

# Public Document Pack

## County Council

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Meeting Venue

**Hybrid meeting - Zoom - County Hall**

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Meeting date

**Thursday, 7 March 2024**

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Meeting time

**10.30 am**

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For further information please contact

**Stephen Boyd**

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County Hall  
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01/03/2024

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Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod, a bydd gwasanaeth cyfieithu ar y pryd ar gael.

You are welcome to speak Welsh or English in the meeting, and a simultaneous translation service will be provided.

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### AGENDA

<b>1.</b>	<b>APOLOGIES</b>
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To receive apologies for absence.

<b>2.</b>	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the meetings held on 7<sup>th</sup> December 2023, 24<sup>th</sup> January 2024 and 25<sup>th</sup> January 2024 as correct records.

(Pages 9 - 40)

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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To receive any announcements from the Chair of Council.

<b>5.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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To receive any announcements from the Leader.

<b>6.</b>	<b>PUBLIC QUESTIONS</b>
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6.1. **Question to the Cabinet Member for a Greener Powys from Richard Miles**

Could we have a re-cycling centre for Crickhowell area, it's ridiculous we have to make a 30 mile round trip to get rid of rubbish that can't be taken from weekly roadside collections.

It would cover Crickhowell, Llangattock, Llanbedr, Llangrwny, Llangenny Llangynidr.

(To Follow)

6.2. **Question to the Cabinet Member for a Greener Powys from Bob Jones**

Why are we suffering with 3 weeks bin collections, bins are not big enough and when you apply to get a bigger bin you get told NO !!!! But council can waste money on crazy stuff no relevant to the people off Powys in vast amounts !!!!

(To Follow)

6.3. **Question to the Cabinet Member for a Greener Powys from Alan Austin**

Approximately 5 years ago Powys County Council drafted a Memorandum of Agreement setting out the basis upon which its responsibility for maintaining and improving rights of way could be shared with Town and Community Councils, who would enlist the help of local volunteers. Is it intended to develop this approach and, if so, what actions are planned?

(To Follow)

6.4. **Question to the Cabinet Member for a Greener Powys from James Prothero**

Can the portfolio holder confirm that the bus fare rises of 10% are going ahead?

(Pages 41 - 42)

<b>7.</b>	<b>COUNCIL TAX RESOLUTION FOR 2024/25</b>
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To approve the Council Tax resolution and set the Council Tax for 2024/25.

(Pages 43 - 66)

<b>8.</b>	<b>REVENUE VIREMENTS</b>
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To consider budget virements requiring approval by Council.

(Pages 67 - 68)

<b>9.</b>	<b>NEW WAYS OF WORKING AND COUNCIL MEETINGS – MEMBER SURVEY 2023</b>
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To consider the report of the Head of Transformation and Democratic Services.

(Pages 69 - 78)

<b>10.</b>	<b>SOCIAL MEDIA GUIDE FOR MEMBERS</b>
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To consider the report of the Head of Transformation and Democratic Services.

(Pages 79 - 98)

<b>11.</b>	<b>PAY POLICY STATEMENT 2024/25</b>
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To consider the Pay Policy Statement.

(Pages 99 - 124)

<b>12.</b>	<b>APPOINTMENTS TO WORKING GROUPS AND OUTSIDE BODIES</b>
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To make appointments to the following outside bodies

1. Newtown Town Partnership – vacancy for a Newtown member
2. Standing Advisory Council on Religious Education (SACRE) – vacancy for Brecknockshire member
3. Local Development Plan Working Group – vacancy for a Brecknockshire member.

<b>13.</b>	<b>NOTICE OF MOTION - SEEKING A TECHNICAL EVALUATION OF UNDERGROUNDING POWER CABLES FROM ENERGY PARKS</b>
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It is widely recognised that the U.K needs more wind and solar farms and nuclear power in the coming years to meet low-carbon energy targets and the demand on the grid will only increase the more transport, industry, and domestic heating are electrified to reduce carbon emissions.

Renewable energy trade body RenewableUK Cymru said Wales needed to quadruple its wind power in just over a decade in order to stay on track to meet the Welsh Government's target for electricity to be 100% renewable by 2035. (<https://www.renewableuk-cymru.com/wp-content/uploads/Future-Energy-Wales-The-Critical-Role-of-Welsh-Wind-Power.pdf>)

In recent months Green GEN Cymru have announced plans for two sets of pylons to link proposed energy Parks in Powys to the national grid further afield. Such plans are potentially controversial locally and will be decided as Developments of National Significance (DNS) by a Government appointed body PEDW (Planning and Environment Decisions Wales)

The Welsh Government are on record as saying “Updating Wales' grid is essential if we are to have an energy system fit for purpose in the long term. Our planning policy states that wherever possible lines should be laid underground” to reduce visual impact.

This is a reasonable proposition caveated by it being the best and most appropriate, cost-effective solution available. There will be, most people recognise, circumstances where new overhead cables will be the right solution. The sector highlight that the “technical specification for underground cables is likely to be more substantial, costly and environmentally disruptive to maintain and repair”, but are committed to work with the government to find an acceptable way forward.

In November, climate change Minister Julie James MS, said that establishing whether cable-ploughing was technically possible for the largest power lines would be important in understanding whether 'undergrounding' could be more extensively adopted. This is a sensible approach ahead of such proposals being tabled for determination. As Such:

**This Council resolves to:**

1. Call on the Welsh Government to commission an independent study, with comparative trials as appropriate, into the technical viability of cable ploughing being deployed extensively for the largest power lines to serve the energy parks arising from the Government’s renewable energy plans for the county, to minimise ongoing visual impacts.

Proposed: Cllr Jake Berriman

Seconded: Cllr Glyn Preston

**Financial Assessment**

The motion proposed requests that Welsh Government commission independent study/trials. There does not seem to be anything further required from this motion, therefore there is minimal financial impact, although there may need to be officer time to help prepare the correspondence to Welsh Government, these costs can be covered from existing service budgets.

**14. NOTICE OF MOTION - SCHOOL HOLIDAYS**

We call on the Council to lobby Welsh Government and oppose the proposed shorter School summer holidays.

We are calling on this for several reasons including:

The detrimental effect this will have on the Powys rural economy and the huge impact it will have on the Royal Welsh Show

The lack of evidence that the proposal will have a positive outcome for our learners.

Proposed: Cllr Gareth D Jones  
Seconded: Cllr Gwynfor Thomas

### **Financial assessment**

This motion proposes lobbying Welsh Government and can be managed within existing resources. Officers will be able to accommodate supporting this activity as part of their role.

## **15. NOTICE OF MOTION - IMPACTS OF THE WAR IN GAZA**

### Council notes

The unresolved and ongoing violence of over 76 years and its context in the tragic event that took place on Oct 7th. Leading to the unacceptable loss of life and the crime of taking of hostages which took place on Oct 7th.

The unparalleled and disproportionate killing and maiming of civilians within the Occupied Palestinian Territories - Include the lives of journalists, health professionals, civic and rescue workers.

The unprecedented and reckless destruction of civilian infrastructure across the Gaza Strip - Including that of refugee camps, monuments, heritage sites, places of worships, graveyards, hospitals, universities and schools.

Following South Africa's submission of a case against Israel to the International Court of Justice regarding alleged actions and statements made by Israeli government and military officials, provisional measures have been implemented against Israel. Additionally, an investigation into plausible claims of genocide has also been initiated by the ICJ.

The "Return to Gaza Conference" took place on January 28th. It featured prominent members of the Israeli Government sharing a platform with individuals advocating for the ethnic cleansing of Gaza and promoting the construction of Israeli settlements on land previously occupied by destroyed Gazan communities.

The Israeli government's perceived failure to address the radical proclamations made during this occasion is contrary to the Provisional Measure imposed on Israel by the ICJ.

The continued and explicit declarations of intent to conduct comparable military action in Rafah, as that of areas further north.

