.500	2.500	22.815
Total	73.643	69.806	76.779	39.610	20.068	32.707	312.614
Financed by							
Supported Borrowing	7.211	4.587	4.587	4.587	4.587	4.587	30.146
Prudential Borrowing	23.792	15.510	15.266	16.652	3.400	7.217	81.836
Welsh Government Grant	26.429	25.860	39.070	5.253		6.500	103.112
General Capital Grant	3.167	4.711	4.711	4.711	4.711	4.711	26.722
Other Grants	7.884	12.717	3.367				23.968
Capital Receipts	2.285	4.248	4.248	4.248	4.248	4.248	23.525
Revenue/Reserves	2.875	2.173	5.530	4.159	3.122	5.444	23.304
	73.643	69.806	76.779	39.610	20.068	32.707	312.614
Housing Revenue Account							
Welsh Housing Quality Standard	8.996	7.018	5.645	5.693	6.646	6.059	40.058
Community Alarms	0.070	0.120	0.120				0.310
Compliance 100	0.501	0.400	0.250	0.250	0.250	0.250	1.901
Fit For Life	2.489	1.650	1.450	0.250	0.250	0.250	6.339
Green Powys	0.250	0.425	0.575	0.575	0.500	0.500	2.825
Love Where You Live	0.505	0.500	0.500	0.500	0.150	0.150	2.305
Drainage Improvements	0.063						0.063
Housing R&M System	0.087						0.087
Housing Vehicles	1.037						1.037
New Builds / Repurchase	5.723	13.369	21.770	27.341	14.111	12.342	94.656
	19.722	23.482	30.310	34.609	21.907	19.551	149.582
Financed by							
Prudential Borrowing	8.027	12.080	17.678	22.977	10.275	7.919	78.957
Welsh Government Grant	5.886	5.832	5.832	5.832	5.832	5.832	35.046
Capital Receipts		1.000	1.000				2.000
Revenue/Reserves	5.809	4.570	5.800	5.800	5.800	5.800	33.579
	19.722	23.482	30.310	34.609	21.907	19.551	149.582

Appendix B - Capital Receipt Policy

Introduction

This policy is introduced to provide guidance to Senior Managers on the rules governing the application of Capital Receipts in Powys County Council. This guidance has been drafted in line with the two codes of practice issued by the Chartered Institute of Public Finance and Accountancy (CIPFA). These publications are:

- The Prudential Code for Capital Finance in Local Authorities
- The Code of Practice on Local Authority Accounting

The two publications referred to above contain guidance on capital receipts and local authority accounting that complements guidance issued by the Welsh Government.

In England and Wales, capital receipts are defined by Section 9(1) of the Local Government Act 2003 to include all instances where property, plant or equipment is disposed of for cash (subject to a £10,000 de minimis). All references to Capital Receipts in this policy therefore refers to this definition.

Application

This guidance should be read alongside any relevant direction issued by Welsh Ministers.

Use of Capital Receipts

The current policy for the use of Capital Receipts is contained in the Corporate Asset Policy.

- Capital Receipts will normally be credited to the Central Fund and will be used to progress the Council's principal objectives defined in the Corporate Improvement Plan. However, up to 4% of the capital receipt may be used by Property, as permitted to cover directly attributable costs of sale.
- Capital receipts from the sale of Farm or Agricultural land under the County Farm Estate and property vested in the HRA will be subject to the following apportionment:

This policy proposes the use of Capital Receipts to continue to be based on the following:

Type	Service Area	Corporate
Agricultural	0%	100%
HRA Dwellings and Land	100%	0%
Home finder receipts	100%	0%
Vehicles	100%	0%
All other properties / assets	0%	100%

Appendix C – Economic Background - December 2022

The Council has appointed Link Group as its treasury advisor who have provided the following Economic Background.

Against a backdrop of stubborn inflationary pressures, the easing of Covid restrictions in most developed economies, the Russian invasion of Ukraine, and a range of different UK Government policies, it is no surprise that UK interest rates have been volatile right across the curve, from Bank Rate through to 50-year gilt yields, for all of 2022.

Market commentators' misplaced optimism around inflation has been the root cause of the rout in the bond markets with, for example, UK, EZ and US 10-year yields all rising by over 200bps since the turn of the year. The table below provides a snapshot of the conundrum facing central banks: inflation is elevated but labour markets are extra-ordinarily tight, making it an issue of fine judgment as to how far monetary policy needs to tighten.

	UK	Eurozone	US
Bank Rate	3.5%	2.0%	4.25%-4.50%
GDP	-0.2%q/q Q3 (2.4%/y/y)	+0.2%q/q Q3 (2.1%/y/y)	2.6% Q3 Annualised
Inflation	10.7%/y/y (Nov)	10.1%/y/y (Nov)	7.1%/y/y (Nov)
Unemployment Rate	3.7% (Oct)	6.5% (Oct)	3.7% (Nov)

Q2 of 2022 saw UK GDP revised upwards to +0.2% q/q, but this was quickly reversed in the third quarter, albeit some of the fall in GDP can be placed at the foot of the extra Bank Holiday in the wake of the Queen's passing. Nevertheless, CPI inflation has picked up to what should be a peak reading of 11.1% in October, although with further increases in the gas and electricity price caps pencilled in for April 2023, and the cap potentially rising from an average of £2,500 to £3,000 per household, there is still a possibility that inflation will spike higher again before dropping back slowly through 2023.

The UK unemployment rate fell to a 48-year low of 3.6%, and this despite a net migration increase of c500k. The fact is that with many economic participants registered as long-term sick, the UK labour force actually shrunk by c500k in the year to June. Without an increase in the labour force participation rate, it is hard to see how the UK economy will be able to grow its way to prosperity, and with average wage increases running at over 6% the MPC will be concerned that wage inflation will prove just as sticky as major supply-side shocks to food and energy that have endured since Russia's invasion of Ukraine on 22nd February 2022.

Throughout Q3 Bank Rate increased, finishing the quarter at 2.25% (an increase of 1%). Q4 has seen rates rise to 3.5% in December and the market expects Bank Rate to hit 4.5% by May 2023.

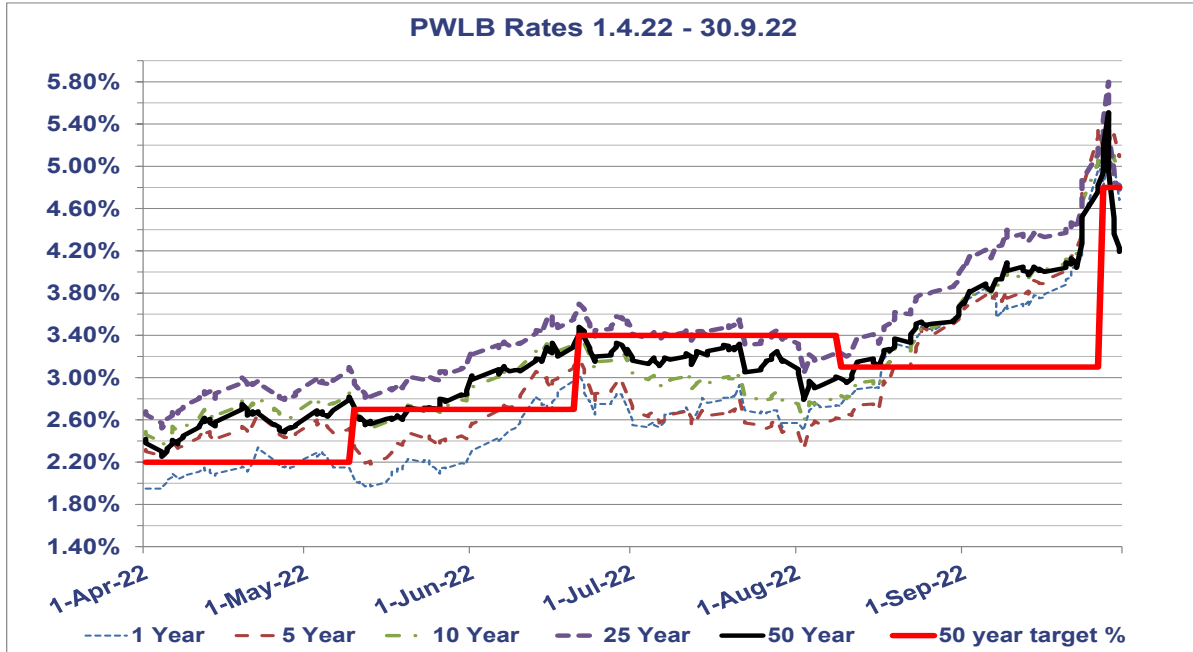
Following a Conservative Party leadership contest, Liz Truss became Prime Minister for a tumultuous seven weeks that ran through September and October. Put simply, the markets did not like the unfunded tax-cutting and heavy spending policies put forward by her Chancellor, Kwasi Kwarteng, and their reign lasted barely seven weeks before being replaced by Prime Minister Rishi Sunak and Chancellor Jeremy Hunt. Their Autumn Statement of 17th November gave rise to a net £55bn fiscal tightening, although much of the "heavy lifting" has been left for the next Parliament to deliver. However, the markets liked what they heard, and UK gilt yields have almost completely reversed the increases seen under the previous tenants of No10/11 Downing Street.

Globally, though, all the major economies are expected to struggle in the near term. The fall below 50 in the composite Purchasing Manager Indices for the UK, US, EZ and China all point to at least one, if not more, quarters of GDP contraction. In November, the MPC projected eight quarters of negative growth for the UK lasting throughout 2023 and 2024, but with Bank Rate set to peak at lower levels than previously priced in by the markets and the fiscal tightening deferred to some extent, it is not clear that things will be

as bad as first anticipated by the Bank.

The £ has strengthened of late, recovering from a record low of \$1.035, on the Monday following the Truss government's "fiscal event", to \$1.22. Notwithstanding the £'s better run of late, 2023 is likely to see a housing correction of some magnitude as fixed-rate mortgages have moved above 5% and affordability has been squeezed despite proposed Stamp Duty cuts remaining in place.

In the table below, the rise in gilt yields, and therein PWLB rates, through the first half of 2022/23 is clear to see.



However, the peak in rates on 28th September as illustrated in the table covering April to September 2022 below, has been followed by the whole curve shifting lower. PWLB rates at the front end of the curve are generally over 1% lower now whilst the 50 years is over 1.75% lower.

	1 Year	5 Year	10 Year	25 Year	50 Year
Low	1.95%	2.18%	2.36%	2.52%	2.25%
Date	01/04/2022	13/05/2022	04/04/2022	04/04/2022	04/04/2022
High	5.11%	5.44%	5.35%	5.80%	5.51%
Date	28/09/2022	28/09/2022	28/09/2022	28/09/2022	28/09/2022
Average	2.81%	2.92%	3.13%	3.44%	3.17%
Spread	3.16%	3.26%	2.99%	3.28%	3.26%

After a shaky start to the year, the S&P 500 and FTSE 100 have climbed in recent weeks, albeit the former is still 17% down and the FTSE 2% up. The German DAX is 9% down for the year.

CENTRAL BANK CONCERNS – DECEMBER 2022

In December, the Fed decided to push up US rates by 0.5% to a range of 4.25% to 4.5%, whilst the MPC followed by raising Bank Rate from 3% to 3.5%, in line with market expectations. EZ rates have also increased to 2% with further tightening in the pipeline.

Having said that, the sentiment expressed in the press conferences in the US and the UK were very different. In the US, Fed Chair, Jerome Powell, stated that rates will be elevated and stay higher for longer than markets had expected. Governor Bailey, here in the UK, said the opposite and explained that the two economies are positioned very differently so you should not, therefore, expect the same policy or messaging.

Regarding UK market expectations, although they now expect Bank Rate to peak within a lower range of 4.5% - 4.75%, caution is advised as the Bank of England Quarterly Monetary Policy Reports have carried a dovish message over the course of the last year, only for the Bank to have to play catch-up as the inflationary data has proven stronger than expected.

In addition, the Bank's central message that GDP will fall for eight quarters starting with Q3 2022 may prove to be a little pessimistic. Will the £160bn excess savings accumulated by households through the Covid lockdowns provide a spending buffer for the economy – at least to a degree? Ultimately, however, it will not only be inflation data but also employment data that will mostly impact the decision-making process, although any softening in the interest rate outlook in the US may also have an effect (just as, conversely, greater tightening may also).

Appendix D – Interest Rate Forecasts – December 2022

The Council has appointed Link Group as its treasury advisor and part of their service is to assist the Council to formulate a view on interest rates. These are forecasts for certainty rates, gilt yields plus 80bps:

Link Group Interest Rate View	19.12.22												
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
BANK RATE	3.50	4.25	4.50	4.50	4.50	4.00	3.75	3.50	3.25	3.00	2.75	2.50	2.50
3 month ave earnings	3.60	4.30	4.50	4.50	4.50	4.00	3.80	3.30	3.00	3.00	2.80	2.50	2.50
6 month ave earnings	4.20	4.50	4.60	4.50	4.20	4.10	3.90	3.40	3.10	3.00	2.90	2.60	2.60
12 month ave earnings	4.70	4.70	4.70	4.50	4.30	4.20	4.00	3.50	3.20	3.10	3.00	2.70	2.70
5 yr PWLB	4.20	4.20	4.20	4.10	4.00	3.90	3.80	3.60	3.50	3.40	3.30	3.20	3.10
10 yr PWLB	4.30	4.40	4.40	4.30	4.10	4.00	3.90	3.80	3.60	3.50	3.40	3.30	3.30
25 yr PWLB	4.60	4.60	4.60	4.50	4.40	4.20	4.10	4.00	3.90	3.70	3.60	3.50	3.50
50 yr PWLB	4.30	4.30	4.30	4.20	4.10	3.90	3.80	3.70	3.60	3.50	3.30	3.20	3.20

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This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Council Wide	Head of Service	Jane Thomas	Director		Portfolio Holder	Cllr David Thomas
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Proposal	Powys County Council 2023-24 Draft Budget						
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BACKGROUND

By law the Council has to agree a balanced budget annually. This impact assessment concentrates on the net revenue budget for 2023-24

The 2023-24 Budget has been developed, refined and challenged by a robust process involving Heads of Service, Executive Management Team, Cabinet and Scrutiny Committees. The full timetable set out at Appendix A shows the governance approach and challenge meetings that have taken place since July 2022 and include the formal meetings to agree draft and final budgets in February 2023.

The Draft Budget will be approved by Cabinet on 17th January 2023 and then be considered by the three Subject Scrutiny Committees and the Finance Panel through January / early February 2023. The Final Budget will be presented to Council for agreement on 23rd February 2022. The overall budget timetable is set out at Appendix A.

Individual impact assessments have been completed for each cost reduction. This assessment assesses the cumulative impact of the budget on Powys residents, in respect of the funding allocated, the council tax proposed and the cost reductions proposed.

The Final Budget includes a 5% increase in the Council Tax in 2023-24 (£1.40 a week for a band D property), and then 5% for the following 4 years. The Council Tax overall increase is split between 1.2% for the Fire Levy and 3.8% for Council service-related increases. The Council Tax Resolution will be presented to Council on 2nd March 2022.

REVENUE BUDGET

The Council has received an 8.7% settlement increase from the Welsh Government and allows Services to manage its service pressures alongside achievable savings. The Council has developed its 2023-28 MFS and revenue budget by seeking to focus resources on delivery of Vision 2025, service improvements and the Council's statutory obligations using an Integrated Business Planning approach.

Inescapable Cost Pressures

The 2023-24 budget includes £45 million to meet inescapable cost pressures, including pay and price/contract inflation as well as service specific pressures like the real living wage increase, utility increases and demographic growth. These must all be recognised in the budget as the Council is required by law to set a viable and balanced budget.

Powys residents will benefit from investment in these pressures as they will ensure that services can be improved or maintained at current levels and the Council's statutory obligations can be delivered. However, the value of the pressures included in the budget exceed the funding settlement the Council has received from the Welsh Government creating a budget gap of £26.7 million which will be funded in part by £16.4 million of cost reductions and 5% council tax and base changes totalling £6.4 million.

Cost Reductions

To bridge the budget gap in 2023-24 all services were asked to identify possible cost reductions that could be made to reduce the Council's spending requirement. £16.4 million of cost reductions have been identified which are deemed to be achievable within an acceptable level of risk. In addition, Governing Bodies will need to identify cost reductions of around £3.8 million in School budgets, of which £0.9 million relates to delivering energy efficiency reductions. This leaves a residual budget gap of £6.4 million which it is proposed is found by increasing Council Tax by 5%. If Council Tax was to be increased by less than 5% the Council would need to make further cost reductions, in addition to the £16.4 million already proposed and is deemed to be deliverable. In looking for additional cost reductions the Council would need to consider whether the impact on residents from any cost reduction would be greater than the impact on households of an additional 5% per annum in Council Tax. Work to develop the Draft Budget suggests that every element of the budget has been explored so the scope for additional cost reductions in the short term is very limited.

Council Tax

The Council's net revenue budget is funded from Welsh Government grant known as Aggregate External Finance (AEF) and Council Tax. AEF is the total level of support that the Government provides to local authorities, comprising Revenue Support Grant (RSG) and the amount distributed from business rates (NNDR) and is distributed using a needs-based formula. Over the last decade the Council's finances have suffered, as the Council has received in many years the lowest AEF settlements compared to the other 21 counties in Wales primarily due to the costs of rurality not being adequately reflected in the formula.

In 2022-23 all Welsh Councils received a settlement of around 9.6% and this has been further improved by the 2023-24 provisional settlement of 8.7% for Powys. The settlement formula is based on Standard Spending Assessment (RSG & NNDR plus notional Council tax). What has been seen in previous years is that the notional Council Tax element of the settlement has increased at a greater rate than the AEF element, this results in councils with smaller tax bases having a greater share of the grant element and areas with higher tax bases like Powys received less grant because they had a greater relative share of the council tax pot. However, over the last couple of years the opposite has happened where AEF has increased greater than the notional council tax increase. Therefore, there is a reverse pattern. We receive roughly 30% of the Council's net revenue budget requirement from Council Tax and the rest from Welsh Government.

Council Tax income comes from residents but not all residents pay full Council Tax. Many residents benefit from the Council Tax Reduction Scheme (CTRS). Our annual expenditure to provide this support for Powys residents exceeds the level of funding included in the settlement by £1.8 million. The level of support provided by this scheme has increased during the pandemic as more people became eligible. Any increase in Council Tax will increase the CTRS shortfall and an allocation of £470k is included in the budget to cover a 5% increase in Council Tax.

In setting the Council Tax level each year the Council must strike an appropriate balance, the need to ensure the Council has sufficient funds to provide crucial often statutory services to local residents within a balanced budget (a legal requirement) with the ability of Powys taxpayers to afford to pay the level set.

Understanding the affordability of any Council Tax increase requires consideration of the cost of the increase in relation to household income. Council Tax can be measured in 'Band D' or in 'per dwelling' terms. Band D has historically been used as the standard for comparing Council Tax levels between and across local authorities. This measure is not affected by the varying distribution of properties in bands that can be found across authorities. The 'per dwelling' calculation uses chargeable dwelling figures which gives an indication of the average amount of Council tax that is actually paid per household. In 2022-23 the Average band D council tax set for Powys was £1,814 which was above the Welsh average of £1,777. These figures include Community Council and Police authority precepts. Council Tax can also be measured as average Council Tax per dwelling. In Powys the average Council Tax per dwelling for 2022-23 is £1,798, £210 a year (£4.04 a week) above the £1,588 average for Wales.

ECONOMIC CONTEXT

National statistics¹ from the Office of National Statistics (ONS) show the average gross weekly earnings (full-time equivalent employees on adult rates) in Powys in 2022 to be £573.20 compared to an average for Wales of £598.10, placing Powys 7th lowest of 22 council areas in Wales.

CPI inflation is set to peak at a 40-year high of 11% in the current quarter, and the peak would have been higher without the energy price guarantee limiting a typical household's annualised energy bill to £2,500 this winter and £3,000 next winter. Rising prices erode real wages and reduce living standards by 7% in total over the two financial years to 2023-24 (wiping out the previous eight years' growth), despite over £100 billion of additional government support. The squeeze on real incomes, rise in interest rates, and fall in house prices all weigh on consumption and investment, tipping the economy into a recession lasting just over a year from the third quarter of 2022, with a peak-to-trough fall in GDP of 2%. Unemployment rises by 505,000 from 3.5% to peak at 4.9% in the third quarter of 2024.