That Rafah, previously declared a 'Safe Area' for the civilian population, currently hosts over 1.7 million internally displaced civilians (85% of total population). Also noting that 47% of the population are children.

That the UN office in Geneva states 70% of civilian infrastructure has been destroyed or severely damaged in Gaza and disease is spreading as the health system "collapses" with only 13 of 36 hospitals partially functional. And 25% of the population are grappling with catastrophic levels of food insecurity.

The enormous costs of supporting refugees in camps or third countries impose a burden on the global community, and directly on Powys when the UK are part of a hosting scheme.

Powys' pension fund's investments in pooled arrangements that support the armaments industry.

The number of peace vigils is on the rise in towns throughout Powys, and the ongoing mass protests taking place internationally, urging a cessation of hostilities in order to prevent famine and disease from precipitating a notable upsurge in mortality rates.

Council believes

That there should be an immediate and enduring ceasefire to enable the safe return of remaining hostages, the release of Palestinians held under administrative detention, and the expansion of access to humanitarian aid from within the Gaza Strip.

That Israel should honour its commitment to allow Gazans to return to their properties and to prevent famine and disease by facilitating the rebuilding of residences, civilian infrastructure and health care systems across Gaza, which it has comprehensively destroyed.

That following the ICJ's ruling issued on January 25th, all signatory parties of the Geneva Conventions have an explicit and undeniable obligation to prevent a "plausible genocide" from taking place in Gaza. By way of applying pressure through revoking any (directly or indirectly) sustained material and financial backing provided toward Israel's military conduct.

The increased instability in the Middle East is detrimental to stable global governance. It damages global trade through the Red Sea and increases shipping costs, which are likely to fuel inflation. This, in turn, will prolong the cost-of-living crisis facing Powys residents and increase borrowing costs for council expenditure.

That it is contrary to Powys' 'Stronger, Fairer, Greener' policy and 'Sustainable Development Goals, for the council investments and pension funds to provide support for the armaments industry and is therefore an unsustainable investment decision.

As an occupying force, Israel has a clear humanitarian duty and legal responsibility to all the residents of the Occupied Palestinian Territories. They must be held liable for fulfilling this obligation under international law.

It is not in the best interest of both Gazan citizens and the United Kingdom to establish a resettlement scheme for Gaza refugees within UK territories. The International Court of Justice's interpretation suggests that such an act might be regarded as facilitating ethnic cleansing, which has unfavourable implications on either side.

Council calls for the Pensions and Investment Committee to withdraw any direct investments in the armaments industry and to work to minimise level of investment in the industry within pooled investments.

Proposed by Cllr Pete Roberts  
Seconded by Cllr Richard Church

### **Financial Assessment**

The Council does not hold direct investments in the armaments industry.

The Pension Fund invests using pooled funds (such as via the Wales Pension Partnership (WPP)) and perhaps indirectly, through pooled investments, "may" have exposure to such companies. The WPP does not currently exercise any exclusionary policies in respect of any stocks it can potentially invest in.

The cost of such a change by the Pension Fund would not be borne by the Council.

## **16. NOTICE OF MOTION - SUSTAINABLE FARMING SCHEME**

Powys County Council calls on the Labour Welsh Government to pause and reconsider the 'Sustainable Farming Scheme: keeping farmers farming' consultation, given the current strength of feeling in the industry. It is clear that the farmers across Wales who have attended the Welsh Government hosted 'roadshow' events, and those hosted by the farming unions, reject the proposed Sustainable Farming Scheme.

Given the importance of the farming sector to Powys' economy it is important of get the future support scheme right, continuing with the current consultation of a flawed scheme is a mistake and will lead to serious frustration and resentment from farmers across Wales.

The cumulative effect of changes to agricultural policy in Wales, from The Water Resources (Control of Agricultural Pollution) (Wales) Regulations (NVZs) to the ending of Glastir contracts, coupled with the errors in the Habitat Wales Scheme and persistence of Bovine TB means that the Welsh sector is under increasing pressure.

This Council resolves as follows:

Powys County Council believe it to be prudent to pause the consultation, renew engagement with the farming unions before approaching the agricultural sector once serious amendments are made to the Sustainable Farming Scheme proposal. The current situation is unsustainable.

Proposed by County Councillor Lucy Roberts  
Seconded by County Councillor. Geoff Morgan

### **Financial assessment**

This motion proposes lobbying Welsh Government and can be managed within existing resources. Officers will be able to accommodate supporting this activity as part of their role.





**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNTY HALL  
AND ON ZOOM ON THURSDAY, 7 DECEMBER 2023**

**PRESENT**

County Councillor Beverley Baynham (Chair)

County Councillors Danny Bebb, Graham Breeze, Jake Berriman, Little Brighthouse, Jeremy Brignell-Thorp, Jackie Charlton, Richard Church, Tom Colbert, Sian Cox, Aled Davies, Angela Davies, Bryan Davies, Bryn Davies, Sandra Davies, Raiff Devlin, Matthew Dorrance, Deborah Edwards, Josie Ewing, Les George, James Gibson-Watt, Claire Hall, Ian Harrison, Kelly Healy, Heulwen Hulme, Amanda Jenner, Claire Johnson-Wood, Adrian Jones, Arwel Jones, Ed Jones, Gareth D Jones, Gareth E Jones, Joy Jones, Adam Kennerley, Corrina Kenyon-Wade, Pete Lewington, Karl Lewis, Peter Lewis, William Lloyd, Iain McIntosh, David Meredith, Gary Mitchell, Geoff Morgan, William Powell, Glyn Preston, Gareth Pugh, Jeremy Pugh, Gareth Ratcliffe, Liz Rijnenberg, Lucy Roberts, Pete Roberts, Carol Robinson, Edwin Roderick, David Selby, Gwynfor Thomas, Elwyn Vaughan, Chris Walsh, Jonathan Wilkinson, Ange Williams, Huw Williams, Michael Williams and Sarah Williams.

<b>1.</b>	<b>APOLOGIES</b>
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The Chair welcomed three new Councillors, Raiff Devlin, Claire Hall and Chloe Masefield.

Apologies for absence were received from County Councillors Benjamin Breeze, Peter James, Susan McNicholas and David Thomas. Apologies were also received from County Councillor Gareth Morgan because IT issues prevented him from joining the meeting.

<b>2.</b>	<b>MINUTES</b>
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The Chair was authorised to sign the minutes of the meeting held on 3<sup>rd</sup> October 2023 as a correct record.

County Councillor Aled Davies queried why the text of his urgent question had not been recorded in the minutes of the meeting of 5<sup>th</sup> October 2023. The Head of Legal and Monitoring Officer advised that he would look again at the wording of the minute for that item.

Subject to the inclusion of County Councillor Josie Ewing in the list of members present, the Chair was authorised to sign the minutes of the meeting of 5<sup>th</sup> October 2023 as a correct record. County Councillor Aled Davies advised that he was abstaining as his question had not been included.

County Councillor Gareth E Jones advised that Councillors not yet been given details of the percentage of youth contacts was made up of contacts with the YFC as requested at the meeting on 5<sup>th</sup> October.

<b>3.</b>	<b>DECLARATIONS OF INTEREST</b>
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There were no declarations of interest reported.

<b>4.</b>	<b>CHAIR'S ANNOUNCEMENTS</b>
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The Chair expressed sympathy to the family of Anwen Peters, Senior Customer Support Officer in Brecon, who had passed away. Council was also informed of the recent death of former County Councillor Tegwyn Jones, who had represented Llansantffraid from 1989 to 2012.

The Chair gave details of her recent engagements including the presentation of a Nuclear Test Medal to Mr Brian Davies of Llanfair Caereinion, a veteran of nuclear testing in the 1950s. She announced that at the last Council meeting £222 was raised at the last Council meeting for local foodbanks and that she would be making a donation of £100 each to the 13 foodbanks operating in Powys from the Chair's Fund and a further donation of £500 to the Helping our Homeless Wales charity.

She advised that representatives from Foster Wales Powys were in the foyer and she asked her colleagues to try and find at least one new foster family each.

<b>5.</b>	<b>LEADER'S ANNOUNCEMENTS</b>
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The Leader referred to the signing of the Marches Forward Partnership with Shropshire Council, Herefordshire Council, Monmouthshire County Council and Powys. The authorities would work with UK and Welsh Governments to progress cross border collaboration. He was also pleased to note that £17.7 million levelling up funding had been received. He commended the Council's Procurement and Commercial Services team on winning the Sustainable Procurement category at the GO Awards Wales 2023/24. The award was in recognition of the team's work to cut the Council's carbon footprint by changing the way it buys in goods and services has been rewarded with a national award. He further congratulated the Builth Wells Events Safety Group on winning the public safety category at the inaugural Safer Communities Awards, hosted by the Wales Safer Communities Network in recognition of its work at the Royal Welsh Show. The Leader noted that the consultation on the budget would run until 5 January and he encouraged members to engage in the process and help explain the difficult financial position the council was in. Finally, he thanked the Highways staff who had dealt so efficiently with the road closure on the A470 at Talerddig following the collapse of part of the road.

<b>6.</b>	<b>CHIEF EXECUTIVE'S BRIEFING</b>
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There was no briefing from the Chief Executive.

<b>7.</b>	<b>PUBLIC QUESTIONS</b>
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**7.1. Question for Cabinet Member for Finance and Corporate Transformation from Nigel Williams**

What sanctions are placed on the head of departments that year after year fail to meet the budget requirements they have proposed and yet annually fail to achieve? It seems pointless setting these targets, as for some heads of department, they are meaningless and are ignored on an annual basis.

Response

The Council operates within its Constitution, which sets out how the council conducts its business, including the roles and responsibilities of officers and who makes decisions. There is a set of Procedure Rules including Section 15 Budget Procedure Rules and Section 16 which sets out the Councils Financial Regulations. These cover the financial framework and procedures for managing the Councils' financial affairs. [Council constitution and corporate governance - Powys County Council](#)

The Section 151 Officer ensures these arrangements are effectively complied with across the Council by all Services, all staff and councillors. Included within the Financial Procedure Rules are rules that set out how the budget is set and how the budget is managed through the year.

The annual budget is approved each year after Service Heads provide assurance that they are setting a sound deliverable budget, thus allowing the Section 151 Officer to confirm that the overall budget proposal is robust and achievable. Service Heads set out their known risks and possible issues that may occur in delivering their budget, and this highlights where services may be unable to deliver all their savings, or unforeseen cost pressures may materialise.

The Service Head has some flexibility to move their budgets around to accommodate budgets that are well above or below forecast provided they remain within their overall budget. The Council addresses overspending budgets as soon as they materialise, ensuring services take action to mitigate the overspend and submit a plan to recover their position. A recovery plan is not always feasible, especially if those services are facing increasing demands which cannot be stopped or reduced, therefore a mitigation plan that includes drawing from the centrally risk budget may be needed. The use of this budget can only be used after the Service Head has explained the circumstances about the pressure creating that overspend and why it cannot be addressed within other budgets in that service, this has to be approved by Cabinet.

Heads are then expected to realign budget pressures as part of the next budget planning process to ensure they address the budgets issues so they do not reoccur every year.

Performance against budget is routinely reported and budget managers are challenged on their financial performance through their individual performance reviews. Any issues or concerns around financial management would be addressed through the disciplinary procedure.

To gain a further understanding of budget issues we also rely upon the challenge and support from Scrutiny Committees and Internal Audit who will also review Service spend, actions being taken and controls that are in place.

There was no supplementary question.

## **7.2. Question for Cabinet Member for a Greener Powys from Peter Foulkes**

Why are PCC so reluctant to convert the Byway Open to all Vehicles (BOAT) status of the Monks Trod, as it crosses Powys' section of the Elenydd, into a Bridleway? This updating of the route's Public Right of Way (PROW) status is the stand out solution to the terrible damage still being inflicted on this ancient route, part of which crosses a National Nature Reserve (NNR).

Response

The Monk's Trod is an ancient route that traverses over a fragile landscape and we are working towards finding a way forward that will allow for its sustainable use, through a collaborative approach, across the various stakeholders and user groups.

It is the local authority's view that a legal restriction or status change alone is highly unlikely to resolve the issues. This is open, unfenced country; which makes managing, monitoring and enforcing any form of restriction extremely challenging.

To achieve a positive outcome, we consider we must continue to engage with the user groups who access this area and increase awareness of the reasons why we need to protect it. The Countryside and Recreation team are also exploring funding options; for the Monks Trod is an iconic cross-border route that does have very significant potential for tourism.

In summary, work is ongoing to look at all options and particularly, to achieve collaboration with all of those with an interest, as no solution will be effective without that.

In response to Mr Foulkes' supplementary question on the number of permissions granted by the council for off-road motorcyclists to use the temporary TRO section of the Trod, the Cabinet Member for a Greener Powys advised that no permissions had been sought or granted in the last year.

In response to the question why a permanent TRO had been put in place for four wheeled motor vehicles, but only a series of temporary TROs for off-road motorcycles, the Cabinet Member explained that the permanent TRO had been in place since the 1990s. Before it could make a new TRO, the Council would have to demonstrate that this course of action would resolve the issues highlighted or whether other actions could help the Council meet its legal duty to assert the public rights of way over the route. Officers were liaising with colleagues at NRW and Ceredigion County Council and assessing the feasibility of several options.

## **7.3. Question for Cabinet Member for a Greener Powys from John Williams**

In Early October, a poll was carried out within 3 of the more popular community Facebook groups in Newtown, to determine how people felt about the imposition of 20mph zones on Pool Rd and Kerry Road in Newtown. In just 2 days, the overwhelming majority of recipients were in favour of returning both Pool and Kerry road to 30mph.

Given the evidence provided, and the overwhelming support for changing these 2 roads back to 30mph, when can this be implemented?

Response

The new legislation which changed the default speed limit on 'restricted roads' from 30mph to 20mph in Wales came into force on 17th September 2023. In advance of this date, all highway authorities, identified a number of locations where it was considered that the new 20mph speed limit should not apply and the current 30mph limit should remain in place.

The criteria, set by Welsh Government, was based on the density of adjacent residential and retail premises fronting a road and the proximity of facilities such as educational establishments, community centres and hospitals as well as active travel routes. Whilst this was not an explicit procedure and is open to interpretation it is acknowledged that some areas may require reassessing.

We are currently awaiting the publication of Welsh Government's update to the 'Setting Local Speed Limits in Wales' guidance document. This document is anticipated to be published in 2024 and will encompass updated guidance on what roads should be 30mph or 20mph.

Since the introduction of the new 20mph restrictions there has been considerable discussion amongst highway authorities across Wales about the process of reviewing its exception sites. The consensus is that the new 20mph restrictions should be allowed to settle for around 12 months and in the meantime, authorities are collating all requests and comments received for consideration in the future. Those reviews will then be conducted after a period of 12 months has elapsed and the WG revised guidance has been produced.

In his supplementary question, Mr Williams asked how much money was left from the allocation to put right some of the limits. The Cabinet Member advised that there had been some slippage and she would let Mr Williams know the sum. She also advised that Welsh Government would be issuing further guidance on setting local speed limits.

**7.4. Question for Cabinet Member for a Greener Powys from Ian and Jane Whyte**

We run a small but busy glamping site between Llansaintffraid and Llanfechain attracting campers from all over the country and Europe.

Time after time we are given negative feedback about the poor state of the public footpaths in our surrounding area, specifically with the lack of signage, padlocking of access gates, overgrown paths and aggressive landowners.

Surely we need to attract as many tourists as possible to our beautiful area and encourage them to return. I'm also sure all local walkers would love to be able to have more access our countryside footpaths.

Simple question..... Why is there no basic maintenance of these footpaths and how could this problem be remedied?