Inflation is expected to drop sharply over the course of next year and is dragged below zero in the middle of the decade by falling energy and food prices before returning to its 2% target in 2027. The resulting recovery in real incomes, consumption, and investment sees GDP return to growth in 2024 and output recover its pre-pandemic level in the fourth quarter of that year.

Taking account of the above information the groups of people most likely to be impacted by an increase in Council Tax are families with children especially those headed by a working lone parent and people who rent their home (social or a private landlord). Those people less likely to be impacted by an increase in Council Tax are people on higher incomes and people wholly reliant on means tested benefits.

A 5% increase in Council Tax in 2023-24 for a Band D dwelling would be an increase of £72.59 for the year, equivalent to £1.40 per week (before Community Council and Police precept).

Based on previous year's figures it would be reasonable to assume that only around 48% of Powys' 65,000 households would pay the full increase, while just over 52% would receive partial or total exemption from payment.

The Council conducted a resident's survey which will close on the 5th January. A full report on the budget consultation will be provided with the budget papers in the Cabinet agenda 17th January and Council agenda 23rd February 2023.

Conclusion

The Council's financial position and outlook continue to be challenging over the medium term. Although the financial settlement provides additional funding which helps support the main core pressures such as pay and price inflation, there have been additional obligations that also have to be funded from the increase such as funding the £1 per hour increase in Real Living Wage for all care workers on top of pay and price inflation and specific service pressures. The next years settlement has been indicated at 3.1% and we have assumed 2% from then on, which are likely to be below current inflation levels and will leave the Council short in covering the basic uplifts. The Wales Fiscal analysis suggests that medium term settlements could be less than we have predicted. As the net budget is only financed by the settlement and Council Tax the only other way the Council can balance its budget is by making cost reductions or increasing fees and charges.

The Council has made more than £108 million cost reductions in the last decade making it harder each year to find more. A further £16.4 million of cost reductions are proposed for 2023-24, leaving a £6.4 million budget gap which it is proposed should be met by an increase in Council Tax. In future years we will need to re-design the Council to deliver services in a more sustainable way.

Although any increase in Council Tax is likely to impact to some extent on many residents, not all pay Council Tax as there are a number of discounts and exemptions in place which means that only 48% pay full Council Tax.

Despite the average Band D Council Tax Bill in Powys being £37 per annum higher than the Wales average and the average Council Tax per dwelling is £210 above the average, these figures need to be considered against the fact that in Powys only 70% of the net budget is funded from AEF which means 30% of the net budget has to come from Council Tax which is higher than all but three other council in Wales.

In terms of affordability a 5% increase in Council Tax for a Band D property would be £1.40 per week and £1.40 represents only 0.24% of the average weekly wage and in view of the means tested reductions, discounts and exemptions that are available to residents this is considered to be in the realms of affordability for residents.

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Anne Phillips	Interim Deputy Head of Financial Services	5/1/23

V2	Jane Thomas	Head of Financial Services	9/1/23
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2. Profile of savings delivery (if applicable)

£000	2023-24	2024-25	2025-26	2026-27	2027-28
Net budget - £k	£326,554	£348,854	£363,948	£378,648	£393,967
Council Tax increase of 5% (plus tax base changes in 2023-24) £k	6,384	4,898	5,143	5,400	5,670
Cost reductions total required - £k	£16,445	£502	£1,358	£577	£580

3. Consultation requirements

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Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	<p>Budget engagement took place with the public by use of an online questionnaire. It was undertaken between 3rd December 2022 and 5th January 2023</p> <p>Full details of the questionnaire and communications and findings can be found at Appendix J in the Budget papers pack</p> <p>Consultation on specific cost reduction proposals will be undertaken and is set out in the individual Impact Assessments published as part of the budget pack</p>

Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
The overall budget will see some service reductions, and each individual proposal has an impact assessment that has been scrutinised by the relevant committee to assess any detrimental effect on residents and the Council's delivery model.

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	The budget has been prepared with regard to the other funding streams that the Regeneration team have been successful in bidding for in Powys, Levelling Up and Shared Prosperity Funding of £50 million will support projects that aim to improve growth in the economy in terms of both revenue and capital spend. The budget for digital and economy will increase overall by £0.9 million next year.	Neutral	Funding the identified contract inflation pressures in services will ensure that providers can deliver the same level of service to the council and residents and maintain stability in their workforce, ensuring those wages remain in the local communities to support the economy	Good
Health and Care We will lead the way in effective, integrated rural health and care	Social Care will receive an additional £8.2 million in the budget of which £2.7 million covers pay and basic non pay inflation. The balance addresses demographic pressures and contract inflation including the additional £1 an hour to fund the real living wage increase.	Neutral	Many of the cost reductions on Social Care are linked to service redesign and improvements on delivery alongside plans to achieve greater income and better utilise grants, all of which have a minimal effect of service users	Good
Learning and skills We will strengthen learning and skills	There are budget savings that will result in staffing reductions in schools	Poor	To minimise the saving impact schools are able to utilise reserves that were built up through grants at year end 2022-23. Further additional funding could be provided through an increase council tax beyond the 5% proposed. In addition Welsh Government are also providing additional grant funding directly to schools. The impact of home to schools transport inflation is fully funded in the budget £0.5 million in addition funding transport for additional learning needs pupils of £0.2 million is agreed	Neutral



Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Residents and Communities We will support our residents and communities	Funding for Council Housing is through a separate account, the HRA and is outside of the scope of this impact assessment. Rents are likely to continue to increase, in line with their business plan which supports the upkeep of properties to the appropriate quality standard. The service continues to build new council properties (ass set out in the Capital Strategy) and works closely with register social landlords to increase the numbers and address housing demand.	Neutral	Homelessness is a priority with Welsh Government and the council has not reduced this budget Leisure has been funded at additional £1.1 million to address the utilities pressure and ensure that centres remain open whilst a longer term review takes place.	Neutral

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Source of Outline Evidence to support judgements

Each service has completed its own Integrated Business Plan that sets out the changing shape of the service delivery plan, and the need to fund pressures, and where service reductions can be achieved, and is expected to remain aligned to the Corporate Plan. The reductions are underpinned by individual Impact Assessments which will be scrutinised before approval to ensure a minimal, or acceptable level of impact on the Council priorities. Individual Impact Assessments for all savings will be published as part of the budget papers

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Education is at the centre of a skilled and well educated population. The central school's budget is proposing to deliver £830k cost reductions but this is more than mitigated by their pressures being funded totalling £1.1 million, which is in addition to the £811k inflationary uplifts given.</p> <p>Schools received significant grant funding at the end of 2022-23 and this will be used as a one off in 2023-24 to fund the cost of utilities inflation at £3.8 million. Pay inflation pressures have been funded. Pressures of £1.7 million are being funded.</p> <p>Schools continue to have a major capital programme of build and renovation, to improve the school's infrastructure and curriculum.</p> <p>Government's updated Programme for Government includes extending eligibility to free school meals to all primary school children. The cost implications on catering are being developed. There is a need for additional capital investment to meet increased demand. The inflation on provisions of 10% are being funded alongside Catering estimated revenue pressure of £233k has been funded alongside providing greater subsidisation of an extra £170k, whilst pupils will be charged an extra 10p per meal.</p> <p>The wider programme recognises the Mid Wales Growth Deal, Shared Prosperity (SPF) and Levelling Up funding which support economic growth across the county</p>	<p>Neutral</p>	<p>These are factors that add a positive impact to these goals: The capital programme continues to focus on 21st Century Schools and the building and modernisation of schools linked to a newly updated transformation strategy that could see an additional £123 million spent on schools over the next five years.</p> <p>It is likely that the capital programme will bring up to £200 million capital funding to the regime over the next 15 years for economic growth and tourism.</p> <p>Levelling up funding of £23m has been approved for capital schemes in the county. This allows on the job training and support the jobs market. In addition £33 million Shared Prosperity Funding has been agreed for the next two years.</p>	<p>Good</p>

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Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Travel budgets - £108k are being cut as the new ways of working sees more staff working from home and less travelling is taking place that improves our carbon emissions.</p> <p>Energy efficiency measures of 890k will also be introduced into Council offices and schools to reduce energy use.</p> <p>Route optimisation for Waste vehicles will reduce the mileage travelled and save an estimated £52k</p>	<p>Neutral</p>	<p>The capital strategy continues to fund an additional £1 million for street lighting and £5 million for the HAMP annually until 2030, and further capital bids will be considered to support this area.</p> <p>Housing Services will continue to support energy efficiency and bringing privately owned empty homes back into use through the SWAS (Safe Warm & Secure), Landlord Loans and the ZILF Co2i loan schemes. The Council will, using ECO4 and ORP3 funding, improve the energy efficiency of at least 74 Council owned homes that currently have EPC ratings of E, F or G</p>	<p>Good</p>

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Social Care budgets are the main deliverer of this goal, alongside leisure and public protection. Both Adults and Children's Services have cost reductions to deliver but mainly linked to new models of delivery linked to early intervention and prevention and providing new facilities closer to home:</p> <ul style="list-style-type: none"> • Strength based reviews/assessments to maintain independence with the right sized level of care, using technology, direct payments and maintaining life in own homes • Using health funding where available to support service user need through continuing healthcare • TEC - To deploy (TEC) Technology Enabled Care in order to cost avoid. TEC includes lifelines emergency phones/alarms and sensors which support people to live independently in their own homes. These systems enable people to live at home for longer and for next of kin / informal carers to be assured of the individual's wellbeing. • Bringing services closer to home, which may involve building facilities in county • Recommissioning and decommissioning - We will continue to work in partnership with all service providers to review the way services are delivered in Powys to ensure that such services are accessible, of the right quality and at an affordable cost for all people who need to arrange their support. Alongside this, and to generate further efficiencies we will continue to promote direct payments. 	<p>Neutral</p>	<p>Extra funding for all registered carers, the real living wage will help retain and attract care workers to the profession. To support more vulnerable and frail service users. This is estimated at £4.6 million cost to the council and will fund external providers and direct payment carers. Welsh Government have funded £2.8 million of this additional cost, the council will fund the balance, as a priority. In addition, we are funding an additional 15p per mile for carers working for external providers, who will then have their travel costs fully reimbursed.</p> <p>Joint commissioning arrangements to support a seamless service, we are committed to developing pooled budgets with Health colleagues and joint commissioning arrangements to ensure those in need of care receive a seamless service. We are funding 3 additional posts to support hospital discharge, 3 older social workers and 2 social workers in mental health.</p>	<p>Good</p>

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Housing in the main is ring fenced through the Housing Revenue Account (HRA). Annual rent increases are set independently of the general fund budget process. The HRA business plan includes the cost of borrowing to deliver the construction and letting of 61 new homes in 2022-2023, with a further 56 under construction and 142 additional homes under active consideration for future development.</p> <p>General Fund Housing do not have any savings to deliver.</p> <p>Digital transformation is expected to address how residents want to engage with the council, whether that be face-to-face, by telephone or by 24/7 digital access. Digital service have additional funding of £368k to cover pressures and only a small saving of £24k</p>	<p>Neutral</p>	<p>Extra care facilities continue to take priority from the Supported Housing Capital grant which is funded through Welsh Government and a number of new sites are now being built.</p> <p>Extra care Housing Schemes will enable residents to live more independent and fulfilled lives in our communities. This will also help to bring general needs housing back into the supply for allocation within the Homes in Powys register scheme.</p>	<p>Good</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Overall, the budget proposed makes a positive impact on the well-being of our residents across all the services. Despite there being some reductions to budgets, most are to be achieved through service redesign. There are plans to address any negative impacts arising through working proactively with partners and the public to develop new ways of working using new commissioning models and digital technology.</p>	<p>Neutral</p>		<p>Neutral</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>
<p>Opportunities to promote the Welsh language</p>	<p>N/A</p>	<p>Neutral</p>		<p>Neutral</p>

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Welsh Language impact on staff</i>		Neutral		Neutral
Page 198 <i>People are encouraged to do sport, art and recreation.</i>	<p>The Leisure contract receives an annual uplift linked to inflation of £306k, but this falls short of the funding needed next year to keep all centres open, so the budget proposes additional support for the increased utility pressures with an extra £1.1 million paid over as part of the contract. Over the medium term the cost of inflation may leave the provider unable to manage all centres within the existing contract envelope.</p> <p>The Capital Strategy assumes £0.9 million funding for leisure over the next five years, but a significant amount of funding is required to maintain the buildings and fixtures and replace items that are at the end of life. The Strategy identifies a further £2.7 million as pipeline for next year, but this has not yet been approved and this places a risk as some centres may not be able to offer the full range of activities and become unviable. In addition energy efficiency improvements need to be prioritised to help address the soaring utility costs.</p> <p>The Council has already enabled significant, essential replacement of plant, fixtures, end-of-life equipment, structural materials, playing surfaces and decoration. The Capital commitment supports the Council's 'landlord' responsibilities as part of the leisure contract but also ensures that the buildings are fit for purpose, compliant, attractive and provide a positive customer experience. Leisure Services in Powys not only support the overall well-being of our 'residents and communities' and now more than ever, contribute to the 'health & care' agendas, providing early intervention and prevention programmes to help reduce the burden on health services.</p>	Poor	The Council will work with the provider to undertake a review of the leisure facilities to understand the future cost implications and affordability in terms of both revenue and capital. The Leisure offering may need to change if we want to fund good quality facilities around the county.	Neutral



Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
Age	N/A	Neutral		Neutral
Disability	N/A	Neutral		Neutral
Gender reassignment	N/A	Neutral		Neutral
Marriage or civil partnership	N/A	Neutral		Neutral
Race	N/A	Neutral		Neutral
Religion or belief	N/A	Neutral		Neutral
Sex	N/A	Neutral		Neutral
Sexual Orientation	N/A	Neutral		Neutral
Pregnancy and Maternity	N/A	Neutral		Neutral

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Source of Outline Evidence to support judgements

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</p>	<p>Although the focus of this impact assessment is the 2023-24 budget the Council is also being asked to approve the Medium-Term Financial Strategy which extends the revenue forecasting to 2028 and the capital programme to 2028, both of which help the Council to take a longer-term view.</p> <p>The Integrated Business Planning approach involves developing operational service and resource plans for the next three years which again encourages the organisation to take a medium-term view of planning which should lead to better outcomes for the citizen and future generations.</p>	<p>Good</p>	<p>The current in year budget is closely monitored to ensure only planned use of reserves takes place, and overspends are minimised. This is evident through the autumn this year when services brought back forecast overspends to the level expected at the start of the year. Limited reserve use will take place to maintain the buffer we need for the future</p>	<p>Good</p>
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>The budget will support significant collaborative working in terms of the Regional Partnership Board in respect to our shared Health and Care Strategy; the Public Service Board in delivering Towards 2040; and with Ceredigion Council to develop the Mid Wales Growth Deal. In social care around 20% of the proposed cost reductions are predicated on closer working and realigning services in collaboration with others particularly health.</p>	<p>Good</p>	<p>Schools improvement Partnership now in place with Ceredigion, as is Shared Prosperity Funding planning and approach for the next few years</p>	<p>Good</p>
<p>Involvement and Communication (including and Engagement): Involving a diversity of the population in the decisions that affect them.</p>	<p>There was stakeholder engagement in the budget development process, including a public survey, and advertising that reached out to business rate payers for their input.</p>	<p>Neutral</p>	<p>A wider survey has recently concluded about the new Corporate Plan and delivery of council objectives, and this will be at the forefront of future service delivery and budgets</p>	<p>Good</p>
<p>Prevention: Understanding the root causes of issues to prevent them from occurring.</p>	<p>The transformation of Adult and Children's Services is predicated on early intervention and prevention to help maintain independence. This is evidenced by the focus on early years and the developments around Technology Enabled Care and the development of extra care.</p>	<p>Neutral</p>	<p>In addition Children service are developing a model with in house local children homes, this allows greater influence on how the service is delivered and bring the service back into county</p>	<p>Good</p>

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	The budget has been developed using an integrated business planning approach during which each service assessed how best to achieve their objectives and milestones alongside delivery of the Corporate Plan.	Good	Well being goals are a key part of the Corporate Plan	Good
Page 201 Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The Corporate Plan sets out a number of actions that will be taken to help people into work and mitigate poverty, the service budgets have not been reduced as this is a priority area for the council As it is a priority area there is no reduction in spend on this area, and council tax will continue to support funding activities such as: Range of in and out of work awards & benefits, mainly Council Tax Reduction Scheme and Housing Benefit for pensioners along with its other ranges of support including Free School Meals, Social Care Assessments, Pupil Grants, Blue Badges etc. It also provides emergency support through the Discretionary Housing Payments Scheme and Cost of Living Grants support. Continue to support resident of Powys through the series of statutory discounts and exemptions for Council Tax which reduce the cost of Council Tax, as well as targeted support through its exceptional circumstance's hardship scheme	Neutral	Now funds a Money Advice Team who will change to an holistic advice service that will still support people out of crisis (Last year helped 600 households in poverty with £1.75m gains), aims to prevent poverty as well as helping households out of poverty to help prevent the cycle. Maintaining current funding for homelessness related services, linked with more robust and efficient approaches to service delivery, will help prevent and resolve homelessness, itself a major cause of poverty.	Good
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The Adults and Children's Service is engaging unpaid carers in the design and delivery of new service models.	Good		Good



Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The Children's and Adult Services transformation plans which underpin their budgets are design to strengthen our arrangements for safeguarding vulnerable children and adults	Good		Choose an item.
Impact on Powys County Council Workforce	There will be a small number of work force reductions as a consequence of staff restructures that will deliver greater efficiency, resilience and agile working	Neutral	The Council is also implementing an Apprenticeship programme to encourage all entrant level posts being filled this way	Neutral

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Source of Outline Evidence to support judgements

The Local Government Act 2003 requires the Chief Finance Officer, Section 151 Officer (the Head of Financial Services), to make a report to the Council when it is considering its budget and Council Tax. The report must provide assurance on the robustness of the estimates, highlighting the risks associated with its deliverability and the adequacy of the reserves allowed for in the budget proposals, and fundamentally a balanced budget must be set each year. Council can propose and consider alternative budget suggestions, these would have to be fully costed with identified funding to maintain a balanced budget, this is likely to mean other service reductions and changes to Council Tax.

Council Tax is agreed at Council, and is a political decision based on an assessment, not only between balancing council tax and service reductions, but also making spending choices that meet the immediate needs with those that meet future generation's needs.

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low

Mitigation

The overall impact of the budget and council tax setting on communities is low, as we have support in place to address those who are at most risk from these proposals. For specific savings individual impact assessments have been completed which provide greater detail on how those proposals affect communities.

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
Mitigation		
The overall council budget can be implemented from the first of April after the formal Council approvals have taken place on the 23 rd February for the budget and 2 nd March setting the Council Tax. It is then imperative that we closely monitor the budget pressures and savings to ensure Services deliver their budget objectives as per their plans.		

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Risk Identified	Inherent Rating	Risk	Mitigation	Residual Rating	Risk
An unacceptable risk is Council not agreeing a fully balanced and agreed budget	Medium		The budget has been prepared by Cabinet and The Senior Leadership Team with engagement and consultation with the public and the wider council membership. The proposals (pressures and reductions) have been subject to scrutiny and challenge and provide a balanced budget within the funding envelope from Welsh Government, with an affordable increase in Council Tax	Low	
Council tax collection levels may reduce due to the 5% increase, deemed unaffordable by some residents	Low		CTRS and certain discounts are available, in addition there are flexible ways to pay the bill over 12 months. The council have trained money advice officers to support those struggling to make ends meet.	Low	
	Choose an item.			Choose an item.	
Overall judgement (to be included in project risk register)					
Very High Risk		High Risk		Medium Risk	
				Low Risk	
				X	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Low risk. There are individual risk assessments for each cost reduction proposal contained in the budget which shows they are deliverable within an acceptable level of risk and impact on residents.	



11. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

N/A

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Customer satisfaction and continued consultation through surveys; formal and informal assessment and monitoring of the services reduced

Please state when this Impact Assessment will be reviewed.