Response

Powys County Council is responsible for a Rights of Way network extending over 9250km, and the core budget to support its maintenance is extremely limited which presents its own challenges. These challenges are acknowledged in our Rights of Way Improvement Plan at: [Rights of Way: Improvement Plan - Powys County Council](#)

Budgetary pressures are reviewed each year by the local authority, however there continues to be significant pressures across the Council in delivering statutory and important services, and there is a present and future financial gap that the authority needs to manage by prioritising its resources. This financial picture is unfortunately not likely to improve over the short to medium term, however the dedicated Countryside and Recreation team continue to seek funding opportunities where possible, to try and ease the strain on core funding and support our local communities.

Recent grant successes include the Welsh Government Access Improvement Grant 2022-25, Shared Prosperity Funding and more recently provisional levelling up funding.

The team will continue work tirelessly with local communities endeavouring to support them in looking for potential funding sources and they will also continue to encourage and work alongside our strong network of volunteers. Anyone who would like to get involved with volunteering for this type of activity, please feel free to contact the Countryside and Recreation team.

The Cabinet Member for a Greener Powys noted the additional comments made by the questioners.

<b>8.</b>	<b>BUDGET VIREMENTS</b>
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Council considered a recommendation from the Cabinet for a budget virement to fund the additional costs of the pay award for 2022-23. The budget would be transferred from the centrally held borrowing budget that funds the financing costs for the Capital Programme. This budget was underspent due to borrowing costs being lower than projected with capital schemes being re-profiled into future years. It was confirmed that as this was slippage it would not impact on the current capital programme.

The recommendation was moved by County Councillor Gareth E Jones and seconded by County Councillor Jake Berriman and by 52 votes to 0 with 10 abstentions it was

**RESOLVED to approve the virement as set out in the report.**

<b>9.</b>	<b>CONSIDERATION OF SINGLE TRANSFERABLE VOTING SYSTEM</b>
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Council considered a report by the Leader on the possible introduction of a Single Transferable Voting (STV) system for the 2027 local elections. This would require consultation with the public and for Council to consider the results of the consultation with at least a 2/3 majority of the total number of Members in full

Council. Council was asked to give approval for a consultation exercise to be carried out.

The Chair of the Democratic Services Committee reported that the Committee had been unanimous in opposing the proposal to go out to consultation. The Committee's observations were set out in an appendix to the report.

The recommendation was moved by County Councillor James Gibson-Watt and seconded by County Councillor Richard Church and by 34 votes to 26 with 2 abstentions it was

**RESOLVED to allow the matter to be considered further following a statutory consultation process and to reach a final decision before 15<sup>th</sup> November 2024.**

<b>10. REVIEW OF POLLING DISTRICTS AND POLLING PLACES</b>
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Council considered a request to commence a statutory review of polling districts and polling places. The Council had a duty to undertake a review within a 16-month window between 1 October 2023 and 31 January 2025. There would be a six week consultation period with a report brought to Council on 11 July for consideration. It was proposed by County Councillor Beverley Baynham and seconded by County Councillor William Powell and by 53 votes to 1 with 3 abstentions it was

**RESOLVED**

- 1. That Council approve the commencement of the compulsory polling district and places review in accordance with the timetable in paragraph 13 of the Report.**
- 2. That a Consultation Report is brought back to Council in July 2024 for decision following completion of the review process.**

<b>11. PRESENTATION BY THE CHIEF FIRE OFFICER</b>
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Roger Thomas the Chief Fire Officer and Sarah Mansbridge the Treasurer of Mid and West Wales Fire and Rescue Service gave a presentation on the work of the service and answered questions from Members.

Council adjourned at 13.43 and reconvened at 14.30.

**PRESENT**

County Councillor Beverley Baynham (Chair)

County Councillors Danny Bebb, Graham Breeze, Jake Berriman, Little Brighthouse, Jeremy Brignell-Thorp, Jackie Charlton, Richard Church, Tom Colbert, Sian Cox, Aled Davies, Angela Davies, Bryan Davies, Bryn Davies, Sandra Davies,

Matthew Dorrance, Deborah Edwards, Josie Ewing, Les George, James Gibson-Watt, Claire Hall, Ian Harrison, Kelly Healy, Heulwen Hulme, Amanda Jenner, Claire Johnson-Wood, Adrian Jones, Arwel Jones, Ed Jones, Gareth D Jones, Gareth E Jones, Joy Jones, Adam Kennerley, Corrina Kenyon-Wade, Pete Lewington, Karl Lewis, Peter Lewis, William Lloyd, Iain McIntosh, Gary Mitchell, Geoff Morgan, William Powell, Glyn Preston, Gareth Pugh, Jeremy Pugh, Gareth Ratcliffe, Liz Rijnenberg, Lucy Roberts, Pete Roberts, Carol Robinson, David Selby, Gwynfor Thomas, Elwyn Vaughan, Chris Walsh, Jonathan Wilkinson, Ange Williams, Huw Williams, Michael Williams and Sarah Williams.

<b>12. APPOINTMENTS TO OUTSIDE BODIES</b>
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Powys Community Endowment Fund Panel

County Councillor Geoff Morgan was nominated.

**RESOLVED that County Councillor Geoff Morgan be appointed to the Powys Community Endowment Fund Panel.**

Friends of St Mary's Church, Brecon

County Councillor Chris Walsh was nominated.

**RESOLVED that County Councillor Chris Walsh be appointed to the Friends of St Mary's Church, Brecon.**

<b>13. NOTICE OF MOTION - FARM SALES</b>
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Council debated the following motion proposed by County Councillor Amanda Jenner and seconded by County Councillor Gareth D Jones

"We call on the Council to ask Cabinet to immediately refrain from considering any future proposals in the current financial year for farm sales pending approval by Full Council of a County Farms Policy that has been properly scrutinised and includes a transparent and specific disposal/sales policy in respect of farms and farm property owned by the council."

In moving the motion, Councillor Jenner argued that there was no clear process for the sale of farm sales in place. By 49 votes to 5 with 2 abstentions it was

**RESOLVED to ask Cabinet to immediately refrain from considering any future proposals in the current financial year for farm sales pending approval by Full Council of a County Farms Policy that has been properly scrutinised and includes a transparent and specific disposal/sales policy in respect of farms and farm property owned by the council.**

<b>14. NOTICE OF MOTION - PLANNING FEES</b>
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Council debated the following motion proposed by County Councillor Jake Berriman and seconded by County Councillor Karl Lewis:



“Council invites the Minister to urgently review the fees regulations for Planning Services to allow for local fee setting and the delivery of the full cost recovery principle for Development Management, and to consider the following propositions:

- Planning application fees based on full cost recovery, amended annually in line with inflation.
- Free “second go” applications following withdrawal or refusal should be removed and replaced with a 50% fee. This would promote pre-application engagement and better-quality initial planning application submissions, whilst addressing the financial cost of processing re-submissions.
- Where a landowner is in breach of planning control, doubling the fee for retrospective applications, where development has taken place without any planning permissions being sought.
- Where a landowner is in breach of planning control but refuses to submit a retrospective application and enforcement action is not expedient, the local Planning Authority be given powers to fine the transgressor, possibly double the relevant planning application fee.
- Remove the requirement to advertise individual planning applications in the print media or transfer the cost of doing so to applicants.
- Unless properly funded, Local Planning Authorities should not be required to submit a Local Impact Report for Developments of National Significance, (Planning performance agreements with developers do not provide for full cost recovery) nor should they be “required” to attend an Examination in Public.
- Landowners promoting sites within the LDP be required to pay an appropriate fee. This will not only assist the Council financially but will hopefully ensure that those putting sites forward are serious about their delivery and the benefits the allocations, for affordable housing etc. bring to our communities.”

Councillor Berriman argued that fees had fallen behind costs and that full cost recovery was required to help sustain the planning service.

By 54 votes to 0 it was

**RESOLVED to invite the Minister to urgently review the fees regulations for Planning Services to allow for local fee setting and the delivery of the full cost recovery principle for Development Management, and to consider the following propositions:**

- **Planning application fees based on full cost recovery, amended annually in line with inflation.**
- **Free “second go” applications following withdrawal or refusal should be removed and replaced with a 50% fee.**

**This would promote pre-application engagement and better-quality initial planning application submissions, whilst addressing the financial cost of processing re-submissions.**

- **Where a landowner is in breach of planning control, doubling the fee for retrospective applications, where development has taken place without any planning permissions being sought.**
- **Where a landowner is in breach of planning control but refuses to submit a retrospective application and enforcement action is not expedient, the local Planning Authority be given powers to fine the transgressor, possibly double the relevant planning application fee.**
- **Remove the requirement to advertise individual planning applications in the print media or transfer the cost of doing so to applicants.**
- **Unless properly funded, Local Planning Authorities should not be required to submit a Local Impact Report for Developments of National Significance, (Planning performance agreements with developers do not provide for full cost recovery) nor should they be “required” to attend an Examination in Public.**
- **Landowners promoting sites within the LDP be required to pay an appropriate fee. This will not only assist the Council financially but will hopefully ensure that those putting sites forward are serious about their delivery and the benefits the allocations, for affordable housing etc. bring to our communities.**

Councillor Berriman said he work with Councillor Aled Davies on the wording of an additional bullet point to add to the letter to Welsh Government. The following wording was subsequently agreed:

Local Planning Authorities be accountable for service improvements commensurate with sustainable fee increases and promote appropriate use of Planning Performance Agreements to ensure additional resources are matched with performance improvements.

#### **15. NOTICE OF MOTION - NEW NATIONAL PARK DESIGNATION**

Council debated the following motion proposed by County Councillor Elwyn Vaughan and seconded by County Councillor Bryn Davies:

“To formally oppose the inclusion of areas of Powys within the new National Park area and recommends a maximum southern boundary based on the county boundary and the summit ridges of the Berwyn Hills.”

Councillor Vaughan argued that it was not sustainable to create a new authority in Wales. By 34 votes to 4 with 16 abstentions it was

**RESOLVED to formally oppose the inclusion of areas of Powys within the new National Park area and recommends a maximum southern boundary based on the county boundary and the summit ridges of the Berwyn Hills.**

The Chair agreed that the following items could be taken as a matter of urgency as a Corporate Leadership Team needed to be established as soon as possible and such appointments could only be made by Council in January 2024 if the recruitment process was approved by Council at this meeting.

<b>16. EXEMPT ITEMS</b>
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**RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).**

<b>17. SENIOR MANAGEMENT STRUCTURE</b>
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The Chief Executive briefed Council on the senior management structure.

<b>18. RECRUITMENT PROCESS FOR DIRECTORS</b>
--

Council considered the confidential report of the Chief Executive.

**RESOLVED**

- 1. To approve the Job Descriptions and Person Specifications as set out in Appendices A- E of the report.**
- 2. To approve the remuneration for the following positions as set out in paragraph 3.1 of the report.**
- 3. To approve the arrangements for advertising for the posts as set out in paragraph 3.2 of the report along with any additional media or networks deemed appropriate and approved by the Leader of the Council.**
- 4. That an interactive recruitment pack is designed and promoted containing material as highlighted in 3.3, plus any additional relevant information deemed appropriate by the Leader of the Council.**
- 5. To approve the recruitment process set out in paragraph 4.3 of the report.**

- 6. That £25,000 is vired from the corporate contingency budget to cover the recruitment costs.**

**County Councillor B Baynham (Chair)**

## **COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWDYD YN NEUADD Y SIR AC AR ZOOM AR DDYDD IAU, 7 RHAGFYR 2023**

### **PRESENNOL**

Cynghorydd Sir Beverley Baynham (Cadeirydd)

Cynghorwyr Sir Danny Bebb, Graham Breeze, Jake Berriman, Little Brighouse, Jeremy Brignell-Thorp, Jackie Charlton, Richard Church, Tom Colbert, Sian Cox, Aled Davies, Angela Davies, Bryan Davies, Bryn Davies, Sandra Davies, Raiff Devlin, Matthew Dorrance, Deborah Edwards, Josie Ewing, Les George, James Gibson-Watt, Claire Hall, Ian Harrison, Kelly Healy, Heulwen Hulme, Amanda Jenner, Claire Johnson-Wood, Adrian Jones, Arwel Jones, Ed Jones, Gareth D Jones, Gareth E Jones, Joy Jones, Adam Kennerley, Corrina Kenyon-Wade, Pete Lewington, Karl Lewis, Peter Lewis, William Lloyd, Iain McIntosh, David Meredith, Gary Mitchell, Geoff Morgan, William Powell, Glyn Preston, Gareth Pugh, Jeremy Pugh, Gareth Ratcliffe, Liz Rijnenberg, Lucy Roberts, Pete Roberts, Carol Robinson, Edwin Roderick, David Selby, Gwynfor Thomas, Elwyn Vaughan, Chris Walsh, Jonathan Wilkinson, Ange Williams, Huw Williams, Michael Williams a Sarah Williams.

### **1. YMDDIHEURIADAU**

Estynnodd y Cadeirydd groeso i dri Chynghorydd newydd, Raiff Devlin, Claire Hall a Chloe Masefield.

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir Benjamin Breeze, Peter James, Susan McNicholas a David Thomas. Derbyniwyd ymddiheuriadau hefyd oddi wrth y Cynghorydd Sir Gareth Morgan oherwydd materion TG yn ei atal rhag ymuno â'r cyfarfod.

### **2. COFNODION**

Awdurdodwyd y Cadeirydd i arwyddo cofnodion y cyfarfod a gynhaliwyd ar 3 Hydref 2023 fel cofnod cywir.

Cwestiynodd y Cynghorydd Sir Aled Davies pam nad oedd testun ei gwestiwn brys wedi cael ei gofnodi yng nghofnodion cyfarfod y 5 Hydref 2023. Cynghorodd y Pennaeth Cyfreithiol a Swyddog Monitro y byddai'n edrych unwaith eto ar eiriad y cofnod ar gyfer yr eitem honno.

Yn amodol ar gynnwys y Cynghorydd Sir Josie Ewing yn y rhestr o aelodau oedd yn bresennol, awdurdodwyd y Cadeirydd i arwyddo cofnodion cyfarfod y 5 Hydref 2023 fel cofnod cywir. Dywedodd y Cynghorydd Sir Aled Davies y byddai'n ymatal gan nad oedd ei gwestiwn wedi'i gynnwys.

Dywedodd y Cynghorydd Sir Gareth E Jones nad oedd Cynghorwyr wedi derbyn manylion eto o ran canran y cysylltiadau ieuencid a wnaed gyda'r CFFI fel y gwnaed cais amdano yn y cyfarfod ar 5 Hydref.

### **3. DATGANIADAU O DDIDDORDEB**

Ni chyflwynwyd unrhyw ddatganiadau o ddiddordeb.

#### **4. CYHOEDDIADAU'R CADEIRYDD**

Mynegodd y Cadeirydd gydymdeimlad gyda theulu Anwen Peters, Uwch Swyddog Gwasanaethau Cwsmer yn Aberhonddu, a oedd wedi marw. Cafodd y Cyngor wybod hefyd am farwolaeth ddiweddar y cyn Gynghorydd Sir Tegwyn Jones, a gynrychiolodd Llansantffraid o 1989 tan 2012.

Rhoddodd y Cadeirydd fanylion ei hymgysylltiadau diweddar gan gynnwys cyflwyno Medal Profion Niwclear i Mr Brian Davies o Lanfair Caereinion, cyn-filwr fu'n rhan o brofion niwclear yn yr 1950au. Cyhoeddodd fod cyfarfod diwethaf y Cyngor wedi codi £222 ar gyfer banciau bwyd lleol ac y byddai'n gwneud cyfraniad o £100 yr un ar gyfer y 13 banc bwyd sy'n gweithredu ym Mhowys o Gronfa'r Cadeirydd a chyfraniad pellach o £500 i elusen Helping our Homeless Cymru.