Budget delivery and consequences are reviewed as part of the budget forecast

13. Sign Off

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Position	Name	Signature	Date
Impact Assessment Lead:	Anne Phillips	Anne Phillips	5/1/23
Head of Service:	Jane Thomas	Jane Thomas	6/1/23
Portfolio Holder:	Cllr David Thomas		10/1/23

14. Governance

Decision to be made by	Date required
Council	23 February 2023

FORM ENDS

/Date	Meeting/Responsibility	EMT, SLT and Cabinet Activities
May	SLT	Review outturn position at a detailed level
June	SLT	Template for VFM, cost drivers, outputs, benchmarking presented for Education
June	SLT	Template for VFM, cost drivers, outputs, benchmarking presented for Household Waste
22-Jun	SLT	Develop budget planning, timetable, MTFS
5th July	Cabinet	Review Outturn Reports
27th July	SLT	Develop budget planning, MTFS etc
July	Cabinet / EMT	MTFS modelling
July / Aug	Cabinet	Sign off updated Medium Term Financial Strategy (MTFS) - to Cabinet in Sept
July	Cabinet Seminar	Capital review and reserves
11th Aug	July	Budget planning work
31st Aug	Senior Leadership Team (SLT)	Integrated Business Plan (IBP) 1st draft - link to Corporate Plan
Early Sept	Political Groups	Section 151 and political groups - updates on budgets
6th Sept	Cabinet / Executive Management Team (EMT) / SLT	Budget update
9th Sept	Finance panel	Scrutiny of updated MTFS and feedback to 15th
15th Sept	Cabinet / EMT / SLT	MTFS sign off for Cabinet on 20th
15th Sept	Schools Budget Forum	Opportunity to meet the requirements of the School Forums regulations in relation to consultation on schools' budget and any Service Level Agreements (SLAs) / charging for goods / services to schools' budget shares (NB minimum 3 months before agreement finalised)
Sept	Welsh Government (WG)	Autumn spending review
Sept	Finance	Collate all savings and growth proposals in IBPs
Sept	Finance	Collate the capital proposals identified through the IBP - if any as we know bids can be submitted through the year
Sept	Scrutiny	Scrutiny engagement
Sept	Cabinet / EMT / SLT	Decide on public engagement re budgets and work up approach
Sept	Finance Panel	Budget consultation and budgets
October	IBP Service Panels	Various dates - Each Head has a panel challenge event 04th October – IBP Education 06th October IBP – Adult Social Care 10th October – IBP Workforce Organisational Development 12th October – IBP Planning, Property, Public Protection 18th October – IBP Housing, Community Development 20th October – IBP Highways, Transport, Recycling 24th October – IBP Children’s Services 09th November – IBP Finance 10th November – IBP T&C and Economy and Digital
October	Group Leaders	Alternative budgets timetable agreed
1st and 14th November	Cabinet / EMT / SLT	Budget workshop

17th November	Schools Budget Forum	Consultation required on any proposed new charges / SLAs or changes to existing charges / SLAs to schools' budgets at least three months before agreement is finalised.
November	Council	Budget seminar
November	SLT/Comms	Planning the budget consultation
November	Scrutiny	Scrutiny
November	Group Leaders	Budget Update
22-Nov	Cabinet	Set council tax base
Nov / Dec	Comms	Budget consultation with public goes live
1st Dec	Schools Budget Forum	Opportunity to meet the requirements of the School Forums regulations in relation to consultation on schools budget and any SLAs / charging for goods / services to schools' budget shares (NB minimum 3 months before agreement finalised)
Dec	Group Leaders	Budget Update
6th Dec	Cabinet / EMT / SLT	Budget workshop
Dec	SLT	Update on budget Finance Resource Model (FRM)
Dec	WG	Draft settlement
Dec	Cabinet	Approve council tax base, update of FRM from final settlement
Dec	Comms	Consultation closure
Dec	Comms	Finalise consultation responses and feedback findings
20th Dec	Cabinet / EMT / SLT	Budget workshop
Dec	Group Leaders	Budget Update
Dec	Audit Committee	Update if needed on agenda
December	Finance	Prepare draft Capital & Treasury Management Strategy
2023		
Jan	Head of Finance	Business rates consultation
Jan	Finance	Community council precepts finalised
Jan	Cabinet/EMT	Finalise draft budget - informal meetings
Jan	Group Leaders	Budget Update
Jan	Group Leaders	Budget Update
Jan	Council	Budget workshop
Jan	Clerks	Publish cabinet agenda
17 th Jan	Formal Cabinet	Approve draft budget (MTFS & FRM), reserve policy, capital strategy and Fees & Charges Register (income and charging schedule) and recommend to full council for approval
01-Feb	Finance Panel	Budget scrutiny
Jan / Feb	Scrutiny's	Scrutiny of draft budget - ensure meeting long enough for robust scrutiny
02-Feb	Political Groups	Last date for preparation of Alternative Budget & discussions with Heads re Impact assessments
02-Feb	Head of Finance	Discussion of alternative Budget with Section 151 officer
03-Feb	Finance / Groups	Last date for submission of alternative budget with Final Impact assessments
Feb	Schools Budget Forum	Discussion of final agreement for proposed charges / SLAs
07-Feb	Clerks	Issue Scrutiny Agenda for Alternative Budget (papers to follow)
07-Feb	Cabinet	Informal Cabinet to consider Scrutiny Comments on Cabinet Budget
07-Feb	Head of Finance	Last date for Alternative budgets to be approved by Section 151 officer

08-Feb	Clerks	Send Alternative Budget papers to Scrutiny if approved by Section 151 officer
10-Feb	Group Leaders	Budget Update
13-Feb	Scrutiny	Scrutiny Of Alternative Budgets
13-Feb	Finance	Prepare Scrutiny Report for alternative budget
14-Feb	Cabinet	Cabinet consider Alternative Budget
17-Feb	Clerks	Publish Cabinet and any alternative Budgets
23-Feb	Council	Approve final budget (MTFS & FRM) and capital strategy, reserve policy and Fees & Charging Register (income & charging schedule).
02-Mar	Council	Council approve council tax
March	WG	Final settlement
Mid March	Finance	Full budget included in the finance system
Mid March	Finance	Full budget set out in the budget book available on the website

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The header image shows a close-up of various banknotes and coins, including a £10 note and a £5 note, with the Powys logo in the bottom right corner.

Arolwg Cyllideb Cyngor Sir Powys

Powys County Council Budget Survey

This report contains the findings from the Budget survey conducted from 21st December 2022 to 5th January 2023.

There were 75 respondents in total.

Please note: All responses (English and Welsh) are included together below for ease of analysis and not all questions were answered by all respondents.

Background

Powys County Council (the council) provides a wide range of services to our communities, spending over £545m every year, mainly on statutory services, which we must provide by law. A small proportion of the budget is also spent on services that we choose to provide.

Our services are highly valued by our residents and like you the Council is being significantly impacted by the current economic climate, surging inflation and rocketing energy costs have had a significant impact on the Council's financial planning for this and future financial years

The increases mean that for next year (2023-24) we will need to find more money - to maintain what we currently provide or reduce our service delivery. The Welsh Government will provide some additional funding and we will have to consider raising Council Tax to raise additional funds, – a five per cent council tax increase is being considered, but these alone will not bridge the gap in our budget.

To balance the budget next year, we will have to take out more than £20m of costs and we would like your input into how best we can do this. It will have an impact on the service we offer but by doing things differently we can reduce our costs.

We need you to help us shape what the council could look like, it will be a smaller council, but it is essential that we prioritise the services to those that need our support most. Doing things differently can help us use the money we have effectively.

The national economy is struggling too, and we do not expect our funding over the next few years to meet the costs we have so change will take place over a number of years to come.

Survey results

Q1. Help us decide what the council will look like. Please indicate the extent to which you agree or disagree with each one.

Statement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Reduce overall service to reduce costs	5	14	11	24	21
Only support those services that are statutory (legally have to provide) this could mean that some services could stop.	13	19	4	21	18
Reduce the number of buildings from which we operate to save the cost of running them	44	21	3	2	5
Reduce the location of some services, which could mean that you would need to travel further to keep and improve the services you need	9	19	12	23	12
Look to deliver more services through online interaction rather than face to face	20	26	10	12	7
Increase Council Tax by less than 5%. If lower it would mean there would be more service reductions.	15	23	10	13	14
Increase Council Tax by more than 5%. A higher increase would limit the need for some service reductions.	9	16	3	17	30
Reduce the council's energy usage by implementing further energy efficiency measures	54	12	4	2	3
Increase county council charges e.g. car parking prices, so those who use the facilities pay more	17	18	14	16	10

Q2. Any further comments:

It needs to be fair and proportionate; our wages aren't being increased by that much and each home is having its own cost of living crisis!
Reduce the excess staff, the amount of high paid fat cats who do nothing but reduce the services we're paying for
A very narrow questionnaire. Reduce the number of councillors and paid positions on scrutiny committees etc and announce to the public what savings would be made
Keep our sports centres open
Do not increase prices. We are so rural and on low wages and we have to travel distances for many activities. We need to lobby for a lot more money and have increased HELP from South Wales government.. We are a minority that have the same needs as the South and North.
Asking if the council should increase by less/more than 5% is totally pointless without being shown the possible impact. AS an aside the GDPR notice doesn't seem right; 'stored securely for a limited time only' - it's too vague. How long is that?
Cannot afford a greater increase in Council Tax! Would prefer reduced services. Extras can be charged directly to users.
Have a proper look at all the structures and talk & listen to staff. PCC have far too many managers/staff above grade 10 - a lot are not needed for the day to day work, i know of a few who have been away for a period and their team have not missed them at all and work has continued as normal with no issues as managers are hands off - pcc need more staff lower down where the real day to day work is done and less people on these high grades - i could save pcc approx. £200K in just 1 department by restructuring it - far too many layers from the top down to the bottom
Cap the pay and benefits of all management and executive staff whilst also cutting this cadre of staff by at least 10%.
Stop wasteful spending. Reduce the number of councillors by 50%. A maximum salary of 40,000 for Any council employee.
Waste less money on remote working. More productive working together. Make housing staff available in person encounters. It looks north Powys is forgotten about, no public face of council remaining. Elderly and non-computer users left in the dark
Re energy efficiency I do not agree that you should e.g. Close swimming pools and leisure centres to reduce cost. What I do agree with is spending to increase renewable energy sources.
Look at raising revenue by charging visitors/holiday makers to Powys. Reduce PCC staff numbers. Reduce the number of councillors.
Council tax should be no more than 1.5%, as a fairly decent wage earner for the council, inflation is hitting hard. I'm adding 50% more to my food and diesel bill than I was at the start of the year. My children and dairy intolerant, oat milk is now £1.30, the start of the year, £1. I buy 8 cartons a week, adding nearly £10 a month to my food bill. The more money I give in council tax the less I have to spend locally. Staff morale is the lowest I've ever seen it, indirectly a minimal council tax increase will help, as frankly there are no benefits to working for PCC.
Sports and leisure facilities including libraries, swimming pools and gyms should stay open. Schools should be better funded.
Instead of cutting services. Cut your wage bill. Especially higher management CEO bonus etc. Then you won't have to increase our council tax we pay the highest as it is for very limited services. You can't even collect recycling properly. Yet you want to cut essential adult services. PCC need to stop wasting money

<p>Spend less on advisors in education and give the money to schools to reduce class sizes. This is the best way to improve schools.</p>
<p>Cut the fat</p>
<p>We will pay for services if we must, we cannot continue to pay more for less. Charge what you must for council tax for a decent level of public services.</p>
<p>I don't think this simplistic survey is likely to generate an informed opinion from most users. Try again PCC.</p>
<p>Reduce agency and consultancy costs across council, review cost of placements and large contacts for social care. Limit council tax increase as promised by new administration, cabinet need to make difficult decisions as opposed to just increasing council tax year on year</p>
<p>Save money by operating all services in-house. How can paying for waste, colleges, and leisure centres to be run by 3rd parties be saving money?</p>
<p>I have a few points</p> <ol style="list-style-type: none"> 1. You talk about green energy, carbon footprint and recycling a lot, however, Powys CC are quite happy having sun contractors travel by diesel van to Powys from Coventry?? Doesn't make sense 2. People are already feeling the financial squeeze from conservatives austerity and recession looming. I'm sorry but stop charging in car parks to help local businesses would be a better though instead of penalising people. 3. Definitely not another energy saving project as this will cost way too much in surveys, engineers etc, whereby more public money being wasted.
<p>Why should tax payers pay the price, stop wasting our money</p>
<p>Less pen pushers more broom pushers</p>
<p>Free parking. Save town centres.</p>
<p>It is difficult to make judgements on some of the questions without having data to hand to understand the more nuanced implications. For example does increasing car parking charges reduce footfall within town high streets pushing it towards out of town parking in larger supermarket retail areas where there are no charges therefore resulting in less footfall for businesses within the town centres? What other County council charges are included within this heading - is it likely that those who need to use the facilities more are generally going to be the less well-off anyway so unable to afford the increases?</p>
<p>All proposals must be transparent with sound data behind them.</p> <p>Statutory services must take priority, but we must also think how we could deliver them differently. E.g. closing schools would help boost funding of others to provide better learner entitlement/provisions.</p>
<p>Looking after our elderly should be a priority. This can't be "online".</p>
<p>Reduce staff</p>
<p>Raising car parking charges will lead to an increase in on street parking. By reducing the car parking charges to a very affordable amount for residents without drives or garages or parking in front of their houses you would increase your revenue because these residents would pay to park in the car parks that are currently empty every evening.</p>

Impact Assessment

Reduction in office expenses and ending subscription



DRAFT

03/01/2023

Reference: 4683-0192-6386-2793

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Catherine James, Head of Transformation and Democratic Services
Head of service	Emma Palmer, Head of Transformation and Communications
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduction in office expenses and ending subscription
Description of proposal	<p><i>These changes are:-</i></p> <ul style="list-style-type: none"> · <i>Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and</i> · <i>Reducing the general office expenses in Democratic services by £4,360.</i>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£7,972	£0	£0	£0	£0	£7,972

Further information

The proposed savings are:-

- Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and
- Reducing the general office expenses in Democratic services by £4,360.

Consultation requirements

Consultation required?	No
Justification	This is not going to have an impact on the public or staff

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

[Redacted]

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	[Redacted]

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

There will be no impact

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact

None

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

There is no impact

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

There is no impact

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposed savings are:-

- Ending APSE subscription (Association for Public Service Excellence) – annual cost of £3,612 and
- Reducing the general office expenses in Democratic services by £4,360.

The saving that can be achieved by the Transformation and Democratic Service is £7,972 for 2023 /24.

In terms of impact, there is NO impact on the people of Powys or staff, the reduction of these budgets will not directly impact anyone.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

No arrangements will be put in place as the savings are a one-off and will not have a lasting impact on service delivery

Review date

30/11/2023

null

DRAFT

Impact Assessment

Community Services - 10% General Reduction in Business Mileage



10/01/2023

Reference: 8399-3738-7204-1562

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Community Services - 10% General Reduction in Business Mileage
Description of proposal	To reduce business mileage by 10% across Community Services, creating a saving of £4,480. This will be achieved as a number of staff within the services are now 'flexible workers' which means that more regularly they are working from home, but still have the option to work from the office or other locations if necessary.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£4,480	£0	£0	£0	£0	£4,480

Further information

The savings will be made through a reduced amount of travel by staff in Community Services as many are now 'flexible workers' and work from home on a more regular basis following the Covid pandemic.

Consultation requirements

Consultation required?	No
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Justification

As part of the 'New Ways of Working' in Powys, staff have an agreed work base (fixed or flexible) which will help managers to determine how much travel should be undertaken during the year. A reduction in travel can be achieved as a number of staff are now flexible workers, so will be working from home on a more regular basis and the decision is not being imposed on staff. Staff are reminded to consider whether travel is necessary before making a journey to help reduce service costs.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

New Ways of Working Scheme

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	Less travel by staff will have a positive impact on the climate and environment.
Impact rating	Good
Mitigation	Not specified

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Less staff travel will have a positive impact on the environment i.e. less cars on the roads.
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Impact rating	Good
Mitigation	Not specified

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	There will not be any less opportunities for people to use the Welsh language or use it less favourably by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Promoting Welsh

Impact	There will not be any less opportunities to promote the Welsh language by implementing this proposal.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	If staff are travelling a little less, they may have more time / opportunities to participate in sport, art and recreation.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

New Ways of Working Scheme
Powys Environmental Objectives

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	If all staff consider whether travel is necessary, and reduce their annual mileage over time this will have a longer-term positive impact on the environment and support Powys' aspirations to become carbon neutral.
Impact rating	Good
Mitigation	Where possible, staff could consider alternative methods of travel (walking / cycling / train) rather than using their car.
Mitigated impact rating	Very good

Collaboration

Impact	Staff are encouraged to car share where possible.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The implementation of this proposal will further encourage staff to consider whether travel is necessary before making a journey.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	Less staff travel could mean that staff have more time in their day to participate in out of work activities.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal will not have an impact on these principles as staff will still travel for work, but will just travel slightly less than previously and will consider whether travel is necessary before making a journey.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal should not create a negative impact on the service. Staff travel will be managed and monitored by service managers. Staff will be encouraged to consider whether journeys are necessary before travelling.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Services will monitor travel each quarter. Community Services will monitor staff travel on a quarterly basis and make any future decisions based on evidence gathered.

Review date	10/10/2023
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Impact Assessment

To increase school meals by 10 pence per meal



DRAFT

06/01/2023

Reference: 8672-1365-4372-3632

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	,
Portfolio holder	, portfolio holder for
Proposal title	To increase school meals by 10 pence per meal
Description of proposal	To increase the price of school meals in primary and secondary schools by 10 pence per meal which could generate an additional £187,310 in 2023-24.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£187,310	£0	£0	£0	£0	£187,310

Further information

To increase primary and secondary school meal prices by 10 pence which could generate an additional £187,310

Consultation requirements

Consultation required?	Yes
Union consultation deadline	24/03/2023
Staff consultation deadline	24/03/2023
Public consultation deadline	24/03/2023

Consultation method

The public, parents and carers will be given adequate notice of any increases to meal prices.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

By providing good quality meals to pupils will support their health and well being.

Impact rating

Good

Mitigation

Not specified

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	<p>The increase in school meal prices may have an impact on some residents. However, many learners already receive free school meals and the 'Universal Free School Meal Provision' roll out was started in September 2022 with all primary children being entitled to a free school meal by April 2024.</p> <p>The price of a meal for pupils in Powys is currently one of the lowest in Wales.</p>
Impact rating	Neutral
Mitigation	Not specified

4e. Evidence

School Meal Data 2019 - 2022

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>By increasing the price of meals for pupils, it will go some way to ensure that the service is able to afford the significant increases in good, supplies and salaries. The service follow the Welsh Government nutritional guidance and work to ensure that pupils receive a healthy, balanced meal which supports their physical and mental well being.</p>
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Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The Catering Service regularly engage with pupils to gauge their views on the meals provided and to receive feedback. Pupils also suggest menu ideas and 'theme' months.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	The proposal and service will continue to promote the Welsh Language as currently.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

School Meal data 2019 - 2022

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	The increase in meal prices will support increased salary costs across the service.
Impact rating	Good
Mitigation	Not specified

6c. Impact on payroll

Impact	The increase in meal prices will support rising salary costs.
Impact rating	Good
Mitigation	Not specified

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

School Meal Data 2019 - 2022

7. Likelihood and risks

Risk 1

Description	Increasing school meal prices may create a barrier for some parents to purchase school meals.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	The further roll out of Universal Free School Meals to all primary pupils by April 2024 will help to reduce the costs to parents of children 11 years and under.				
Residual likelihood score	3	Residual impact score	1	Residual risk rating	3.0

8. Overall summary and judgement

Outline assessment

To increase school meal prices by 10 pence in primary and secondary schools which could generate additional income of £187,310.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

School meal data is continuously monitored.

Review date

15/06/2023

null

DRAFT

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Impact Assessment

Arts Service Redesign



06/01/2023

Reference: 4307-5897-6718-7753

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Catherine Richards, Professional Lead - Arts & Culture
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Arts Service Redesign
Description of proposal	<p>Powys County Council's Arts Service operates as an entirely externally contracted and commissioned service whereby independent arts organisation partners are commissioned to deliver arts provision across Powys. Due to financial pressures on Council budgets now, and which is expected to continue in future years it has been identified that the way the Council supports its Arts partners has to evolve and develop - something that they have also recognised themselves. It is proposed for a new Arts Strategy to be developed which will help determine future funding arrangements and will support the sector to continue their positive impact on health, education and the local economy. This more strategic approach will align with the national funding body review and encourage a more collaborative approach by organisations to provide and deliver services throughout the county. So as to maximise the use of the reduced budget available a redesign of the Arts service is necessary and to do so, removal of the Arts Commissioning Officer post will become a consequence.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£60,000	£0	£0	£0	£0	£60,000

Further information

The proposal is to remove the Arts and Culture Commissioning Officer from the staffing structure. The costs associated with this post equate to £60,000

Consultation requirements

Consultation required?	Yes
Union consultation deadline	13/02/2023
Staff consultation deadline	13/02/2023
Public consultation deadline	
Consultation method	The consultation will be undertaken in accordance with the council's management of change process

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	The proposal will encourage and enable arts organisations in Powys to contribute to a new strategy which will in turn empower them to develop their services collaboratively. This will help strengthen the economy, supporting businesses to grow and promoting Powys as a place where a range of opportunities are available within the arts sector. The proposal will provide opportunities for regeneration and attracting investment.
Impact rating	Good
Mitigation	Not specified

4b. Health and care

Impact	The proposal will provide opportunities for a wide age range of people to be involved in arts activities which will support and benefit mental health and social inclusion.
Impact rating	Good
Mitigation	Not specified

4c. Learning and skills

Impact	The proposal will provide opportunities for people in Powys of all ages to learn new skills and have the opportunity to try new activities.
Impact rating	Good
Mitigation	Not specified

4d. Residents and communities

Impact	The collaborative nature of the proposal will encourage different communities to come together or interact virtually through a range of arts activities.
Impact rating	Good
Mitigation	Not specified

4e. Evidence

Management of Change Business Case January 2023

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Through the collaborative nature of this proposal, people's mental well being will benefit and improvements in some areas will be demonstrated, including quality of life.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	The proposal will help to support communities through the various arts organisations and associated activities, which occur in a number of different locations and community spaces. Residents and communities will be encouraged to contribute to the development of the new Arts Strategy.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The proposal will encourage the use of the Welsh Language with some arts activities, performances and events already in the medium of Welsh or provided bilingually.
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Impact rating	Unknown
Mitigation	Further support for Arts organisations to undertake Welsh Language courses or have better access to translation services.
Mitigated impact rating	Good

Promoting Welsh

Impact	The Council will support and encourage Arts organisations to provide more services in Welsh and signpost Welsh language courses where appropriate.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	Recognising the contribution that participation art can make to the well-being of individuals and communities, the Council is taking advantage of opportunities to utilise funding (Shared Prosperity Fund) to develop the Arts Strategy. The proposal should increase opportunities to take part in art activities throughout the county.
Impact rating	Good
Mitigation	Not specified

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Management of Change Business Case

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Through grant funding we have commissioned a feasibility to investigate how we can explore service redesign and create a 5-year strategy for Powys County Council Arts Service
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Impact rating	Good
Mitigation	Not specified

Collaboration

Impact	The proposed Arts Strategy will showcase the value of the arts in Powys and the benefits which they bring to the social, economic and environmental life in the county, encouraging the development of the cultural industries, and recognising that the cultural sector plays a significant role in providing jobs and economic benefits to the area.
Impact rating	Good
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	Arts organisations throughout Powys will be asked to be involved with the development of the new Arts Strategy, which in turn will involve residents and communities.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	The proposal will encourage and empower the Arts organisations to become more self-sufficient and not so reliant on Council funding in the future.
Impact rating	Good
Mitigation	Not specified

Integration

Impact	The Arts Strategy will aim to align with the Arts in Health Strategy which is being jointly developed with Powys Teaching Health Board; and Arts Council Wales Investment Review 2023
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	The proposal is to delete the Arts and Culture Commissioning Officer from the staffing structure
Impact rating	Poor
Mitigation	Through a grant funded project we plan to undertake a feasibility around service redesign, and develop a strategy for Powys County Council Arts Service. This will lead to a number of objectives, and an increased number of future workstreams and projects. Essentially the feasibility will create a roadmap for the future of the Arts Service.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	The proposal is to delete the Arts and Culture Commissioning Officer post from the staffing structure
Impact rating	Poor
Mitigation	All redeployment opportunities will be considered to mitigate the impact and to avoid redundancy where possible
Mitigated impact rating	Neutral

6d. Welsh language impact on staff

Impact	The proposal is to remove one full-time equivalent post from the staffing structure
Impact rating	Poor
Mitigation	Removing this post means reducing the Council's workforce by one full-time equivalent, providing a reduced opportunity around Welsh Language provision for the workforce
Mitigated impact rating	Poor

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Powys County Council Arts Service Redesign

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The proposed 5 year Arts Strategy with clear objectives will be implemented upon completion by the Professional Lead - Arts and Culture. This will be monitored and evaluated in line with the Arts Strategy roadmap.

Review date

03/01/2024

null

Impact Assessment

Budget Reductions - Library Service 2023/24



06/01/2023

Reference: 4902-6855-7153-6342

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Catherine Richards, Professional Lead - Arts and Culture
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Budget Reductions - Library Service 2023/24
Description of proposal	To reduce the library book budget from £176,770 to £120,000. This will help to support the saving targets for the Council. The reduction in the budget will have an impact on the service and its users as a reduced range of reading materials will be purchased. However, through careful selection a range of materials can still be purchased. A reduction in the numbers of books purchased will result in slower circulation of stock around the branches.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£56,770	£0	£0	£0	£0	£56,770

Further information

It is proposed that £56,770 will be removed from the Library book budget.

Consultation requirements

Consultation required?	No
Justification	Consultation is not required as the proposed savings still enable reading materials to be purchased for the library service.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

	The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space, and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library
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Impact	<p>user survey said that the library has helped them to learn something new, and 48% said it helps them with education. Reducing the amount of library books will have the following impact:</p> <ul style="list-style-type: none"> • potentially a reduced range of reading material in Welsh/English • could reduce opportunities to provide literacy and learning • potential impact on e-resources, as part of the literacy and learning offer which the Library Service is trying to promote to support its Digital Strategy. E-resources are particularly important as the Council has removed the mobile libraries, and is promoting the digital offer to those who cannot visit branches • slower circulation of stock around branches
Impact rating	Unknown
Mitigation	<p>Carefully consider new stock selection to ensure a good range of books for all customers.</p> <p>“Access to Research” is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Ancestry. com and FindmyPast local and family history online resources are similarly only freely available from library computers.</p> <p>Volunteer opportunities allow people to learn, practice and share skills locally in their community.</p> <p>Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc.</p> <p>Literacy is developed for all ages e.g., through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions.</p>
Mitigated impact rating	Good

4d. Residents and communities

Impact	<p>The reduction in the book budget which also supports e-resources, could impact on the literacy and learning offer which the Library Service is trying to promote to support the Cultural Services Digital Strategy. E-resources are particularly important as the Council has removed the mobile libraries and are promoting the e-resources offer to those who cannot visit branches</p>
Impact rating	Unknown

Mitigation	Promote free e-resources and encourage residents and communities to utilise.
Mitigated impact rating	Good

4e. Evidence

<p>Adult library user survey data, Oct 2018</p> <p>Results of public and staff consultation, Feb – April 2019</p> <p>List of services provided by branch libraries</p> <p>Library management system membership and usage data</p> <p>“Connected and ambitions libraries” Welsh Public Library Standards framework 6, 2017 – 2020</p> <p>Libraries – bridging the digital divide. Libraries Wales 2016</p> <p>Analysis of library membership postcodes</p> <p>Analysis of library usage by road zones 2013</p>

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	Although a reduction in the library book budget is proposed, residents and communities will retain access to eighteen libraries throughout Powys with a wide range of published materials, e-resources and digital technology to help support and maximise mental well being, learning opportunities and social, interactive community spaces.
Impact rating	Good
Mitigation	Not specified

5d. A Wales of cohesive communities

Impact	In order to maximise the library book budget available from April 2023, users and stakeholders will have the opportunity to share their views with
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	regards to preferred reading materials.
Impact rating	Good
Mitigation	Not specified

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Welsh and English reading material will continue to be purchased as is currently the case through the library book budget.
Impact rating	Good
Mitigation	Users will regularly be surveyed with regards to preferences of reading materials and language - which will highlight any changes or trends in certain areas.
Mitigated impact rating	Unknown

Promoting Welsh

Impact	The library service will continue to promote the use of the Welsh language and will provide materials and resources in both Welsh and English.
Impact rating	Good
Mitigation	Not specified

Sports, Art & Recreation

Impact	The proposal could have an impact on the WPLS (Welsh Public Library Standard). However, Powys library service has never met the WPLS standard for recommended spend in order to provide an adequate service.
Impact rating	Unknown
Mitigation	Carefully consider new stock selection to ensure a good range of books for all customers.
Mitigated impact	Good

rating

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact	None
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5h. Evidence

<p>Adult library user survey data, Oct 18 data. Children and young people library user survey Nov 2019 Mobile library user survey data Oct 2018 Results of public consultation, 2019 List of services provided by branch libraries “Connected and Ambitious Libraries” Welsh Public Library Standards framework 6 2017-2020 Libraries – bridging the digital divide. Libraries Wales 2016 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014 Welsh Public Library Standards annual returns and reports</p>

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The current library book fund is already below that expected by Welsh Government. In Powys' Welsh Public Library Standard Annual Assessment Report 2020/21 it was noted that: there has been a 33% decrease since 2017/18 in the materials budget. Although the materials budget is now one of the lowest in Wales per 1000 population, the loans for adult and children are in the second quartile. This suggests that the service is maximising its expenditure and choosing appropriate stock for its customers. Welsh language resource expenditure has been maintained and the service works well with local partners to actively promote its Welsh collection and Welsh learning. The member of staff responsible for stock selection is an active member of the Showcase Wales panel, which creates an annual list of the best Welsh writing in English as a checklist for library authorities.
Impact rating	Unknown
Mitigation	Carefully consider new stock selection to ensure a good range of books for all customers. Continue to support and encourage users to access reading and research materials digitally.
Mitigated impact rating	Good

Collaboration

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Impact	Collaboration with other authorities to share reading material could be considered in the future - which will provide a wider range for residents and communities.
Impact rating	Unknown
Mitigation	Not specified

Involvement (including Communication and Engagement)

Impact	Users, residents and communities will be engaged so that the service is able to understand preferences for reading materials and resources where appropriate.
Impact rating	Good
Mitigation	Not specified

Prevention

Impact	None
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Integration

Impact	It will be important for the service to involve others to maximise the library book budget available in the future.
Impact rating	Good
Mitigation	Not specified

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	
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6f. Evidence

Adult library user survey data, Oct 18 data.
 Children and Young People's survey Nov 2019
 Results of public and staff consultation, 2019
 List of services provided by branch libraries
 "Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020
 Libraries – bridging the digital divide. Libraries Wales 2016
 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
 Trent staff data (Corporate Insight Centre)
 Welsh Public Library Standards return 20/21

7. Likelihood and risks

Risk 1

Description	Possible action by Welsh Government in line with Welsh Public Library Standards. Powys expenditure on books will reduce and remain below the median in Wales. Acquisitions targets will continue to be unmet as currently.				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	The service will carefully consider new stock selections to ensure a good range of books for all customers. Officers will liaise with Welsh Government to access the impact on the Powys Welsh Public Library Standards return.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The proposed £56,770 reduction in the book budget will decrease in number and range of books able to be purchased for the Powys libraries stock. Careful consideration will be given to new stock selections to ensure a good range of books for all customers. The service will also continue to encourage and support users to access information digitally as appropriate.

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Decision will be monitored and due attention paid to comments from Welsh Government following future Public Library Standards returns.

Review date

31/12/2023

null

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Impact Assessment

Sports Development - reduction of core budget by
£35,000



06/01/2023

Reference: 7369-2705-3681-3809

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Jenny Ashton, Head of Community Services
Head of service	Jennifer Ashton, Head of Community Services
Portfolio holder	David Selby, portfolio holder for Cabinet Member for a More Prosperous Powys
Proposal title	Sports Development - reduction of core budget by £35,000
Description of proposal	<p>To reduce the Sports Development 'core budget' from £97,100 to £62,100. The Sports Development budget funds the 'Senior Sport & Active Communities Development Manager' post - who manages the service and officers within it. The core budget also contributes to the Disability Sports Development Officer post (which is being made redundant from April 2023 due to changes in Disability Sport Wales), and also contributes towards the Sports Development officers' posts.</p> <p>Historically, there has been a requirement from Sport Wales for authorities to have an appropriate level of 'match' funding to support their investment. Sport Wales are currently undertaking a review and 'transition' of how they invest in local authorities in the future, and have initiated a 'regional partnership' arrangement. Under these new plans, Powys and Ceredigion will work in partnership to develop and improve opportunities for people to participate in sport and physical activity throughout mid Wales. Rather than both authorities receiving funding from Sport Wales in the future, one amount will be invested in the 'partnership'. Other partners will be encouraged to join the partnership and other funding sources will be identified and secured where possible.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£35,000	£0	£0	£0	£0	£35,000

Further information

£20,000 - from the contribution to the Sport Wales grant (funds Sports Devt officers). The number of officers has reduced recently through vacancies and reduction in hours.

£13,000 - from the contribution towards the Disability Sport Officer post - which is being made redundant from 31st March 2023 due to changes and investment from Disability Sport Wales (changed to a 'regional officer model').

£2,000 - from the Sports Development budget reduction in travel.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	05/01/2023
Staff consultation deadline	09/01/2023
Public consultation deadline	
Consultation method	Consultation with the Disability Sports Development Officer is underway with initial meetings being held in December 2022. The officer has been offered redeployment opportunities and has been encouraged to trial other roles.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Housing Services
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	The loss of the Disability Sport Officer, with many years of knowledge, experience and the development of relationships over time will have an impact on disabled people. However, the loss of the Disability Sport Officer is not a Powys decision - this has been made by Disability Sport Wales who have changed the way they invest their funding and have moved to a 'regional model' for officer provision. Therefore, an officer will work within the mid Wales region, but there will not be a specific 'disability officer' in each local authority.
Impact rating	Poor
Mitigation	Having one officer with the majority of experience and knowledge is never a good service model. Therefore, over the past four years the other officers within the Sport Development team have become more familiar with working with a range of participants who may have a variety of disabilities and conditions that sometimes limits or changes the way that they are able to participate. The sport & active community officers have undertaken training and are regularly working with clubs and individuals to raise awareness and the importance of inclusion as the norm.
Mitigated impact rating	Good

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	A reduction in the Sports Development core budget will reduce the number of activities or opportunities that are available for residents and communities.
Impact rating	Unknown
Mitigation	To maximise the remaining budget available. To work collaboratively with partners to encourage joint projects / schemes. To identify and secure additional funding.
Mitigated impact rating	Good

4e. Evidence

Over the last two to three years there has been more than sufficient grant funding from Sport Wales to deliver the intended outcomes for the service and the Council. With the new regional model introduced by Sport Wales, it will be the responsibility of the partner organisations to generate additional funding where needed to support any additional schemes.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	There may be less opportunities for training courses to be funded.
Impact rating	Unknown
Mitigation	Organisations and the Council are able to bid for additional funding to deliver training courses and develop skills.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	A reduction in the core budget could have an impact on 'a healthier Wales' as fewer opportunities may be available.
Impact rating	Unknown
Mitigation	Other Sports Development officers, other Powys services and partners are able to offer similar or enhanced opportunities throughout Powys which would help to mitigate any negative impacts. Collaborative working will be encouraged and undertaken where possible.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
---------------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	The opportunity to communicate in Welsh and promote the language will not change as a result of this proposal.
Impact rating	Good
Mitigation	All staff are encouraged to attend Welsh lessons where necessary. All communication is available bilingually.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	A reduced budget may reduce the number of opportunities available to participate.
Impact rating	Unknown
Mitigation	Sports Development officers will continue to encourage participation in sport and recreation activities.
Mitigated impact rating	Neutral

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	A reduced budget could result in fewer opportunities that may have been available for people in 'socio-economic disadvantage'.
Impact rating	Unknown
Mitigation	The Sports Development officers/team work with a range of partners and organisations to gather data in order to understand needs throughout the county and how they can be met. This will continue to happen.
Mitigated impact rating	Good

5h. Evidence

Although it will be a great loss of specific experience and knowledge when the Disability Sport Wales officer post is made redundant (through DSW change of investment), the role of ensuring inclusion, disabilities and alternative needs of residents and communities will be the future responsibility not only of the other Sport & Active Community Officers but of a number of other services throughout the authority.

The Senior Sport & Active Communities Development Officer regularly attends regional and national meetings and events to support benchmarking and good practice with other authorities.

Engagement is undertaken with a range of groups, stakeholders and interested parties to understand needs, gaps and where development opportunities are available.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The reduction in budget will not have a direct impact on the workforce as there is sufficient funding for existing staff and the transition to the 'regional' Sport Wales model should present additional opportunities in the future.

7. Likelihood and risks

Risk 1

Description	Potentially fewer opportunities to participate in healthy physical activity or development opportunities due to a reduced level of funding				
Likelihood score	3	Impact score	2	Risk rating	6.0
Mitigation	Increased collaborative working. Securing additional funding to support activity.				
Residual likelihood score	4	Residual impact score	1	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The reduction of the Sports Development core budget by £35,000 could have an impact on the opportunities available to participate in healthy physical activity for residents and communities. However, this would be minor and mitigating measures could be introduced to reduce the impact further.

Cabinet reference	
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9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The budget reduction will be monitored regularly to understand the impact. Engagement with stakeholders, residents and communities will be undertaken to determine any impact and measures needed to mitigate where necessary.

Review date	08/09/2023
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Impact Assessment

Staffing budget reduction - Environmental Health (Commercial)



10/01/2023

Reference: 1435-8632-5108-8601

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Staffing budget reduction - Environmental Health (Commercial)
Description of proposal	<p>Reduction in the staffing budget of the Environmental Health (Commercial) service area of £62,272. This is likely to take the form of a reduction of 1.0 Environmental Health Officers.</p> <p>These posts deliver food hygiene, health and safety, infectious disease and public health work all of which are statutory functions.</p> <p>This proposal would see a further reduction to a service which has already suffered reductions in FTEs from 16.5 in 2008/09 to 12.0 currently. Additional management reductions have also occurred resulting in added responsibilities and subsequent pressure being placed on this workforce.</p> <p>The statutory work carried out by the service is regulated by the Food Standards Agency, Health and Safety Executive, Public Health Wales and Welsh Government. The service area is currently failing to meet their statutory obligations as it recovers from the impacts of covid-19 and this proposal is likely to reduce the level of statutory compliance and increase the likelihood of one or more of these bodies intervening. Through failing to comply with statutory requirements the proposal has the potential not only to have a negative impact on the economy but to place the well-being, safety and the lives of people at risk.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£62,272	£0	£0	£0	£0	£62,272

Further information

This saving proposal is secured by reducing the staffing budget of the Environmental Health (Commercial) service area. This is likely to take the form of a reduction of 1.0 FTE Environmental Health Officers.

Consultation requirements

Consultation required?	No
Justification	The service area currently has vacant posts. No existing staff members will be made redundant as part of this saving proposal.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Legal and Monitoring
- Economy & Digital Services
- Property Planning and Public Protection
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
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Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	<p>The proposal will have a negative impact on the economy. Currently Environmental Health Officers support businesses set up and guide businesses throughout their lifetime. This proposal would result in a significant reduction in controls, protection and support for businesses and the potential for reputational damage not just to the Council but to businesses and the overall economy of Powys as a result is high.</p> <p>Businesses require documentation from Environmental Health to enable them to trade, such as a current Food Hygiene Rating. This proposal would reduce the capacity of the team to deliver the inspections required to provide the business ratings. It is anticipated that the staffing reduction would reduce service capacity by approximately 144 less ratings per year.</p> <p>Businesses often require added levels of documentation to export or provide complex/high risk foods, which require approval. The proposed staffing reduction would adversely impact on the capacity to provide a responsive service to support of our local businesses.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4b. Health and care

Impact	<p>As a direct result of having reduced levels of staffing the Environmental Health (Commercial) team would not have the capacity to be appropriately inspecting, advising or responding to complaints from a food hygiene, health and safety or public health perspective, which will inevitably have a significant impact on health.</p> <p>It is considered that more food poisoning, infectious diseases, accidents and other public health incidents etc., will occur as a result of the reduction in the service areas capacity to implement important and timely control measures.</p> <p>The safety of businesses, schools, nursery and care settings would potentially be compromised as a result of the Environmental Health Service not having the resilience to appropriately respond to incidence of infectious disease.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

4c. Learning and skills

Impact	The service will potentially be unable to deliver any training, promotional and advisory provision and as such will not be able to support improving the skills of young people and adults.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4d. Residents and communities

Impact	Reduced staffing levels will result in the service area being less responsive to the needs of residents and communities. The service area will be unable to respond to the same level of service requests, requests for advice, complaints, accidents and infectious disease notifications etc.
Impact rating	Very poor
Mitigation	No mitigation available.