Dywedodd fod cynrychiolwyr o Faethu Cymru Powys yn y cyntedd a gofynnodd i'w chydweithwyr geisio dod o hyd i un teulu maeth newydd o leiaf yr un.

#### **5. CYHOEDDIADAU'R ARWEINYDD**

Cyfeiriodd yr Arweinydd at arwyddo Partneriaeth y Gororau Ymlaen gyda Chyngor Sir Amwythig, Cyngor Sir Henffordd, Cyngor Sir Fynwy a Phowys. Byddai'r awdurdodau yn gweithio gyda Llywodraethau Cymru a'r DU i wneud cynnydd ar gydweithrediad ar draws y ffiniau. Roedd hefyd yn falch o nodi fod nawdd Ffyniant Bro o £17.7 miliwn wedi cael ei dderbyn. Rhoddodd glod i dîm Caffael a Masnachol y Cyngor am ennill y categori Caffael Cynaliadwy yng Ngwobrau Go Cymru 2023/24. Roedd y wobr yn gydnabyddiaeth o waith y tîm i ostwng ôl troed Carbon y Cyngor trwy newid y ffordd mae'n prynu nwyddau a gwasanaethau, gan gael eu gwobrwyo gyda gwobr genedlaethol. Mynegodd longyfarchiadau pellach i Grŵp Diogelwch Digwyddiadau Llanfair-ym-Muallt ar ennill y categori diogelwch cyhoeddus yn y Gwobrau Cymunedau Mwy Diogel agoriadol, a gynhaliwyd gan Rwydwaith Cymunedau Mwy Diogel Cymru, mewn cydnabyddiaeth o'i waith gyda Sioe Frenhinol Cymru. Nododd yr Arweinydd y byddai'r ymgynghoriad ar y gyllideb yn cael ei gynnal tan 5 Ionawr a rhoddodd anogaeth i aelodau ymgysylltu â'r broses gan helpu i esbonio'r sefyllfa ariannol anodd mae'r cyngor ynddi. Yn olaf, mynegodd ddiolch i'r staff Priffyrdd a oedd wedi delio mor effeithlon gyda ffordd yr A470 ar gau yn Nhalerddig yn dilyn rhan o'r ffordd yn cwmpo.

#### **6. BRIFFIO GAN Y PRIF WEITHREDWR**

Nid oedd unrhyw friffio gan y Prif Weithredwr.

#### **7. CWESTIYNAU GAN Y CYHOEDD**

**7.1. Cwestiwn i'r Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol oddi wrth Nigel Williams**

Pa sancsiynau sy'n cael eu gosod ar benaethiaid adrannau sy'n methu diwallu gofynion cyllidebol maen nhw wedi'u cynnig blwyddyn ar ôl blwyddyn ac eto'n methu â'u cyflawni'n flynyddol? Mae'n ymddangos yn ddibwrpas i osod y targedau hynny, gan eu bod, i rai penaeithiaid adrannau, yn ddiystyr ac yn cael eu hanwybyddu ar sail flynyddol.

Ymateb

Mae'r Cyngor yn gweithredu o fewn ei Gyfansoddiad, sy'n nodi sut mae'r cyngor yn cynnal ei fusnes, gan gynnwys rolau a chyfrifoldebau swyddogion a'r sawl sy'n gwneud penderfyniadau. Mae set o Reolau Gweithdrefnau gan gynnwys Rheolau Gweithdrefn Gyllidebol Adran 15 ac Adran 16 sy'n dynodi Rheoliadau Ariannol y Cyngor. Mae'r rhain yn cynnwys y fframwaith a gweithdrefnau ariannol ar gyfer rheoli materion ariannol y Cyngor. [Cyfansoddiad y Cyngor a llywodraethu corfforaethol – Cyngor Sir Powys](#)

Mae'r Swyddog Adran 151 yn sicrhau cydymffurfiaeth effeithiol gyda'r trefniadau hyn ar draws y Cyngor gan yr holl Wasanaethau, yr holl staff a chynghorwyr. Wedi eu cynnwys o fewn Rheolau'r Weithdrefn Ariannol mae rheolau sy'n dynodi sut mae'r gyllideb yn cael ei phennu a sut mae'r gyllideb yn cael ei rheoli trwy'r flwyddyn.

Cymeradwyir y gyllideb flynyddol bob blwyddyn wedi i Benaethiaid Gwasanaethau ddarparu sicrwydd eu bod yn pennu cyllideb gadarn y gellir ei chyflwyno, gan ganiatáu felly i'r Swyddog Adran 151 gadarnhau fod y cynnig cyllidebol cyffredinol yn gadarn ac yn un y gellir ei gyflawni. Mae'r Penaeithiaid Gwasanaethau yn dynodi eu risgiau hysbys a materion posibl a all ddigwydd wrth gyflwyno eu cyllidebau, ac mae hyn yn amlygu lle na all gwasanaethau gyflwyno eu holl gynilion, neu bwysau na ellir eu rhagweld o ran costau a all godi.

Mae ychydig o hyblygrwydd gan y Pennaeth Gwasanaeth i symud eu cyllidebau o gwmpas i ddarparu ar gyfer cyllidebau sydd llawer yn uwch neu'n is na'r hyn sy'n cael ei ragweld ar yr amod eu bod yn parhau o fewn eu cyllideb gyffredinol. Mae'r Cyngor yn delio â chyllidebau gyda gorwariant cyn gynted ag y dânt i'r amlwg, gan sicrhau fod gwasanaethau yn gweithredu i liniaru'r gorwariant a chyflwyno cynllun i adfer eu sefyllfa. Nid yw cynllun adferiad yn ymarferol bob tro, yn enwedig lle mae'r gwasanaethau hynny yn wynebu cynnydd mewn galwadau na ellir eu rhwystro na'u gostwng, felly efallai y bydd angen cynllun lliniaru sy'n cynnwys cyllideb risg a reolir yn ganolog. Gellir ond defnyddio'r gyllideb hon wedi i'r Pennaeth Gwasanaeth esbonio'r amgylchiadau o ran y pwysau sy'n creu'r gorwariant a pham na ellir ei drafod o fewn cyllidebau eraill y gwasanaeth hwn. Rhaid cymeradwyo hyn gan y Cabinet.

Disgwylir i Benaethiaid wedi hynny i ail-alinio pwysau cyllidebol fel rhan o'r broses gynllunio gyllidebol nesaf i sicrhau eu bod yn trafod y materion cyllidebol fel na fyddant yn ailddigwydd pob blwyddyn.

Cyflwynir adroddiadau yn rheolaidd ar berfformiad yn erbyn y gyllideb a bydd rheolwyr cyllidebau yn cael eu herio ar eu perfformiad ariannol trwy eu harolygon perfformiad unigol. Byddai unrhyw faterion neu bryderon ynghylch rheolaeth ariannol yn cael eu trafod trwy'r weithdrefn ddisgyblu.

Er mwyn cael dealltwriaeth well o faterion cyllidebol, rydym hefyd yn dibynnu ar yr her a'r gefnogaeth oddi wrth y Pwyllgorau Craffu ac Archwilio Mewnol a fydd hefyd yn adolygu gwariant Gwasanaethau, y camau gweithredu a gymerir a'r rheoliadau sydd ar waith.

Nid oedd unrhyw gwestiwn ategol.

## **7.2. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Wyrddach oddi wrth Peter Foulkes**

Pam mae CSP mor amharod i drawsnewid statws Cilffordd sy'n Agored i Bob Cerbyd o ran Llwybr y Mynaich (Monks Trod) i fod yn Llwybr Ceffyl, gan ei fod yn croesi adran Powys o'r Elenydd? Mae'r diweddarau hwn ar statws Hwl Tramwy (HT) y Llwybr yn ateb amlwg i'r difrod ofnadwy sy'n cael ei achosi o hyd at y Llwybr hynafol hwn, y mae rhan ohono yn croesi'r Warchodfa Natur Genedlaethol (GNG).