4e. Evidence

Based on levels of activity from previous years, the Service area can advise that the loss of 1.0FTE Environmental Health Officers will result in:

- A shortfall of approximately 144 high risk food hygiene inspections and the ensuing remedial action, revisits, advice to business, opportunities for income generating work along with provision of their Food Hygiene ratings which enable these businesses to trade freely and fairly.
- Approximately 33 less food samples taken, each of which would be an indicator of food and water safety compliance.
- An even greater chance of failing to uncover serious food safety issues and unfit/potentially hazardous foods being placed on the market and causing illness/death. Sampling exercises within the county have uncovered issues with the pathogenic organisms *Listeria*, *Staphylococcus* and *E. coli*.
- A shortfall of approximately 30 infectious disease notifications that will not be responded to within the target response time. This figure does not include the multiple resident and visitors to the County which maybe be affected by a single food poisoning or infectious disease event. The consequence of this is an even greater burden of disease within the county which is likely to spread to individuals in risk groups causing greater numbers of outbreaks and increasing the risk of deaths in vulnerable groups e.g. children in nurseries and elderly in care homes.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	<p>The proposal will have a negative impact on the economy. Currently Environmental Health Officers support businesses set up and guide businesses throughout their lifetime. This proposal would result in a significant reduction in controls, protection and support for businesses and the potential for reputational damage not just to the Council but to businesses and the overall economy of Powys as a result is high.</p> <p>Businesses require documentation from Environmental Health to enable them to trade, such as a current Food Hygiene Rating. This proposal would reduce the capacity of the team to deliver the inspections required to provide the business ratings. It is anticipated that the staffing reduction would reduce service capacity by approximately 144 less ratings per year.</p> <p>Businesses often require added levels of documentation to export or provide complex/high risk foods, which require approval. The proposed staffing reduction would adversely impact on the capacity to provide a responsive service to support of our local businesses.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	<p>As a direct result of having reduced levels of staffing the Environmental Health (Commercial) team would not have the capacity to be appropriately inspecting, advising or responding to complaints from a food hygiene, health and safety or public health perspective, which will inevitably have a significant impact on health.</p> <p>It is considered that more food poisoning, infectious diseases, accidents and other public health incidents etc., will occur as a result of the reduction in the service areas capacity to implement important and timely control measures.</p> <p>The safety of businesses, schools, nursery and care settings would potentially be compromised as a result of the Environmental Health Service not having the resilience to appropriately respond to incidence of infectious disease.</p>
Impact rating	Very poor
Mitigation	No mitigation available

Mitigated impact rating	Very poor
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5d. A Wales of cohesive communities

Impact	Reduced staffing levels will result in the service area being less responsive to the needs of residents and communities. The service area will be unable to respond to the same level of service requests, requests for advice, complaints, accidents and infectious disease notifications etc.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	This proposal has the potential to place the safety and potentially the lives of residents, people employed in Powys and visitors to Powys at risk.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

Based on levels of activity from previous years, the Service area can advise that the loss of 1.0FTE Environmental Health Officers will result in:

- A shortfall of approximately 144 high risk food hygiene inspections and the ensuing remedial action, revisits, advice to business, opportunities for income generating work along with provision of their Food Hygiene ratings which enable these businesses to trade freely and fairly.
- Approximately 33 less food samples taken, each of which would be an indicator of food and water safety compliance.
- An even greater chance of failing to uncover serious food safety issues and unfit/potentially hazardous foods being placed on the market and causing illness/death. Sampling exercises within the county have uncovered issues with the pathogenic organisms Listeria, Staphylococcus and E. coli.
- A shortfall of approximately 30 infectious disease notifications that will not be responded to within the target response time. This figure does not include the multiple resident and visitors to the County which maybe be affected by a single food poisoning or infectious disease event. The consequence of this is an even greater burden of disease within the county which is likely to spread to individuals in risk groups causing greater numbers of outbreaks and increasing the risk of deaths in vulnerable groups e.g. children in nurseries and elderly in care homes.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal undermines the long term resilience of the service area.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Collaboration

Impact	The proposal reduces the service areas ability to collaborate with partners.
Impact rating	Poor
Mitigation	No mitigation available.

Mitigated impact rating	Poor
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Involvement (including Communication and Engagement)

Impact	The proposal reduced the service area capacity to engage.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Prevention

Impact	The proposal reduces the service areas ability to undertake preventative work.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	<p>This proposal will put a team of officers who are already under considerable strain in an even more vulnerable position.</p> <p>The team were critical to the delivery of infection and control throughout the Covid-19 pandemic, working to protect the more vulnerable in our society and have since had to attempt to recover the significant backlog of work which awaited them. This has proved challenging as businesses themselves are being challenged by the economic climate so officers are finding serious and more challenging concerns as they undertake their visits, adding another level of pressure to their work. Added to this the team continue to support the ongoing covid TTP work which is likely to fall back to them to oversee when TTP are disbanded in March. How this can then be managed with a reduced workforce is a serious concern and risk. This is a team of officers who have always worked out of hours and an on call arrangement purely on a good will basis, no paid standby as is the case in other service areas. Reducing an already under pressure team will pose serious risks around retention but also around their co-operation which we are so reliant on at present to be able to respond to the more serious instances of infectious disease which require tight turnaround times in the interest of protecting lives.</p>
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Failure to deliver statutory functions by not carrying out all high risk food hygiene inspections. Failure may result in increased risk of food poisoning outbreak.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

Risk 2

Description	Failure to deliver health and safety and infection control interventions which focus on improving standards in areas known and proven risk. This will result in risk of serious incident and accidents of life threatening nature.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

Risk 3

Description	Failure to respond to incidents, accidents or infectious disease notifications in a timely manner. This may result in risk of transmission and continuation of life threatening risk.				
Likelihood score	4	Impact score	5	Risk rating	20.0
Mitigation	No mitigation available to mitigate against safety, reputational and audit risks.				
Residual likelihood score	4	Residual impact score	5	Residual risk rating	20.0

8. Overall summary and judgement

Outline assessment

The proposal has the potential to have an adverse economic and health and safety risks.

The proposed reduction in staffing capacity will result in the council continuing to fail to comply with statutory requirements. The proposal has the potential to place the well-being, safety and potentially the lives of residents, people employed in Powys and visitors to the area at risk.

By not complying with statutory requirements agencies such as the Food Standards Agency, Health and Safety Executive, Public Health Wales and Welsh Government may intervene. The chances of having a critical audit will increase if the proposal is accepted.

The service area are currently facing a more challenging workload visiting businesses who haven't received inspection for quite some time who themselves are being economically challenged, added to this they are seeing more complex and serious infectious diseases emerging.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Impacts to be reviewed periodically by service area.

Review date	31/12/2023
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Impact Assessment

Staff budget reduction - Closed Landfills and Contaminated Land service area



10/01/2023

Reference: 5668-2029-3217-6996

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Staff budget reduction - Closed Landfills and Contaminated Land service area
Description of proposal	Reduction in the staffing budget of the Closed Landfills and Contaminated Land service area of £50,480. This is likely to result in the service area losing 1FTE (service area currently consists of 1.8 FTEs).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£NaN	£0	£0	£0	£0	£50,480

Further information

Reduction in the staffing budget of the Closed Landfills and Contaminated Land service area of £50,480. This is likely to result in the service area losing 1FTE (service area currently consists of 1.8 FTEs).

Consultation requirements

Consultation required?	Yes
Union consultation deadline	31/01/2023
Staff consultation deadline	31/01/2023

Public consultation deadline	
Consultation method	As staff are impacted by this proposal, a management of change exercise will need to be undertaken.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Legal and Monitoring
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4b. Health and care

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor

Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	The service area enables brownfield sites to be developed safely. The team also investigates pollution incidents and works with Natural Resources Wales to minimise adverse impacts on groundwater, land and residential dwellings. If there is a reduction in the workforce, there will be insufficient capacity to carry out this work.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	<p>The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. This is done through the planning process and via guidance provided by the Contaminated Land Officers to internal department such as Housing and Highways and to external parties such as developers and agents. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.</p> <p>The team deal with pollution incidents. If the team is reduced by 1 FTE, the team's ability to deal with pollution incidents will be severely diminished.</p>
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
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Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The work carried out by the team ensures that development of land is suitable for its proposed use and would not meet the legal definition of contaminated land. If the team is reduced by 1 FTE then the ability to ensure safe development in the future will be severely compromised.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

Collaboration

Impact	If the team is reduced by 1 FTE then the ability to collaborate with internal and external parties will be severely compromised.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	If the team is reduced by 1 FTE then there will be periods of time where there is no cover for contaminated land, pollution incidents and closed landfill issues.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	If the team is reduced by 1 FTE then there will be periods of time where there is no cover for contaminated land, pollution incidents and closed landfill issues.
Impact rating	Poor
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	The removal of 1 FTE contaminated land officer will severely impact on the service areas ability to respond to planning applications, pollution incidents and manage the Council's closed landfill sites.
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Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	Consideration to be given to transferring some of the Contaminated Land Officers responsibilities to Environmental Protection Officers.				
Residual likelihood score	4	Residual impact score	2	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

The removal of 1FTE Contaminated Land Officer will severely impact the service area's ability to respond to planning applications, pollution incidents and to effectively manage the Council's closed landfill sites. This could result in the service area being unable to fully meet its statutory functions and may result in increased risk of adverse audits and legal challenge.

Cabinet reference

9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Service area to monitor periodically.

Review date

31/12/2023

null

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Impact Assessment

Energy efficiency measures - offices



09/01/2023

Reference: 0809-6713-7295-5547

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Energy efficiency measures - offices
Description of proposal	Reduction in the temperature (where possible) of offices to 19 degrees, to save £26000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£26,000	£0	£0	£0	£0	£26,000

Further information

Reduction in the temperature (where possible) of offices to 19 degrees, to save £26000.

Consultation requirements

Consultation required?	No
Justification	No staffing reductions or changes to terms and conditions proposed.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
--------	------

4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
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Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A

Mitigated impact rating	Good
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building.
Impact rating	Good
Mitigation	N/A
Mitigated impact rating	Good

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal will reduce the energy consumption of offices thereby reduce the carbon footprint and running costs of the building. Impacts are considered to be positive.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic reviews by service area.

Review date	31/12/2023
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null

Impact Assessment

Reduce energy management budget



09/01/2023

Reference: 1281-8408-3247-4656

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduce energy management budget
Description of proposal	Reduction in the energy management budget by £5000. This budget is currently used to pay for energy surveys to assist in identifying carbon reduction measures.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,000	£0	£0	£0	£0	£5,000

Further information

Reduction in the energy management budget by £5000. This budget is currently used to pay for energy surveys to assist in identifying carbon reduction measures.

Consultation requirements

Consultation required?	No
Justification	No staff impacted.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposal will reduce the Councils ability to commission energy surveys to assist in identifying carbon reduction measures. The proposal will therefore have a negative impact on the councils ability to reduce carbon.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Proposal to be reviewed periodically by the service area.

Review date	31/12/2023
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null

Impact Assessment

Staffing budget reduction - Strategic Property



09/01/2023

Reference: 2964-9877-0565-4131

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies , Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Staffing budget reduction - Strategic Property
Description of proposal	Reduction in the Strategic Property staffing budget of £131,500. This equates to approximately 3.4 FTE positions.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£131,500	£0	£0	£0	£0	£131,500

Further information

Reduction in the Strategic Property staffing budget of £131,500. This equates to appropriately 3.4 FTE posts.

Consultation requirements

Consultation required?	No
Justification	Vacant positions to be removed from Strategic Property structure.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	Reduced staffing levels has the potential to impact on the level of service given to the Councils commercial tenants and the Councils ability to sustain commercial properties in an appropriate condition.
Impact rating	Poor
Mitigation	No mitigation available.

Mitigated impact rating	Poor
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain school buildings in an appropriate condition for use by residents and communities.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

4d. Residents and communities

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain council buildings in an appropriate condition for use by residents and communities.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	Reduced staffing levels may adversely impact on the Councils ability to maintain council buildings in an appropriate condition for use by residents and communities. It also reduces the councils capacity to undertake work to reduce its carbon footprint.
Impact rating	Very poor
Mitigation	No mitigation available
Mitigated impact rating	Very poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Reduced staffing levels may adversely impact on the Councils capacity to implement appropriate climate change measures.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
---------------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Reduced staffing levels may adversely impact on the Councils ability to sustainably maintain council buildings in an appropriate condition for use by residents and communities.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	Reduced staffing levels may adversely impact on the Councils ability to sustainably maintain council buildings in an appropriate condition for use by residents and communities. The lack of preventative maintenance work will have a long term adverse impact.
Impact rating	Very poor

Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal will result in the loss of vacant positions. This will result in the existing staff resource remaining under considerable pressure to deliver the councils priorities.
Impact rating	Very poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Failure to ensure property assets are compliant with relevant health and safety legislation or where assets are not complaint, ensure that appropriate risk assessments are undertaken and implemented.				
Likelihood score	4	Impact score	4	Risk rating	16.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	4	Residual risk rating	16.0

Risk 2

Description	Failure to implement asset reviews in accordance with the councils Asset Management Strategy.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	3	Residual risk rating	12.0

Risk 3

Description	Insufficient resources available to dispose of surplus property.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	Commission private agents to undertake work.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

The proposal will impact on the ability of the Strategic Property team to ensure that property assets are appropriately maintained and compliant with relevant health and safety legislation. The reduced staffing capacity will also impact on the teams ability to undertake functions such as asset reviews, office moves and asset disposals. With regards to climate change, the reduction in staffing levels will adversely impact on the capacity of the team to implement carbon reducing measures.

Cabinet reference

9. Additional evidence

Officer judgment.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic reviews - compliance board, quarterly portfolio holder meetings etc.

Review date

31/12/2023

null

Impact Assessment

Reduced maintenance budget - offices and depots.



09/01/2023

Reference: 5736-6563-0091-8071

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies , Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Reduced maintenance budget - offices and depots.
Description of proposal	Reduce the maintenance budget for offices and depots by £128,000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£128,000	£0	£0	£0	£0	£128,000

Further information

Reduce the maintenance budget for offices and depots by £128,000. Budget removal will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose.

Consultation requirements

Consultation required?	No
Justification	No staff impacted directly.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Education
- Community Services
- Legal and Monitoring
- Transformation and Democratic Services
- Highways Transport & Recycling
- Economy & Digital Services
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services
- Finance (Section 151)
- Schools (Primary Secondary and Special)
- other

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
--------	------

4d. Residents and communities

Impact	None
--------	------

4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	Building improvement schemes, such as schemes to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	Building improvement schemes, such as schemes to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
---------------	------

Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	Building improvement schemes, such as scheme to improve energy efficiency, will be potentially put at risk with the reduction of this budget. Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams. Putting the ambition of reducing our long-term carbon footprint at risk.
Impact rating	Very poor
Mitigation	Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will be highly dependent on finding additional funding streams.
Mitigated impact rating	Poor

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	<p>Budget removal will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken with no beneficial improvement of the building assets. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose. This will also result in a back log of maintenance which will require increased expenditure in the future as we may have to replace rather than repair building elements.</p> <p>The reduction of budget will constrain the ability to deliver a 'Corporate Landlord' model as no revenue funding is provided centrally for the delivery of this service. This includes all public properties; including libraries, museums, cemeteries, and buildings which the council has a repairing responsibility. If maintenance levels reduce significantly this may also have a potential adverse impact on service delivery and public perception especially where we are unable to maintain listed buildings and structures.</p>
Impact rating	Very poor

Mitigation	No mitigation available.
Mitigated impact rating	Very poor

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Reduced capacity to undertake energy efficiency improvements.				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	External funding streams to applied for to enable funding for energy efficiency measures.				

Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0
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Risk 2

Description	Failure to appropriately maintain property assets result in buildings not complying with health and safety requirements.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Consideration to be given to reducing the number of building assets to ensure maintenance budget remains adequate.				
Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0

8. Overall summary and judgement

Outline assessment

A reduction in the maintenance budget for offices and depots will put a strain on the deliverability of 'day to day' maintenance requirements across the estate. This will mean only essential maintenance will be undertaken with no beneficial improvement of the building assets, such as implementing energy efficiency measures. In some cases, this may lead to building deterioration and buildings becoming unfit for purpose. This will also result in a back log of maintenance that will require increased expenditure in the future as replacement rather than repair is required.

Building improvements schemes to improve energy efficiency to reduce energy costs and reducing carbon emissions will become highly dependent on finding additional funding streams such as grants. This risks putting the ambition of reducing the councils long-term carbon footprint at risk.

Health and safety requirements may be compromised if buildings cannot be appropriately maintained. It is essential that the Council continues to comply with the Health & Safety at Work Act in relation to managing premises.

The reduction of budget will constrain the ability to deliver the 'Corporate Landlord' model. This includes all public properties; including libraries, museums, cemeteries, and buildings which the council has a repairing responsibility. If maintenance levels reduce significantly this may also have a potential adverse impact on service delivery and public perception especially where we are unable to maintain listed buildings and structures.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review to be implemented by service area.

Review date	
	31/12/2023

null

Impact Assessment

Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects



09/01/2023

Reference: 5339-8649-9823-3182

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects
Description of proposal	Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£73,910	£0	£0	£0	£0	£73,910

Further information

Recovery of costs occurred by Strategic Property associated with delivering regulatory Fire Risk inspections and managing compliance remedial projects.

Consultation requirements

Consultation required?	No
Justification	No staffing implications.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Housing Services
- Childrens Services
- Adult Services
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	The proposal will ensure regulatory safety inspections are undertaken, this will ensure learners are able to access and use safe buildings.
Impact rating	Good
Mitigation	None.
Mitigated impact rating	Good

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
---------------	------

5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
---------------	------

Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	If appropriate funding is not provided for statutory compliance work, the authority will be at risk of prosecution and reputational and financial risk.				
Likelihood score	4	Impact score	4	Risk rating	16.0
Mitigation	Funding professionally qualified officers to undertake statutory inspections will ensure the risk associated with regulatory compliance is managed to an acceptable level.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The ability to recover costs will allow the continued programme of statutory inspections to take place by a professional officer, minimising risk to the authority. The ability to manage compliance remedial projects will be at risk if costs cannot be recovered. This places the authority at risk.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

A programme of monitoring outcomes from the inspections will be undertaken periodically. Reports on same are provided to the Compliance Board where minutes and actions are recorded.

Review date	31/12/2023
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null

Impact Assessment

Rent Park Office, Newtown



09/01/2023

Reference: 4412-5410-4473-4102

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton, Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Rent Park Office, Newtown
Description of proposal	Relocation of PCC services from Park Offices to Ladywell house and rent out Park Office.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£47,925	£47,925	£0	£0	£0	£95,850

Further information

Revenue savings circa £65,850 will be available from the closure of the building as business rates, maintenance, servicing, utility costs will cease. The savings are predicated on leasing the building to a partner organisation. Should the property be leased an additional income stream of circa £30,000 pa is envisaged.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	31/12/2022
Staff consultation deadline	31/12/2022

Public consultation deadline	
Consultation method	Consultation being undertaken with relevant staff.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Property Planning and Public Protection
- Childrens Services
- Adult Services

3b. Impact on geographical locations

- Individual localities:
- Newtown Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	All services currently delivered from the Park office will transfer to Ladywell House. Appropriate accommodation will be provided to deliver existing services.
Impact rating	Neutral
Mitigation	None proposed.
Mitigated impact rating	Neutral

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	A positive impact is envisaged allowing PCC services to co-locate together in one building. This will reduce the carbon footprint of delivering PCC services.
Impact rating	Good
Mitigation	None proposed.

Mitigated impact rating	Good
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	The proposed accommodation will provide greater access to collaborative spaces for services to meet service users from the community.
Impact rating	Good
Mitigation	Appropriate contact spaces will be provided for service professionals to meet clients in an appropriate environment which is warm, secure and fit for purpose.
Mitigated impact rating	Good

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
---------------	------

Sexual Orientation

Impact	None
---------------	------

Pregnancy and Maternity

Impact	None
---------------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer Judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The transfer of services to Ladywell due to the closure of the Park offices will ensure enhance service provision.
Impact rating	Good
Mitigation	Ladywell House has been recently renovated and provides a long term and sustainable building for delivering PCC services.
Mitigated impact rating	Good

Collaboration

Impact	A number of public bodies and third sector organisations will be located within a single building. This will enhance user experience and make multiple health and well being resources more accessible to the public.
Impact rating	Good
Mitigation	None proposed.
Mitigated impact rating	Good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal will result in the relocation of staff from the Park offices to Ladywell House.
Impact rating	Neutral
Mitigation	Ladywell House has been renovated to ensure that it offers fit for purpose accommodation.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	A lease of the building once closed by a partner does not materialise.				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	Consideration will need to be given to leasing to non partner organisations or selling the property.				

Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0
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8. Overall summary and judgement

Outline assessment

The closure of the Park Office offers several benefits. These include revenue savings and improvements to service delivery in the short and medium term. Additionally, co locating services to a single building has environmental benefits as it reduces waste and reduces the energy consumption associated with delivering services from multiple buildings.

The ability to lease the Park Office in this financial climate remains a financial risk.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

A project review will take place post completion of the project to identify outcomes and lessons learnt.	
Review date	31/12/2023

null

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Impact Assessment

Cleaning frequency reduction in office accommodation



09/01/2023

Reference: 5137-6497-1603-6660

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Cleaning frequency reduction in office accommodation
Description of proposal	Reduction in cleaning frequency to a minimal level dependent of area usage.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£60,000	£0	£0	£0	£0	£60,000

Further information

Savings will be found from the reduction in cleaning frequency resulting in a reduction in staffing levels.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	28/02/2023
Staff consultation deadline	28/02/2023
Public consultation deadline	

Consultation method

If required, the Cleaning Service will undertake the consultations with staff impacted by the proposal. This will be undertaken in line with PCC policy and with HR representation.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Community Services
- Property Planning and Public Protection

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	The proposal has the potential to result in a reduction in the workforce. This may impact on the resilience of the service provision.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	The reduction in the staffing budget has the potential to reduce the scope to offer apprenticeships.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Savings will be found from the reduction in cleaning frequency resulting in a reduction in staffing levels. This will have a negative impact on staffing but a limited negative impact on service provision.

Cabinet reference

9. Additional evidence

Officer judgements.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

To be monitored periodically.

Review date

31/12/2023

null

Impact Assessment

Increase income from commercial estate



09/01/2023

Reference: 2308-3273-5003-7370

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Neil Clutton , Professional Lead - Strategic Property
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Increase income from commercial estate
Description of proposal	Increase income generation by £15,000 by reviewing existing fee arrangements.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£15,000	£0	£0	£0	£0	£15,000

Further information

Increase income generation by £15,000 by reviewing fee arrangements.

Consultation requirements

Consultation required?	No
Justification	No staff impacted by proposal.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Legal and Monitoring
- Property Planning and Public Protection
- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
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Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact

None

Collaboration

Impact

None

Involvement (including Communication and Engagement)

Impact

None

Prevention

Impact

None

Integration

Impact

None

6b. Impact on the workforce

Impact

None

6c. Impact on payroll

Impact

None

6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

It is considered that increasing income generation by reviewing fee arrangements will mainly result in a neutral impacts.

Cabinet reference

9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review by service area.

Review date

31/12/2023

null

Impact Assessment

Staffing reduction - Building Control



09/01/2023

Reference: 6703-2015-5747-3186

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies, Head of Service - Property, Planning & Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Staffing reduction - Building Control
Description of proposal	<p>Reduce the staffing budget for Building Control by £54,940. This equate to one Building Control Surveyor.</p> <p>This will reduce the services ability to undertake non-fee earning functions tasks such as dangerous structures, demolitions and activities associated with unauthorised works, which results in fee generating activity of 140% of normal building regulation charges.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£54,940	£0	£0	£0	£0	£54,940

Further information

Reduce the staffing budget for Building Control by £54,940. This equate to one Building Control Surveyor.

Consultation requirements

Consultation required?	Yes
Union consultation deadline	28/02/2023

Staff consultation deadline	28/02/2023
Public consultation deadline	
Consultation method	Consultation with staff impacted in accordance with adopted policy.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	<p>The proposal will result in a reduced level of service by Building Control. This included potential delays to fee paying business customers waiting the outcomes of building regulations services (including receiving services such as a site inspection) before proceeding with building works. This has the potential to affect construction start dates, material orders and business cash flow.</p> <p>Reduced staff will result in possible delays in responding to dangerous structures impacting on business continuity and home owner enjoyment of their property/environment. Attendance at dangerous structures can take up valuable resources resulting in staff being removed from fee earning activities where customers have paid to receive a service.</p>
Impact rating	Poor
Mitigation	No mitigation considered to be available.
Mitigated impact rating	Poor

4b. Health and care

Impact	<p>The reduction in staff will potentially impact on the speed of PCC Housing/ Social Services ability to obtain building regulation approval and carrying out of site inspections relating to buildings addressing this health and care priority. Reduced service delivery in building control has the potential to create costly delays in construction and subsequent occupation of these vitally important properties.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	<p>The reduction in a surveyor will affect customer expectations who have paid to use Building Control services as their preferred supplier of building regulation services over the private sector.</p> <p>Integral to the service is the ability to give citizens of Powys the piece of mind that their building work is compliant, safe and energy efficient. Reductions in Building Control staff reduces the services ability to give those assurances to the citizens of Powys resulting a drop in consumer confidence.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Building Control average 1045 building regulation applications a year equating to approximately 150 applications per surveyor. With a reduction in 1 x FTE the average number of applications per surveyor increases by 16% (to 174 applications).

So far in 2022 building control have undertaken 6529 building regulation site inspections (an average of 932 inspections per officer.) A reduction in 1 x FTE, pressure will be placed upon surveyors to service the resultant increase in inspections whilst ensuring that statutory decisions relating to full plans assessments is not compromised. Failure to issue a full plans decisions on time is a breach of statutory duty.

Any resultant increase in individual workloads will impact upon an officers ability to dedicate enough resource to meet the expectations of the public in a timely and qualitative manner. This has the potential be a catastrophic risk whereby citizens in Powys decide to stop using Powys services and choose the private sector instead thus impact upon revenue.

Since April 2019 BC has dealt with 98 dangerous structures incidents. In major cases attendance is time critical. The reduction in 1 x FTE Surveyor will impact upon BC and emergency service response times due to officers being elsewhere in the county or tied up undertaking core building regulation site inspections.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	<p>Building Control is a facilitator of energy efficiency and sustainability in the construction of new building in Powys. Through the application of building regulation knowledge building control, as a regulator, contributes to the drive for carbon reduction through the assessment of applications and the education of those responsible for designing and procuring building work in Powys.</p> <p>Reduction in staff impacts upon building controls ability to provide adequate resource to support designers in the delivery and physical inspection of carbon reduction measures adopted within a new building.</p>
Impact rating	Poor
Mitigation	None available.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	<p>Building Control is a key facilitator in energy efficiency and sustainability in the construction of new building in Powys. Through the application of building regulation knowledge building control, as a regulator, contributes to the drive for carbon reduction through the assessment of applications utilising green technologies including through assessment of applications, the education of those responsible for designing and procuring building work in Powys.</p> <p>Reduction in staff impacts upon building controls ability to provide adequate resource to support designers in the delivery and physical inspection of carbon reduction measures adopted within a new building.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

5c. A healthier Wales

Impact	<p>As a regulator in the built environment building control has a direct influence over the internal environments in which the citizens of Powys live and work. Energy efficiency, accessibility, ventilation and the internal comfort of peoples homes are all reliant upon building control supervising the works of building designers and construction in Powys.</p> <p>Reduced resource in building control directly influences the level of supervision afforded to new buildings in Powys.</p>
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
---------------	------

Promoting Welsh

Impact	None
---------------	------

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact

None

5h. Evidence

As a statutory regulator building control approves and inspects building works that have a direct impact upon peoples domestic and working lives in Powys. With an overarching objective of ensuring the built environment delivers on key regulatory requirements such as energy efficiency, renewable energy, safe, healthy and accessible buildings. Without an appropriate level of oversight, the quality of the built environment across the whole of Powys cannot be guaranteed potentially leaving residents residing and working in buildings that fail to meet the minimum standards set by government.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

<p>Impact</p>	<p>The service is directly impacted by the events at Grenfell and the subsequent legislative intervention to introduce stringent measures to overhaul the regulatory and construction environment in Wales. This will include robust government oversight of how building control is delivered including the quality of its outcomes and overall performance. Fundamental to this new approach is the forthcoming introduction of licensing of building control inspectors in Wales which will impose legal requirements upon employers and individuals in how building control functions are delivered. The consequential impact of licensing (mandatory from Spring 2024) is yet to be fully realised but will influence the future direction of Powys as a statutory provider of building controls functions.</p> <p>The future landscape of building control in Powys will however be wholly dependent upon Welsh Govts vision for the future. Key to the effective delivery of building control functions across Wales is the ability to adequately resource the need together with delivering on competency and capability. In Jan 2023 Audit Wales commence a Wales wide review of resource and governance in Building Control which will then contribute to Welsh Govts future direction.</p> <p>Failure to adequately resource building control in Powys in terms of numbers and competence capability may directly influence Welsh Govts vision for the future delivery of building control in Wales.</p>
<p>Impact rating</p>	<p>Poor</p>
<p>Mitigation</p>	<p>No mitigation considered available.</p>

Mitigated impact rating	Poor
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Collaboration

Impact	<p>From Spring 2024, only officers who hold appropriate licenses will be able to deliver building control functions. This removes options for bolstering shortcomings in resourcing through internal support or redeployment. Wider support from other bodies (other LAs) holding the necessary licences may be necessary to deliver BC functions in Powys.</p> <p>The outcome in Wales post Grenfell may result in regional BC working to address current and future resource capability. This would provide the opportunity for all LAs across Wales to address current shortcomings in the delivery of BC functions and as a result improve compliance with the built environment.</p>
Impact rating	Neutral
Mitigation	Ensure that the licensing of all Powys BC staff to the appropriate level is delivered on time. A highly qualified competent work force will deliver efficiencies and improved service effectiveness therefore passing on benefits to Powys and its citizens.
Mitigated impact rating	Neutral

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

	The reduction in a Surveyor will result in existing and future workloads being passed to others to undertake. Scope of individual officers to pick up
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Impact	<p>work activities previously dealt with by the lost post is difficult to quantify but will through experience result in a reduction in service delivery and response time to its customers.</p> <p>Building regulations place statutory time frames on certain BC functions. Failure to meet those time frames results in a legal position favourable to the customer and not Powys CC, including reimbursement of costs and a deemed approved status for building works not approved under building regulations.</p> <p>Imminent changes to building control standards will place extra burden on staff to deliver and improve upon current reporting practices which will be both time consuming and labour intensive.</p>
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The drivers for change significantly impacting upon building control resourcing going forward.

The Building Safety Act 2022.

Welsh Govt Operational Standards (for building control) published in draft 30/08/2022.

Welsh Govt Operational Standards KPIs (for building control) published in draft 30/8/22.

Welsh Govt Building Inspector Competency Framework published in draft Sept 2022.

The implementation of the above in 2024 will significantly impact upon individuals operating in building control by creating greater demand upon officer time in terms of increased levels of recording and data capture, greater demands upon diligence through greater care and judgement in undertaking their duties.

7. Likelihood and risks

Risk 1

Description	Reduction in a Building Control Surveyor will result in a reduction in BC service delivery and potential for building works in Powys going unchecked. Current staffing levels already at a minimum level to be considered effective.				
Likelihood score	5	Impact score	3	Risk rating	15.0
Mitigation	No mitigation available.				
Residual likelihood score	5	Residual impact score	3	Residual risk rating	15.0

8. Overall summary and judgement

Outline assessment

Powys CC building control service is already considered to be undertaking its functions with minimum staffing levels. As well as measurable workloads, the size of geographical coverage across Powys also plays a part in contributing to the pressures placed upon the service. Travelling large distances to and between sites results in a high percentage of unavoidable non-productive time on a daily basis. Reducing staffing numbers will only compound the issue further for those having to cover the area where the incumbent post is lost.

Current workloads and enforcement activity can only be described as manageable underpinned with an acceptance of risk that building works and dangerous structures do and will continue to go unchecked. The reduction in a surveyor will further impact upon the services resilience in delivering building control services resulting in an even greater number of buildings works and dangerous structures across Powys going unchecked.

When set in the context of the forthcoming changes being imposed upon building control by Welsh Government, the expectation is that Welsh Government will consider that the level of resource within Powys building control is not fit for purpose, triggering the need for future investment in staff and training, all of which will be audited and reported upon to Welsh Govt in 2023. From 2024 Welsh Govt are, under statute, at liberty to apply sanctions to any local authority or private sector provider where it considers building control standards are not being met.

Should the reduction in staff be accepted then building control service levels (and staff wellbeing) will inevitably suffer and result in unintended consequences such as reductions in quality standards within the built environment that directly affect the goals of Powys Vision 2025, plus by failing to meet customer expectations there becomes a real risk of a potential loss in revenue receipts due to building control customers going elsewhere for their building regulation services. Once customers abandon Powys CC building control then Powys runs the risk of further staff losses due to reduced income affecting break even targets.

Cabinet reference

9. Additional evidence

Reference:

Quarterly KPIs measuring

Applications decided within statutory time periods

% market share compared to competitors

% of initial appraisals within 15 days

Customer experience using feedback forms and verbal feedback whilst on site

LABC Cymru Executive Management Committee

Welsh Govt white paper on the Safety of Buildings in Wales

PCC Building Control reporting

PCC Quality Audits - Quantitative and Qualitative

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic service performance reviews (APRs, Quarterly Portfolio Reviews etc).

Review date

31/12/2023

null

Impact Assessment

Increasing fee income generation across Property,
Planning and Public Protection.



03/01/2023

Reference: 5589-6040-2559-0995

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies , Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Increasing fee income generation across Property, Planning and Public Protection.
Description of proposal	Increasing fee income across the Property, Planning and Public Protection service area to secure an additional income of £58,558. The income is to be secured by increasing select income streams by 10%, inflation, or where appropriate securing full cost recovery. The principal income streams impacted include, water sampling, licensing, Estate and Letting Agency and building control.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£58,558	£0	£0	£0	£0	£58,558

Further information

The income is to be secured by increasing select income streams by 10%, inflation, or where appropriate securing full cost recovery. The principal income streams impacted include, water sampling, licensing, Estate and Letting Agency and building control.

Consultation requirements

Consultation required?	No
Justification	No staff impacted by proposal.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Education
- Property Planning and Public Protection
- Finance (Section 151)
- Schools (Primary Secondary and Special)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

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Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Officer judgement

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
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5h. Evidence

Officer judgement.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

Officer judgement.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Increasing select income streams by 10%, inflation or where appropriate securing full cost recovery is considered to have negligible impacts.

Cabinet reference	
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9. Additional evidence

Officer judgement.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Periodic review by relevant service areas.

Review date	31/12/2023
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null

Impact Assessment

Increase burial fees



09/01/2023

Reference: 4122-6523-7777-7555

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Gwilym Davies, Head of Property, Planning and Public Protection
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	Richard Church, portfolio holder for Cabinet Member for a Safer Powys
Proposal title	Increase burial fees
Description of proposal	Increase income generation derived from the councils cemeteries by £42,810 by increasing burial fees by approximately 10%.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£42,810	£0	£0	£0	£0	£42,810

Further information

Increase income generation derived from the councils cemeteries by £42,810 by increasing burial fees by approximately 10%.

Consultation requirements

Consultation required?	No
Justification	No impact on staff. This proposal will form part of the Council wide consultation on increasing fees.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Highways Transport & Recycling

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	It is considered that there will be minimal impact on the economy. If burial fees are increased, local funeral directors and memorial masons may find that bereaved families will use services out of county.
Impact rating	Neutral
Mitigation	No mitigation available.
Mitigated impact rating	Neutral

4b. Health and care

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor

Mitigation	No mitigation available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

4e. Evidence

Powys burial fees are currently the 4th highest in Wales.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	If burial fees are increased, local funeral directors and memorial masons may find that bereaved families will use services out of county.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members. This may lead to upset and distress to families at an already difficult time emotionally.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5d. A Wales of cohesive communities

Impact	An increase in burial fees may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members.
Impact rating	Poor
Mitigation	No mitigation available.
Mitigated impact rating	Poor

5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact

None

Socio-economic Duty

Impact	An increase in burial fees may result in lower income families being unable to meeting funeral costs. In these circumstances, the Council will have to pay for the funeral costs (public health funerals).
Impact rating	Poor
Mitigation	Council paying for funeral costs.
Mitigated impact rating	Neutral

5h. Evidence

The number of public health burials (where a family is unable or unwilling to pay for the funeral) that the Council has dealt with in 2020 was 8 and in 2021 was 7.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Officer judgement.

7. Likelihood and risks

Risk 1

Description	Increase in the number of public health funerals funded by the Council.				
Likelihood score	4	Impact score	2	Risk rating	8.0
Mitigation	No mitigation available.				
Residual likelihood score	4	Residual impact score	2	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

An increase in the cost of arranging a funeral in one of the Council's cemeteries may result in families no longer being able to afford to have their loved ones buried within their local community and with other family members. This may result in them choosing alternative cemeteries where fees are less. This will potentially result in the service area losing income. If families are unable to meet the costs, the number of public health burials may increase, which places pressure on existing resources. The overall assessment is that the proposal will have a negative impact.

Cabinet reference

9. Additional evidence

Cemetery fees were increased by 67% in 2016, 10% in 2018 and 20% in 2019. The fees are now in the highest quartile in Wales.

Any increase in fees is likely to result in further complaints from the public, funeral directors, memorial masons and Councillors.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The service area will periodically monitor the impacts of the proposal. Monitoring will take the form of reviewing the number of burials, number of public health burials and number of complaints received.

Review date

31/12/2023

null

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Impact Assessment

Income from Trunk and Capital



Powys

DRAFT

10/01/2023

Reference: 0264-9203-4324-8781

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Shaun James, Senior manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Income from Trunk and Capital
Description of proposal	<p>An inflation pressure submitted by the service has been fully awarded, however some of this inflation is offset by income streams such as trunk and capital income.</p> <p>This saving is essentially a financial adjustment to offset of the inflation pressure that is funded by income related work.</p>

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£676,800	£0	£0	£0	£0	£676,800

Further information

Inflation has been awarded for pay and non-pay elements of staffing, materials and contractors used by highway operations and engineering design. However some of this inflation pressure is offset by income streams such as trunk and capital income.

This saving is essentially a financial adjustment to offset of the inflation pressure that is funded by income related work.

Consultation requirements

Consultation required?	No
Justification	Internal financial adjustment.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
--------	------

4c. Learning and skills

Impact	None
--------	------

4d. Residents and communities

Impact	None
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4e. Evidence

N/A

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact

None

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
--------	------

5h. Evidence

N/A

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact

None

6e. Impact on apprenticeships

Impact

None

6f. Evidence

N/A

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

No impact

Cabinet reference

9. Additional evidence

N/A

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

N/A

Review date

31/03/2042

null

DRAFT

Impact Assessment

Route Optimisation of Waste and Recycling Collections



DRAFT

10/01/2023

Reference: 3639-7043-4026-1274

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Ashley Collins, Senior Manager - Waste and Recycling Services
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Route Optimisation of Waste and Recycling Collections
Description of proposal	To optimise the routes of all the waste and recycling collections vehicles, which will result in savings of vehicles and staff. There are a number of staff on Agency, and this along with the high turnover of operatives, should mean that there will be little if any requirement to make redundancies. Currently there are older vehicles that can be taken off the road and also hired vehicles which will no longer be required following this process.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£52,500	£52,500	£0	£0	£0	£105,000

Further information

The savings will be made by reducing the number of vehicles required along with some reduction in the staff establishment. Due to the current use of some Agency employees along with the turnover of staff, there should not be a requirement for redundancies. The process is a complicated one and therefore it is not envisaged that it will be completed before September 2023, hence the split of the savings over the two financial years.