Ymateb

Llwybr hynafol yw Llwybr y Mynaich sy'n mynd dros dirwedd fregus ac rydym yn gweithio tuag at ganfod ffordd ymlaen a fydd yn caniatáu ar gyfer ei ddefnydd cynaliadwy, trwy ddull cydweithredol, ar draws yr amrywiol randdeiliaid a grwpiau defnyddwyr.

Barn yr awdurdod lleol yw y bydd terfyn cyfreithiol neu newid statws ar ben ei hunan yn arbennig o annhebygol o ddatrys yr anawsterau. Dyma wlad agored, sydd heb ei ffensio, sy'n gwneud rheoli, monitro a gorfodi unrhyw fath o gyfyngiad yn eithriadol o heriol.

Er mwyn cyflawni deilliant positif, rydym yn ystyried fod rhaid i ni barhau i ymgysylltu gyda'r grwpiau defnyddwyr sy'n cael mynediad at yr ardal hon a chynyddu ymwybyddiaeth am y rhesymau pam mae angen i ni ei diogelu. Mae'r tîm Cefn Gwlad a Hamdden hefyd yn archwilio opsiynau ariannu; gan fod Llwybr y Mynaich yn Llwybr eiconig sy'n croesi ffiniau gyda photensial arwyddocaol iawn ar gyfer twristiaeth.

I grynhoi, mae gwaith ar fynd i edrych ar yr holl opsiynau ac yn benodol, i gyflawni cydweithrediad gyda phawb sydd â diddordeb, gan na fydd unrhyw ateb yn effeithiol heb hynny.

Mewn ymateb i gwestiwn atodol Mr Foulkes ar nifer yr achosion o ganiatâd a roddir gan y cyngor i feicwyr modur oddi ar y ffordd i ddefnyddio'r rhan o'r Llwybr gyda Gorchymyn Rheoli Traffig dros dro, roedd yr Aelod Cabinet ar gyfer Powys Wyrddach yn cynghori nad oedd unrhyw achosion o ofyn am ganiatâd wedi bod nac wedi'u caniatáu yn ystod y flwyddyn ddiwethaf.

Mewn ymateb i'r cwestiwn pam mae Gorchymyn Rheoli Traffig (GRhT) parhaol wedi cael ei roi ar waith ar gyfer cerbydau modur pedair olwyn, ond dim ond cyfres o Orchymynion Rheoli Traffig dros dro ar gyfer beiciau modur oddi ar y ffordd, esboniodd yr Aelod Cabinet fod y GRhT parhaol wedi bod ar waith ers yr 1990au. Cyn y gallai wneud GRhT newydd, byddai rhaid i'r Cyngor arddangos y byddai'r ffordd hon o weithredu yn datrys yr anawsterau a amlygwyd ac a allai camau gweithredu eraill helpu'r Cyngor i ddiwallu ei ddyletswydd gyfreithiol i



fynnu'r hawl tramwy cyhoeddus dros y llwybr. Mae swyddogion yn trafod gyda chydweithwyr yng Nghyfoeth Naturiol Cymru a Chyngor Sir Ceredigion ac yn asesu dichonolrwydd sawl opsiwn.

### **7.3. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Wyrddach oddi wrth John Williams**

Ar ddechrau mis Hydref, cynhaliwyd pŵl o fewn 3 neu ragor o'r grwpiau Facebook cymunedol mwyaf poblogaidd yn Y Drenewydd, i benderfynu sut yr oedd pobl yn teimlo am orfodi'r parthau 20 milltir yr awr ar Ffordd Y Trallwng a Ffordd Ceri yn Y Drenewydd. Mewn 2 ddiwrnod yn unig, roedd y mwyafrif llethol o ymatebwyr o blaid dychwelyd at 30 milltir yr awr ar Ffordd Y Trallwng a Ffordd Ceri.

O ystyried y dystiolaeth a ddarparwyd, a'r gefnogaeth lethol ar gyfer newid y 2 ffordd yma yn ôl i 30 milltir yr awr, pryd y gellir gweithredu hyn?

Ymateb

Daeth y ddeddfwriaeth newydd a newidiodd y terfyn cyflymder rhagosodedig o 30 milltir yr awr i 20 milltir yr awr ar 'ffyrdd cyfyngedig' yng Nghymru i rym ar yr 17 Medi 2023. Cyn y dyddiad hwn, roedd pob awdurdod priffyrdd wedi dynodi nifer o leoliadau lle yr ystyriwyd na ddylai'r terfyn cyflymder newydd o 20 milltir yr awr fod yn gymwys ac y dylai'r terfyn 30 milltir yr awr barhau ar waith.

Roedd y meini prawf, a sefydlwyd gan Lywodraeth Cymru, yn seiliedig ar ddwyter eiddo preswyl ac adwerthu cyfagos yn wynebu'r ffordd ac agosatrwydd cyfleusterau megis sefydliadau addysgol, canolfannau cymunedol ac ysbytai ynghyd â llwybrau teithio llesol. Tra nad yw hyn yn weithdrefn benodol ac mae'n agored i ddehongliad, cydnabyddir y gall rhai ardaloedd fod angen eu hailasesu.

Ar hyn o bryd, rydym yn disgwyl am gyhoeddi diweddariad i ddogfen cyfarwyddyd Llywodraeth Cymru sef 'Gosod Terfynau Cyflymder Lleol yng Nghymru'. Rhagwelir y bydd y ddogfen hon yn cael ei chyhoeddi yn 2024 ac y bydd yn cwmpasu cyfarwyddyd diwygiedig ar ba ffyrdd ddylai fod yn 30 milltir yr awr neu 20 milltir yr awr.

Ers cyflwyno'r cyfyngiadau 20 milltir yr awr newydd, mae trafodaeth sylweddol wedi bod ymysg awdurdodau priffyrdd led led Cymru am y broses o adolygu ei safleoedd eithriadau. Y consensws yw y dylid caniatáu i'r terfynau 20 milltir yr awr newydd sefydlu eu hunain am tua 12 mis ac yn y cyfamser, bydd awdurdodau yn casglu'r holl geisiadau a sylwadau a dderbynnir i'w hystyried yn y dyfodol. Bydd yr arolygon hynny yn cael eu cynnal wedi hyn, ar ôl i'r cyfnod o 12 mis fynd heibio ac wedi llunio cyfarwyddyd diwygiedig Llywodraeth Cymru.

Yn ei gwestiwn atodol, gofynnodd Mr Williams am faint o arian oedd yn weddill o'r dyraniad i gywiro rhai o'r terfynau. Dywedodd yr Aelod Cabinet fod ychydig o lithrant wedi bod ac y byddai rhoi gwybod i Mr Williams am y swm. Roedd hi hefyd yn cyngori y byddai Llywodraeth Cymru yn cyhoeddi cyfarwyddyd pellach ar osod terfynau cyflymder lleol.

#### 7.4. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Wyrddach oddi wrth Ian a Jane Whyte

Rydym yn rhedeg safle glampio bychan ond prysur rhwng Llansantffraid a Llanfechain gan ddenu gwersyllwyr o bob cwr o'r wlad ac Ewrop.

Dro ar ôl tro, rhoddir adborth negyddol i ni am gyflwr gwael y llwybrau troed cyhoeddus yn ein hardal gyfagos, yn benodol ynghylch diffyg arwyddion, cloeon clap ar gataiau mynediad, llystyfiant wedi gordyfu dros lwybrau a thirfeddianwyr ymosodol.

Yn ddiaw, mae angen i ni ddenu cymaint o dwristiaid ag sy'n bosibl i'n hardal brydferth a'u hannog i ddychwelyd. Rydym hefyd yn siŵr y byddai'r holl gerddwyr lleol wrth eu boddau'n cael mwy o fynediad at ein llwybrau troed yng nghefn gwlad.