Consultation requirements

Consultation required?	No
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Justification

The only impact on the public will be changes to their collection days which can be easily communicated. The impact on staff will also be minimal, and again easily communicated.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

Individual addresses will be entered into the routing software, but they will not be attributed to individuals.

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
--------	------

4e. Evidence

The only impact will be a change of collection day for residents.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	A small reduction in vehicles will have a corresponding reduction in carbon emissions.
Impact rating	Good
Mitigation	Routes will be kept under review
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	The reduction in vehicles will have a corresponding reduction in carbon emissions which will contribute to the overall global environment.
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Impact rating	Good
Mitigation	The routes will be continually monitored for any further efficiencies.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
---------------	------

Promoting Welsh

Impact	None
---------------	------

Sports, Art & Recreation

Impact	None
---------------	------

5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	An assisted collection scheme is already operated for residents who struggle to put their waste and recycling containers out for collection and this will be incorporated into the route optimisation
Impact rating	Good
Mitigation	Routes will be continually monitored for any possible improvements.
Mitigated impact rating	Good

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
--------	------

5h. Evidence

The reduction in vehicles will have a small impact on carbon emissions, although this will be partially offset by the increased use of the remaining fleet. Assisted collections are continually reviewed to ensure that the right people receive this service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
---------------	------

Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	Waste and Recycling Operatives will be required to collect from more properties each day, although this will still be within their current working hours and their base will not change. There will also be a minor reduction in the staff establishment, although this should be accommodated with reducing Agency numbers and through the natural turnover of staff.
Impact rating	Neutral
Mitigation	Operational staff will be involved in formulating the new routes so that they are able to take ownership of and appreciate the value of the changes.
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

6f. Evidence

Previous route optimisation exercises have taken a short period of time to settle, which requires involvement of and communication with operational staff to ensure effectiveness.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The impact of the route optimisation will be on the existing staff who will be required to adapt to the new routes. They will be involved with the process so that they can take ownership of and appreciate the benefits. Most residents will have a change in collection day, which will be clearly communicated to them in advance of the changes.

Cabinet reference

9. Additional evidence

Previous work has identified that savings can be made through the optimisation of routes. The exact impact will not be known until the full process has been completed, but estimates are that at least one vehicle with its attendant crew can be removed from the service.

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The reductions in vehicles and staff are easily quantifiable in the first instance. The routes will then be continually monitored to ensure that they remain fit for purpose and also where further improvements can be made.

Review date

31/03/2024

null

DRAFT

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Impact Assessment

Increased income from fees and charges register



09/01/2023

Reference: 5118-5881-1832-8143

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Shaun James, Senior Manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Increased income from fees and charges register
Description of proposal	Fees and charges have been reviewed and increased for 23/24.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£50,000	£0	£0	£0	£0	£0	£50,000

Further information

The fees and charges register has been reviewed and the majority of charges increased.

Consultation requirements

Consultation required?	No
Justification	This is an annual review of charges levied by the council.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	Increases in charges levied will have a minor financial impact on a limited number residents and some businesses.
Impact rating	Neutral
Mitigation	Not specified

4b. Health and care

Impact	None
--------	------

4c. Learning and skills

Impact	None
--------	------

4d. Residents and communities

Impact	Increases in charges levied will have a minor financial impact on a limited number residents and some businesses.
Impact rating	Neutral

Mitigation	Not specified
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4e. Evidence

Charges have been reviewed in view of inflation

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	An increase in charges may have greater impact on those with lower incomes.
Impact rating	Neutral
Mitigation	Not specified

5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact

None

Sports, Art & Recreation

Impact

None

5g. A more equal Wales

Age

Impact

None

Disability

Impact

None

Gender Reassignment

Impact

None

Marriage or Civil Partnership

Impact

None

Race

Impact

None

Religion or Belief

Impact

None

Sex

Impact

None

Sexual Orientation

Impact

None

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
--------	------

5h. Evidence

No specific evidence available

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

No specific evidence available

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

An increase in charges may impact a limited number of residents and some businesses, and those on low income will be more impacted by increased charges.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Annual review of charges

Review date

31/03/2042

null

Impact Assessment

Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)



04/01/2023

Reference: 2047-9085-4143-3843

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Ashley Collins , Senior Manager - Waste and Recycling Services
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Use of North Powys Bulking Facility to transfer collected recyclable material (subject to granting of Environmental Permit)
Description of proposal	The North Powys Bulking Facility, located on Abermule Business Park, is currently operating as the base for the waste and recycling collections in the north of the County. Following granting of planning permission, the bulking facility has been constructed and is now waiting for NRW to grant an Environmental Permit for its use to bulk recyclable material prior to onward transfer to processors. A third party site is currently being used for this, the cost of which being the £100k proposed saving by utilising this site.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£100,000	£0	£0	£0	£0	£100,000

Further information

Recyclables collected at the kerbside is currently taken to a third party for bulking before onward transport for processing. The North Powys Bulking Facility was constructed so that all vehicles could operate from one strategically located site which they are now doing. To maximise their efficiency, as well as reduce the third party costs, this facility is also to be used as a bulking facility, subject to granting of the Environmental Permit.

Consultation requirements

Consultation required?	No
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Justification

The site is already being used as an operational base so the further impact on the public would be negligible. Furthermore, NRW have undertaken an extensive consultation exercise during the permit application process.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

Individual localities:

- Welshpool and Montgomery Locality
- Newtown Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

Yes

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
---------------	------

4d. Residents and communities

Impact	There will be a reduction in travel by the recycling collection vehicles as they will be able to tip off at the end of the route, which will have a positive impact on carbon emissions.
Impact rating	Good
Mitigation	Route optimisation will further reduce the carbon footprint of the collection vehicles.
Mitigated impact rating	Good

4e. Evidence

Vehicle movements are quantifiable as there will not be the requirement for additional mileage for vehicles to travel to an alternative bulking facility.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	Local employment opportunities are available.
Impact rating	Good
Mitigation	All posts are advertised through local outlets.
Mitigated impact rating	Good

5b. A resilient Wales

Impact	The reduction in vehicles will reduce carbon emissions. The use of the site will also provide a long term sustainable strategic solution for the bulking of recyclable material in the north of the County.
Impact rating	Good

Mitigation	Route optimisation will further improve efficiencies and reduce carbon emissions form the fleet of vehicles.
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The reduction in vehicles will reduce carbon emissions. The use of the site will also provide a long term sustainable strategic solution for the bulking of recyclable material in the north of the County. This will assist in the Welsh Government achieving the statutory recycling targets and future circular economy aspirations.
Impact rating	Good
Mitigation	Route optimisation will further improve efficiencies and reduce carbon emissions form the fleet of vehicles.
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Vehicle movements are quantifiable as there will not be the requirement for additional mileage for vehicles to travel to an alternative bulking facility. It is clear that having a strategically located north bulking facility will provide long term resilience.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The proposal provides a long term sustainable solution for bulking up recyclable material collected from the kerbside, which will allow the Council to maintain and improve on the high recycling rates achieved.
Impact rating	Very good
Mitigation	The service will be continually reviewed to ensure that the high recycling rates can be maintained.
Mitigated impact rating	Very good

Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Having a strategically located bulking facility will clearly benefit recycling in Powys and hence the impact on Wales and globally. As the site is currently already in use as a base for vehicles and further impact on local residents will be negligible and already subject to an NRW consultation exercise.

7. Likelihood and risks

Risk 1

Description	Not receiving the Environmental Permit from NRW				
Likelihood score	2	Impact score	4	Risk rating	8.0
Mitigation	Through effective dialogue with NRW, and then potentially an appeal in the event of the refusal of the permit.				
Residual likelihood score	2	Residual impact score	4	Residual risk rating	8.0

8. Overall summary and judgement

Outline assessment

The North Powys Bulking Facility, located at the Abermule Business Park, is already fully operational as the base for the Waste and Recycling vehicles. The application for an Environmental Permit is currently being considered and consulted on by NRW, but it is expected that it will be granted despite a previous refusal, as all issues have been thoroughly addressed.

The impact will be positive in terms of providing a long term sustainable solution for waste and recycling in the north of the County. This will mean that Powys is able to achieve and exceed the Welsh Government's Statutory Recycling Targets as well as contributing to the circular economy and carbon reduction objectives.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The potential savings will be immediate, but all waste and recycling services are reviewed to ensure that they continue to provide the most sustainable as well as economically advantageous solutions.

Review date	30/06/2023
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null

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Impact Assessment

Sweat Assets - 1 year break on paying depreciation to vehicle replacement programme, delay replacement of vehicles by one year


Powys

DRAFT

10/01/2023

Reference: 6228-0433-2156-6079

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	John Forsey, Senior Manager Corporate Fleet & Transport
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Sweat Assets - 1 year break on paying depreciation to vehicle replacement programme, delay replacement of vehicles by one year
Description of proposal	1. Delay paying into the vehicle depreciation fund by one year and using the funding to offset cost pressures in HTR

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£NaN	£NaN	£NaN	£NaN	£NaN	£NaN	£1,000,000

Further information

This will be a one off saving delivered by diverting the revenue monies that service areas pay into the Fleet Replacement budget (to pay for their replacement vehicles) into the HTR savings budget.

Consultation requirements

Consultation required?	No
Justification	This is an internal budgeting matter and does not directly impact upon service level provisions for members of the public.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	Not applicable

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

It is a straight forward accountancy transaction, money goes to a different 'pot'.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

No impact. Straight forward accountancy transaction

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Straight forward accountancy saving.

7. Likelihood and risks

Risk 1

Description	If we don't divert the revenue depreciation into the savings profile, it will mean that there is a large cost pressure to find across HTR.				
Likelihood score	5	Impact score	4	Risk rating	20.0
Mitigation	Divert vehicle depreciation funding to cost pressures				
Residual likelihood score	1	Residual impact score	2	Residual risk rating	2.0

8. Overall summary and judgement

Outline assessment

This is a low risk, one off accountancy saving opportunity. We are fortunate enough to be able to do this, this year as the fleet majority of the fleet is relatively new or about to be replaced and through careful management of the fleet, we can extend their life by one year to help with the significant budget pressures for next year.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The fleet will continue to receive preventative maintenance inspections as per the regulatory requirements and will monitor condition of vehicles via this process.

Review date

31/03/2024

null

DRAFT

Impact Assessment

Review of current contract for Careline/Out of Hours/Lone Working monitoring and installation.



Powys

DRAFT

04/01/2023

Reference: 1202-9327-7126-2422

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Helen Dolman , Senior Manager Customer Services and Information Governance
Head of service	Diane Reynolds, Head of Economy & Digital Services
Portfolio holder	Jake Berriman, portfolio holder for Cabinet Member for a Connected Powys
Proposal title	Review of current contract for Careline/Out of Hours/Lone Working monitoring and installation.
Description of proposal	To review the current contract for Careline/Oohs/Lone working and look to either a) Cease providing the service, or b) Procure a new supplier/solution.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£24,450	£0	£0	£0	£0	£24,450

Further information

it is envisaged that there would be a decrease in contract cost, should a new tender exercise be undertaken. The current contract has been in place for many years. With the passage of time the market has become more competitive and so it is envisaged that the savings of £24,450 can be achieved in this way.

Consultation requirements

Consultation required?	No
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Justification

Consultation is thought felt to be required, since the intention to deliver an alarm monitoring and out of hours service remains.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Commissioning & Partnerships (Social Services)
- Highways Transport & Recycling
- Housing Services
- Property Planning and Public Protection
- Childrens Services
- Workforce & Organisation Development
- Adult Services

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	Yes
Is Powys County Council the data controller?	Yes
Further information	Any changes to the processing of personal data by a supplier will require that the correct documentation is in place supporting the documentation, and due diligence of any new supplier will consider the security of personal data with the new supplier, however the purposes, necessity and proportionality of the processing isn't expected to change

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	<p>By continuing to ensure that alarms are installed and monitored effectively and safely, enabling individuals to be able to raise assistance when required .</p> <p>That out of hours monitoring for lone working staff remains in place ensuring that they are safe.</p> <p>That tenants can raise emergency repairs requests quickly</p> <p>There are multiple services utilising Careline and Delta services such as Housing and Homelessness</p>
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The current service has been in place for a number of years and is widely used, the proposal is to retender for the delivery of this service.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	By the continued delivery of the service it enables individuals to remain in their homes living with a certain degree of independence, with families being confident that should the individual require assistance they can summon help easily.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
---------------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	Currently call handlers are Welsh speaking and so are able to converse with callers in Welsh or English as the individual required.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

Promoting Welsh

Impact	Currently call handlers are Welsh speaking and so are able to converse with callers in Welsh or English as the individual required.
Impact rating	Good
Mitigation	Through the tender process consideration will also be given to the quality of the service being delivered, with the potential for improvements from current service delivery to be identified and implemented.
Mitigated impact rating	Good

Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
---------------	------

Disability

Impact	None
---------------	------

Gender Reassignment

Impact	None
---------------	------

Marriage or Civil Partnership

Impact	None
---------------	------

Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
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5h. Evidence

The current service has been in place for a number of years and is widely used, the proposal is to retender for the delivery of this service.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal to retender the contract has no impact on these principle nor the Council's workforce

7. Likelihood and risks

Risk 1

Description	Opportunity to improve service at lower cost				
Likelihood score	4	Impact score	3	Risk rating	12.0
Mitigation	This is an identified potential opportunity				
Residual likelihood score	4	Residual impact score	3	Residual risk rating	12.0

Risk 2

Description	That the savings identified as needing to be made cannot be realised				
Likelihood score	3	Impact score	4	Risk rating	12.0
Mitigation	No				
Residual likelihood score	3	Residual impact score	4	Residual risk rating	12.0

Risk 3

Description	That a new service is not delivered to the same level of quality as currently being delivered				
Likelihood score	3	Impact score	3	Risk rating	9.0
Mitigation	That the tender and procurement process be carefully managed, with due diligence being given to any new supplier before confirming contracts.				
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4.0

8. Overall summary and judgement

Outline assessment

The proposal does not intend to make vast changes to the delivery of installation and monitoring of safety alarms in individual's homes, and the delivery of the out of hours service for housing, and the provision of a lone working recording and monitoring service but to attempt to realise savings from retendering the contract, to ensure best spend and quality of services being provided.

The service aids independence of individuals in their own homes, ensures the monitoring of lone worker, in line with the Council's obligations to their safety and provides tenants the ability to raise emergency repairs jobs for their homes in line with the Council's obligations as a landlord.

The consideration and due diligence checks undertaken would ensure that any contracted service provider continues to meet or exceed current service delivery and that the savings identified are realised.

Cabinet reference

9. Additional evidence

None

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Customer satisfaction survey undertaken by the service provider

Contract monitoring arrangements

Recording and analysing complaints and compliemtns received

Review date

30/09/2023

null

Impact Assessment

Finance savings 2023-24



05/01/2023

Reference: 6677-4880-1089-2532

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Anne Phillips, Deputy Head of Finance
Head of service	Nicole Thomas, Head of Finance (Section 151 Officer)
Portfolio holder	David Thomas, portfolio holder for Cabinet Member for Finance and Corporate Transformation
Proposal title	Finance savings 2023-24
Description of proposal	Reduction of Post from Financial Services and smaller general budget savings

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£72,630	£0	£0	£0	£0	£72,630

Further information

Additional savings to be agreed -8,630
Transformation savings -64,000

These savings will be delivered through a reduction in a senior finance post

Consultation requirements

Consultation required?	No
Justification	As part of the management of change process the appropriate staff consultation has already been undertaken in line with the Policy. The planning for this was set out in our Workforce Plan.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Finance (Section 151)

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	removal of staff post not relevant for data

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The removal of this post has no impact on these objectives, the reduction in resource will see no change in the services provided

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
--------	------

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
--------	------

5h. Evidence

The removal of this post does not affect the delivery of the financial service to stakeholders across the council

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
--------	------

Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	This proposal reduces the staff structure by 1 senior finance post, a unique post that is no longer required thus the post has been removed and the person made redundant , This is set out in our workforce plan
Impact rating	Neutral
Mitigation	We ensured the management of change did not affect any other posts just the one affected by the change to limit any negative impact on other staff
Mitigated impact rating	Good

6c. Impact on payroll

Impact	None
---------------	------

6d. Welsh language impact on staff

Impact	None
---------------	------

6e. Impact on apprenticeships

Impact	None
---------------	------

6f. Evidence

This proposal reduces the staff structure by 1 senior finance post, and the post has been removed and the person made redundant, this is set out in our workforce plan. The Post was a unique post and is no longer required.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

When Howps returned to Powys staff were transferred, this included a senior finance officer that was not required in the new structure , as the service offered by Finance will be delivered differently

because it is not now a separate company requiring all the traded activities and Companies Act compliance.

The post was removed and redundancy accepted

Cabinet reference

9. Additional evidence

The Management of Change report agreed with HR set out the what and why and we went through the process with the employee

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

We will ensure no activities remain and if so we will manage this within existing resources

Review date

31/03/2023

null

Impact Assessment

155. Reduce Legal Services Travel budget from
£3,000 to £1,500



Powys

DRAFT

09/01/2023

Reference: 1406-1280-6245-5048

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Clive Pinney, Head of Legal Services and the Monitoring officer
Head of service	Robert Pinney, Head of Legal and Monitoring Officer
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	155. Reduce Legal Services Travel budget from £3,000 to £1,500
Description of proposal	Reduce Legal Services Travel budget from £3,000 to £1,500

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£1,500	£0	£0	£0	£0	£1,500

Further information

Reduce the legal services travel budget from £3,000 to £1,500

Consultation requirements

Consultation required?	No
Justification	The proposal impacts on staff only. Legal staff have done minimal business mileage since the pandemic

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Legal and Monitoring

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	Yes
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	Minimal impact in respect of possible reduced petrol/diesel sales within the County, although some staff live outside the County
Impact rating	Neutral
Mitigation	Mitigation is not possible
Mitigated impact rating	Neutral

4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	Positive impact of reduced car travel on the environment
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

4e. Evidence

It is not possible to adduce evidence on the impact of reducing business travel by £1500

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5b. A resilient Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5c. A healthier Wales

Impact	None
--------	------

5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	The proposal will have a marginal positive impact on the environment through reduced travel
Impact rating	Good
Mitigation	Already a positive impact
Mitigated impact rating	Good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
--------	------

Sexual Orientation

Impact	None
--------	------

Pregnancy and Maternity

Impact	None
--------	------

Socio-economic Duty

Impact	None
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5h. Evidence

It is not possible to adduce evidence of the impact of this £1500 saving

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
--------	------

Involvement (including Communication and Engagement)

Impact	None
--------	------

Prevention

Impact	None
--------	------

Integration

Impact	None
--------	------

6b. Impact on the workforce

Impact	None
--------	------

6c. Impact on payroll

Impact	None
--------	------

6d. Welsh language impact on staff

Impact	None
--------	------

6e. Impact on apprenticeships

Impact	None
--------	------

6f. Evidence

It is not possible to adduce evidence for this £1500 saving

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The proposed reduction in legal services travel budget should not impact upon the delivery of the service.

Cabinet reference	
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9. Additional evidence

Not Applicable

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Impacts will be reviewed on a 6 monthly basis

Review date	06/10/2023
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null

Impact Assessment

Workforce & OD Savings 2023/24 (Ref 156, 157 & 158)



Powys

DRAFT

23/12/2022

Reference: 7706-0223-4880-4865

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Graham Evans, Professional Lead Employment Services
Head of service	Paul Bradshaw, Head of Workforce and Organisation Development
Portfolio holder	Jake Berriman, portfolio holder for Cabinet Member for a Connected Powys
Proposal title	Workforce & OD Savings 2023/24 (Ref 156, 157 & 158)
Description of proposal	Workforce & OD have three areas in which specific budget lines can either be reduced or additional income generated in 2023/24. The three areas are a reduction in travel budgets (ref 156), a reduction in mobile phone usage (ref 157), and increase in the DBS external fees charged to external customers (ref 158).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£11,580	£0	£0	£0	£0	£11,580

Further information

Ref 156 - Travel Efficiency target 10% - value £2,890 - identified now that WOD has fully embedded the New Ways of Working as its operating model.

Ref 157 - Mobile phone target 10% reduction - value £190

Ref 158 - DBS Additional Income Target - value £8,500 - To remain competitive within the market, we believe variable increases of between 5-10% can be justifiably applied from 1st April 2023 based on the volume of checks undertaken per customer, and is permitted within existing contracts / SLAs

Consultation requirements

Consultation required?	No
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Justification

No detrimental impact on staff and can be naturally achieved following implementing of New Ways of Working, where all staff were met and consulted with previously. Increases to DBS administrative fees are permitted within contracts / SLAs.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The service provided will not change. The travel budgets for the WOD service sub teams will be reduced on a pro-rata basis to achieve this. Given that the service has fully embedded NWOW as it's operating model, it is felt that this can be fully achieved from within existing travel budgets. The mobile phone budgets for the services sub teams will be reduced on a pro-rata basis to achieve this and will either be managed through reduced spending on telephony.

The increase DBS income can be contractually applied, and does not impact on service.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	<p>With a 10% targeted reduction in travel, in addition to new ways of working being embedded across the service enabling staff to work at home regularly, this will ensure that business travel is only undertaken where essential which will have a positive effect on our carbon footprint.</p> <p>With a 10% reduction in the use of mobiles, this will also positively contribute to the priority through less energy being used.</p>
Impact rating	Very good
Mitigation	Continue to ensure that any business journeys and use of mobile devices are only made where essential
Mitigated impact rating	Very good

5b. A resilient Wales

Impact	A reduction in business journey will reduce carbon emissions, and a reduction in mobile usage will increase energy efficiency, thus both having positive impact on this priority
Impact rating	Very good

Mitigation	Continue to review and encourage essential business travel and mobile usage.
Mitigated impact rating	Very good

5c. A healthier Wales

Impact	Reduction in business travel will ensure that staff can be more productive with their time, reducing the risk of any incidents / potential stresses when whilst travelling, which in turn helps with their well-being and ultimately their work-life balance. These are underpinned by new ways of working being embedded across the service.
Impact rating	Very good
Mitigation	Continue to encourage and ensure non-productive time is kept to a minimum.
Mitigated impact rating	Very good

5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	The proposal will reduce pollution, emissions and resource use, thus having a positive effect on this priority
Impact rating	Very good
Mitigation	Continue to review and encourage minimal usage which will provide further positive impact.
Mitigated impact rating	Very good

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Reduction in business travel and mobile usage will reduce emissions and energy usage are per the priorities.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	By acting now to reduce business travel and mobile usage, it will ensure that we are contributing to priorities which will have a greater effect in the long-term.
Impact rating	Good
Mitigation	Continue to encourage and review business travel and mobile usage
Mitigated impact rating	Good

Collaboration

Impact	Through promoting essential travel only, it will encourage other partners to do the same through using communication technologies available
Impact rating	Very good
Mitigation	Continue to promote to increase the impact.
Mitigated impact rating	Very good

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Staff across the service are encouraged to continue with the essential travel only requirement which will ultimately ensure service, staff and environment are positive affected.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

Through these proposals, WOD will ensure that it achieves the set savings / income targets which will contribute to the Council's balanced budget for 2023/24. The IA highlights that these proposals will also have a positive effect on the Council's priorities, including reduction in carbon emissions and energy usage, whilst not negatively affecting staff, partners or our communities.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Review through budget monitoring on a quarterly basis

Review date	30/06/2023
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Impact Assessment

Corporate Savings - Pensions and National Insurance Reductions



05/01/2023

Reference: 6128-2996-3489-4115

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Anne Phillips, Deputy Head of Finance
Head of service	Nicole Thomas, Head of Finance (Section 151 Officer)
Portfolio holder	David Thomas, portfolio holder for Cabinet Member for Finance and Corporate Transformation
Proposal title	Corporate Savings - Pensions and National Insurance Reductions
Description of proposal	Setting out the implications of the savings to be delivered from the drop in National Insurance contribution rate from November 2022 and the reduction in the pensions contribution collection rate

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£3,003,370	£500,000	£400,000	£0	£0	£0	£3,903,370

Further information

This proposal introduces changes that are occurring both nationally (change in national insurance contribution rate set by Governments' recent budget on 17th October) and agreed locally (pension contribution rate reduction over the next 3 years agreed by the Pensions actuary). We are putting in place these changes which then deliver savings

Consultation requirements

Consultation required?	No
Justification	These proposals do not affect anyone that needs to be consulted.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

The savings will not impact on Vision 2025 or other council objectives. This proposal just changes contribution rates that were agreed in the Chancellors budget on October 17 2022 and agreed by the Pensions Actuary after the recent actuarial review. They do not affect staff or the running of the council services

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
--------	------

5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

As has been explained previously these savings are just contribution rate changes. They free up budget to be used to support service pressures, which may then contribute towards the goals of the council

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
---------------	------

Prevention

Impact	None
---------------	------

Integration

Impact	None
---------------	------

6b. Impact on the workforce

Impact	None
---------------	------

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal changes the contribution rates for payroll on-costs and has no effect on payroll, staffing or other goals. This savings releases funding to support service pressures and these pressures may contribute further to the goals.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

The national insurance (NI) rate dropped after the budget in October 2022 - we are implementing this change to ensure we collect the right payroll contributions and pay over to HMRC. Because the social care NI aspect was removed from November 2022 the rate has gone down and circa £1.3m will be saved

The actuarial review has resulted in a reduced employers contribution rate to be collected from the payroll which will be phased in over the next three years,

Cabinet reference	
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9. Additional evidence

The Pension and Investment Committee has considered the findings of the actuarial review and accepted the reductions to the rates over the next three years

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Finance will review the collection levels to ensure they correspond to the amounts to be paid into the pension fund each year and the Pension fund and employers contribution is reviewed by the Pensions Actuary on a triennial basis and adjusted as necessary

Review date	31/12/2023
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Impact Assessment

Street Works Income



06/01/2023

Reference: 9708-7846-7361-3138

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Shaun James, Senior Manager Highways Technical & Business Development
Head of service	Matthew Perry, Head of Highways, Transport and Recycling
Portfolio holder	Jackie Charlton, portfolio holder for Cabinet Member for a Greener Powys
Proposal title	Street Works Income
Description of proposal	Street Works income target as been adjusted to the average of the last two years.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£246,000	£0	£0	£0	£0	£0	£246,000

Further information

Street Works income target has been adjusted to the average of the last two years.

Consultation requirements

Consultation required?	No
Justification	Internal financial budget adjustment during budget setting.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

3b. Impact on geographical locations

The entire county

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?

No

Is Powys County Council the data controller?

No

Further information

4. Impact on Vision 2025

4a. The economy

Impact

None

4b. Health and care

Impact

None

4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Based on historic over-achievement of income from the past two years.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
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5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
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Disability

Impact	None
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Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
---------------	------

Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Based on historic over-achievement of income from the past two years.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
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Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	None
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6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Based on historic over-achievement of income from the past two years.

7. Likelihood and risks

No risks documented

8. Overall summary and judgement

Outline assessment

No impact

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monthly financial reporting

Review date	31/03/2042
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Impact Assessment

Planning Service - Training budget reductions



09/01/2023

Reference: 6245-8589-9281-2824

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service - Training budget reductions
Description of proposal	Reduce the Planning Service budget for staff training and development by £5,400.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,400	£0	£0	£0	£0	£5,400

Further information

Reduce budget for staff training by £5,400.

Consultation requirements

Consultation required?	No
Justification	No staff redcutions proposed.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

- Machynlleth Locality
- Llanfyllin Locality
- Llanfair Caereinion Locality
- Welshpool and Montgomery Locality
- Newtown Locality
- Llanidloes Locality
- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality
- Brecon Locality
- Ystradgynlais Locality
- Hay and Talgarth Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	<p>The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. A successful and vibrant economy is reliant on an effective Planning Service with well trained officers who can assist in delivering and enabling economic growth, regeneration, housing, etc.</p> <p>The reduction in budget would reduce the service areas ability to “grow our own” staff and to retain staff, as the offer of training has been a key source of appointments within the service in recent years. It would transfer the cost for training and career development directly onto senior staff within the service area, and would restrict learning and development and career progression of staff.</p> <p>Less qualified and a reduced number of professional staff within the service would impact on the quality of service provided with further risks to the authority including additional costs (e.g. appeals, awards of cost, etc).</p>
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited. Senior Officers to provide more training capacity (please note this resource is already stretched).
Mitigated impact rating	Very poor

4b. Health and care

Impact	Delivering this priority is reliant upon an effective Planning Service with well-trained officers able to support and enable the delivery of the land use related elements of this priority e.g. delivering accessible, affordable, adaptable and lifetime homes.
Impact rating	Poor
Mitigation	No mitigation considered available.
Mitigated impact rating	Poor

4c. Learning and skills

Impact	Having an effective Planning Service with well-trained professional staff is essential to supporting and enabling this priority to be met e.g. to develop planning policies and secure planning permission for affordable, adaptable and lifetime homes.
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Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited. Potential for Senior Officers to provide more training to junior officers but this is severely limited by their workload capacity.
Mitigated impact rating	Very poor

4d. Residents and communities

Impact	Having an effective Planning Service with well-trained, professional planning officers and staff is essential for meeting this priority. Developing planning policy and determining planning applications with the engagement of residents and communities are statutory duties of the planning system, as is the need to develop sustainable more resilient communities, and to safeguard and enhance the natural environment. Well trained staff are needed to secure this priority.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

4e. Evidence

Providing learning and development opportunities for officers within the Planning Service is an essential part of the Service's workforce plan in line with the Council's corporate approach to "Workforce and Organisational Development -

Organisational development and training play important roles in helping organisations and those who work in them to be effective. All organisations have a responsibility to train their employees to develop their knowledge, skills and capability to perform effectively in their role. Investment in training and development is generally regarded as good management practice to maintain appropriate skills and expertise and to provide it for the future. Training has implications for productivity, health, safety and well-being at work and for personal development." (Source: <https://en.powys.gov.uk/powysworkforce>)

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An innovative, productive and low carbon society is reliant on an effective Planning Service with well trained officers who can assist in delivering and enabling the delivery of a prosperous Powys and Wales.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5b. A resilient Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers. The Planning Service is essential to achieving a more resilient Powys and Wales and addressing issues of climate change, biodiversity, green /renewable energy, green infrastructure, pollution, etc.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5c. A healthier Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring health needs are considered as an integral part of future development.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5d. A Wales of cohesive communities

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring cohesive communities are delivered as an integral part of future development.
Impact rating	Very poor
Mitigation	No mitigation available.
Mitigated impact rating	Very poor

5e. A globally responsible Wales

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers. Ensuring sustainable development e.g. safeguarding important resources for future generations is an integral part of the planning system.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service which develops planning policies and determines planning applications is reliant on well trained officers for ensuring Welsh language is considered as an integral part of future development.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Promoting Welsh

Impact	None
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Sports, Art & Recreation

Impact	None
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5g. A more equal Wales

Age

Impact	None
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Disability

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. An effective Planning Service with well trained officers is responsible for planning policy development and determining planning applications to enable a more equal Powys.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Gender Reassignment

Impact	None
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Marriage or Civil Partnership

Impact	None
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Race

Impact	None
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Religion or Belief

Impact	None
---------------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. The socio-economic duty is applicable to the development of Planning Policy and determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

5h. Evidence

The preparation of planning policy (Local Development Plan) and determination of planning applications is subject to the requirements of the Wellbeing of Future Generations Act, 2015. An informing Integrated Impact Assessment is a statutory requirement for the preparation of the Replacement Powys LDP.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	The Planning Service is required to deliver sustainable development and apply the principle and officers are key to this through the preparation of planning policy and determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Collaboration

Impact	Collaboration, engagement, involvement are essential requirements for delivering a Planning Service including planning policy (LDP) preparation and the determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Involvement (including Communication and Engagement)

Impact	Collaboration, engagement, involvement are essential requirements for delivering a Planning Service including planning policy (LDP) preparation and the determination of planning applications.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

Prevention

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service. Taking preventative action is a key part of all planning decisions.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.

Mitigated impact rating	Very poor
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Integration

Impact	The Planning Service is a key mechanism for delivering well-being goals and objectives, through the formulation of planning policy through to decision making on planning applications. Having well-trained and skilled staff is essential for this.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6b. Impact on the workforce

Impact	<p>The reduction in reduction in the training budget will:</p> <ul style="list-style-type: none"> • Restrict the ability to train and develop staff across the Planning Service. • Would limit the ability to “grow our own” staff and to retain staff – this has been a key source of appointments within the service in recent years. • Would potentially transfer some costs for training and career development directly onto staff. • Would restrict career progression of staff and stunt the development of staff skills and learning. • Would make alternative employment / employers more attractive in comparison. • Deterrent to the recruitment of applicants – the Planning Service already struggles to recruit. • Less qualified and reduced number of professional staff within the service which would impact on the quality of service provided with further risks to the authority including additional costs (e.g. appeals, awards of cost, etc). • Could result in inconsistency across the Authority in terms of the support provided to staff for training.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	The reduction in the Planning Service's training budget would restrict the ability to train, upskill and develop staff across the Planning Service.
Impact rating	Very poor
Mitigation	With a reduced budget, mitigation options are limited.
Mitigated impact rating	Very poor

6f. Evidence

The Planning Service has struggled to recruit in recent years and, as part of its Workforce Plan, has sought to grow and develop staff within the Service as one solution. It has done this successfully as evidenced by the number of staff / officers that work for the Service having received training and development support.

7. Likelihood and risks

Risk 1

Description	Restrict the ability to effectively train and develop staff across the Planning Service, impacting upon the delivery of an effective Service.				
Likelihood score	5	Impact score	3	Risk rating	15.0
Mitigation	With a reduced budget, mitigation options are limited.				
Residual likelihood score	5	Residual impact score	3	Residual risk rating	15.0

8. Overall summary and judgement

Outline assessment

The reduction in the Planning Service budget for staff training and development by £5,400, has the potential to create disruption across the Planning Service and would be counter-productive to service provision. It will restrict the ability to train and develop staff across the Planning Service and deny the ability to “grow our own” staff which has been a key source of appointments within the service in recent years.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Monitoring the direct impact on staff will take place through staff appraisals, staff performance, staff exit interviews and workforce planning.

Review date	31/10/2023
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Impact Assessment

Planning Service – Budget line reductions (other services)



12/01/2023

Reference: 7465-4505-6800-0013

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service – Budget line reductions (other services)
Description of proposal	Reduce the Planning Service budget lines (Other services, books and publications).

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£9,400	£0	£0	£0	£0	£9,400

Further information

Budget line reductions for the Planning Service (other services, books and publications)

Consultation requirements

Consultation required?	No
Justification	Staff not directly affected by saving proposal.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

- Machynlleth Locality
- Llanfyllin Locality
- Llanfair Caereinion Locality
- Welshpool and Montgomery Locality
- Newtown Locality
- Llanidloes Locality
- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality
- Brecon Locality
- Ystradgynlais Locality
- Hay and Talgarth Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	The proposal is a budget line reduction.

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact

None

4d. Residents and communities

Impact

None

4e. Evidence

Proposal is a budget line reduction.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact

None

5b. A resilient Wales

Impact

None

5c. A healthier Wales

Impact

None

5d. A Wales of cohesive communities

Impact

None

5e. A globally responsible Wales

Impact

None

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
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Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
--------	------

Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

The proposal is a budget line reduction.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
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Integration

Impact	None
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6b. Impact on the workforce

Impact	Negative impact to staff learning and development within the Planning Service, particularly when combined with proposed reductions to the Service's training budget. The ability to secure external advice (counsel) and sources of information will be diminished.
Impact rating	Poor
Mitigation	Increased sharing of learning and development within the Service area.
Mitigated impact rating	Poor

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

Proposal is a budget line reduction.

7. Likelihood and risks

Risk 1

Description	Planning Service budget is exceeded.				
Likelihood score	3	Impact score	3	Risk rating	9.0

Mitigation	Secure external funding via Planning Performance Agreements where possible.				
Residual likelihood score	3	Residual impact score	3	Residual risk rating	9.0

8. Overall summary and judgement

Outline assessment

Planning Service – budget line reductions other services, books and publications. Potential saving is marginal and increases risk and likelihood that the Planning Service budget is exceeded. Alternative solutions for staff training, learning and development will need to be found.

Cabinet reference

9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

The service areas budget will continue to be closely monitored by those responsible for service budgets.

Review date

30/09/2023

null

Impact Assessment

Planning Service - Staff Travel Budget Reduction



09/01/2023

Reference: 6385-6916-7025-1922

Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

1. Proposal Information

Author name	Peter Morris , Professional Lead - Planning
Head of service	Gwilym Davies, Head of Property, Planning and Public Protection
Portfolio holder	James Gibson-Watt, portfolio holder for Leader and Cabinet Member for an Open and Transparent Powys
Proposal title	Planning Service - Staff Travel Budget Reduction
Description of proposal	Reduce the Planning Service budget for staff travel by £5000.

2. Savings and Consultation requirements

Profile of savings delivery

2022-23	2023-24	2024-25	2025-26	2026-27	2027+	Total savings
£0	£5,000	£0	£0	£0	£0	£5,000

Further information

Staff travel budget savings.

Consultation requirements

Consultation required?	No
Justification	Budget line reduction for staff travel.

3. Impact on other service areas, geographical areas and data protection

3a. Impact on other service areas

- Property Planning and Public Protection

3b. Impact on geographical locations

Individual localities:

- Machynlleth Locality
- Llanfyllin Locality
- Llanfair Caereinion Locality
- Welshpool and Montgomery Locality
- Newtown Locality
- Llanidloes Locality
- Knighton and Presteigne Locality
- Llandrindod and Rhayader Locality
- Builth and Llanwrtyd Locality
- Brecon Locality
- Ystradgynlais Locality
- Hay and Talgarth Locality

3c. Data protection impact assessment

Will the proposal involve processing the personal details of individuals?	No
Is Powys County Council the data controller?	No
Further information	

4. Impact on Vision 2025

4a. The economy

Impact	None
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4b. Health and care

Impact	None
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4c. Learning and skills

Impact	None
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4d. Residents and communities

Impact	None
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4e. Evidence

Budget projection shows potential marginal saving.

5. Impact on well-being goals including Welsh language and equalities

5a. A prosperous Wales

Impact	None
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5b. A resilient Wales

Impact	None
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5c. A healthier Wales

Impact	None
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5d. A Wales of cohesive communities

Impact	None
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5e. A globally responsible Wales

Impact	None
--------	------

5f. A Wales of vibrant culture and thriving Welsh language

Using Welsh

Impact	None
--------	------

Promoting Welsh

Impact	None
--------	------

Sports, Art & Recreation

Impact	None
--------	------

5g. A more equal Wales

Age

Impact	None
--------	------

Disability

Impact	None
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Gender Reassignment

Impact	None
--------	------

Marriage or Civil Partnership

Impact	None
--------	------

Race

Impact	None
--------	------

Religion or Belief

Impact	None
--------	------

Sex

Impact	None
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Sexual Orientation

Impact	None
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Pregnancy and Maternity

Impact	None
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Socio-economic Duty

Impact	None
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5h. Evidence

Estimated budget line reduction based on likely projected spend for 2022/23.

6. Impact on key guiding principles & workforce

6a. Sustainable development principles

Long-term

Impact	None
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Collaboration

Impact	None
---------------	------

Involvement (including Communication and Engagement)

Impact	None
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Prevention

Impact	None
---------------	------

Integration

Impact	None
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6b. Impact on the workforce

Impact	Reducing the staff travel budget may lead to some amended working practices by staff e.g. virtual site visits.
Impact rating	Neutral
Mitigation	Discuss working practices and learned experiences at staff meetings.
Mitigated impact rating	Neutral

6c. Impact on payroll

Impact	None
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6d. Welsh language impact on staff

Impact	None
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6e. Impact on apprenticeships

Impact	None
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6f. Evidence

The proposal is a budget line saving based on projected likely spend in 2022/23.

7. Likelihood and risks

Risk 1

Description	Risk that travel budget is exceeded .				
Likelihood score	4	Impact score	2	Risk rating	8.0
Mitigation	Budget forecasting of projected spend. Discuss and agree priorities and working practices with staff to manage spend within budget.				

Residual likelihood score	3	Residual impact score	2	Residual risk rating	6.0
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8. Overall summary and judgement

Outline assessment

Based on current expenditure trends, it is considered that the risk of this savings proposal is low. This will have to be closely monitored as improved staff retention may impact on recent travel trends.

Cabinet reference	
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9. Additional evidence

10. Ongoing monitoring arrangements and governance

Monitoring arrangements

Budget forecasting and monitoring will be required in order to manage the budget.

Review date	31/10/2023
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