Cwestiwn syml ..... Pam nad oes cynnal a chadw sylfaenol ar y llwybrau troed hyn a sut gellid datrys y broblem hon?

Ymateb

Cyngor Sir Powys sy'n gyfrifol am y rhwydwaith Hawliau Tramwy sy'n estyn dros 9250 cilomedr, ac mae'r gyllideb graidd i gefnogi cynnal a chadw'r rhwydwaith yn eithriadol o gyfyngedig sy'n cyflwyno heriau ynddo'i hunan. Caiff yr heriau hyn eu cydnabod yn ein Cynllun Gwella Hawliau Tramwy: [Hawliau Tramwy: Cynllun Gwella – Cyngor Sir Powys](#)

Caiff pwysau cyllidebol ei adolygu bob blwyddyn gan yr awdurdod lleol. Fodd bynnag, mae pwysau arwyddocaol yn parhau i fodoli ar draws y Cyngor wrth gyflwyno gwasanaethau statudol a phwysig, ac mae bwch ariannol cyfredol ac yn y dyfodol y mae angen i'r awdurdod ei reoli wrth flaenoriaethu ei adnoddau. Nid yw'r darlun hwn yn debygol o wella yn anffodus dros y tymor byr i ganolig, ond mae'r tîm Cefn Gwlad a Hamdden ymroddedig fodd bynnag yn parhau i ymgeisio am gyfleoedd ariannu lle'n bosibl, i geisio a lliniaru'r straen ar nawdd craidd a chefnogi ein cymunedau lleol.

Mae llwyddiannau grant diweddar yn cynnwys Grant Gwella Mynediad Llywodraeth Cymru 2022-25, Y Gronfa Ffyniant Gyffredin a nawdd dros dro'r Gronfa Ffyniant Gyffredin yn fwyaf diweddar.

Bydd y tîm yn parhau i weithio'n ddiflino gyda chymunedau lleol gan ymdrechu i'w cefnogi hwy wrth edrych am ffynonellau potensial o nawdd a byddant hefyd yn parhau i annog a gweithio ochr yn ochr â'n rhwydwaith gref o wirfoddolwyr. Mae croeso i unrhyw fyddai'n hoffi cymryd rhan mewn gwirfoddoli o'r fath ar gyfer y math hwn o weithgaredd gysylltu â'r tîm Cefn Gwlad a Hamdden.

Nododd yr Aelod Cabinet ar gyfer Powys Wyrddach y sylwadau ychwanegol a wnaed gan y cwestiynwyr.

<b>8.</b>	<b>TROSGLWYDDIADAU CYLLIDEBOL</b>
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Rhododd y Cyngor ystyriaeth i argymhelliad gan y Cabinet ar gyfer trosglwyddiad cyllidebol i ariannu costau ychwanegol ar gyfer 2022-23. Byddai'r gyllideb yn cael ei throsglwyddo i gyllideb fenthycyca a gynhelir yn ganolog sy'n

ariannu costau ar gyfer y Rhaglen Gyfalaf. Roedd tanwariant yn y gyllideb hon oherwydd bod costau benthycu yn is na'r hyn a ragwelwyd gyda chynlluniau cyfalaf yn cael eu hail-broffilio i mewn ar gyfer y blynyddoedd sydd i ddod. Gan mai llithrant oedd hyn, cadarnhawyd na fyddai'n effeithio ar y rhaglen gyfalaf bresennol.

Cafodd yr argymhelliad ei symud gan y Cyngorydd Sir Gareth E Jones a'i eilio gan y Cyngorydd Sir Jake Berriman. Trwy 52 pleidlais i 0 gyda 10 yn ymatal rhag pleidleisio,

**PENDERFYNWYD cymeradwyo'r trosglwyddiad fel y nodir yn yr adroddiad.**

## **9. YSTYRIED SYSTEM PLEIDLAIS SENGL DROSSLWYDDADWY**

Rhoddodd y Cyngor ystyriaeth i adroddiad gan yr Arweinydd ar gyflwyno system Pleidlais Sengl Drosglwyddadwy (STV) ar gyfer etholiadau lleol 2027. Byddai hyn yn gofyn am ymgynghori gyda'r cyhoedd ac i'r Cyngor ystyried canlyniadau'r ymgynghoriad gydag o leiaf mwyafrif o 2/3 o gyfanswm nifer yr Aelodau yn y Cyngor llawn. Gofynnwyd i'r Cyngor roi cymeradwyaeth i gynnal yr ymarferiad ymgynghoriad.

Dyweddodd Cadeirydd y Pwyllgor Gwasanaethau Democrataidd fod y Pwyllgor wedi bod yn unfrydol wrth wrthwynebu'r cynnig yn mynd allan i ymgynghoriad. Roedd arsylwadau'r Pwyllgor wedi'u cyflwyno mewn atodiad i'r adroddiad.

Cafodd yr argymhelliad ei symud gan y Cyngorydd Sir James Gibson-Watt a'i eilio gan y Cyngorydd Sir Richard Church a thrwy 34 pleidlais i 26 gyda 2 yn ymatal rhag pleidleisio

**PENDERFYNWYD caniatáu i'r mater gael ei ystyried ymhellach yn dilyn proses ymgynghori statudol ac i gyrraedd penderfyniad terfynol cyn 15 Tachwedd 2024.**

## **10. AROLWG O ARDALOEDD PLEIDLEISIO A MANNAU PLEIDLEISIO**

Rhoddodd y Cyngor ystyriaeth i gais i ddechrau arolwg statudol o ardaloedd pleidleisio a manau pleidleisio. Mae dyletswydd ar y Cyngor i gynnal arolwg o fewn ffenestr o 16 mis rhwng 1 Hydref 2023 a 31 Ionawr 2025. Fe fyddai cyfnod ymgynghori o chwe wythnos gydag adroddiad i'w gyflwyno i'r Cyngor ar 11 Gorffennaf ar gyfer ystyriaeth. Cynigiwyd hyn gan y Cyngorydd Sir Beverley Baynham a'i eilio gan y Cyngorydd Sir William Powell a thrwy 53 pleidlais i 1 gyda 3 yn ymatal rhag pleidleisio

**PENDERFYNWYD**

- 1. Y dylai'r Cyngor gymeradwyo dechrau'r arolwg gorfodol ar ardaloedd a manau pleidleisio yn unol â'r amserlen ym mharagraff 13 o'r Adroddiad.**

**2. Y dylid cyflwyno Adroddiad Ymgynghori yn ôl i'r Cyngor ym mis Gorffennaf 2023 ar gyfer penderfyniad yn dilyn cwblhau'r broses arolygu.**

**11. CYFLWYNIAD GAN Y PRIF SWYDDOG TÂN**

Rhodddwyd cyflwyniad gan Roger Thomas, y Prif Swyddog Tân a Sarah Mansbridge, Trysorydd Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru ar waith y gwasanaeth, gan ateb cwestiynau oddi wrth Aelodau.

Gohiriwyd y Cyngor am 13.43 gan ail-ymgynnull am 14.30.

**PRESENNOL**

Cynghorydd Sir Beverley Baynham (Cadeirydd)

Cynghorwyr Sir Danny Bebb, Graham Breeze, Jake Berriman, Little Brighthouse, Jeremy Brignell-Thorp, Jackie Charlton, Richard Church, Tom Colbert, Sian Cox, Aled Davies, Angela Davies, Bryan Davies, Bryn Davies, Sandra Davies, Matthew Dorrance, Deborah Edwards, Josie Ewing, Les George, James Gibson-Watt, Claire Hall, Ian Harrison, Kelly Healy, Heulwen Hulme, Amanda Jenner, Claire Johnson-Wood, Adrian Jones, Arwel Jones, Ed Jones, Gareth D Jones, Gareth E Jones, Joy Jones, Adam Kennerley, Corrina Kenyon-Wade, Pete Lewington, Karl Lewis, Peter Lewis, William Lloyd, Iain McIntosh, Gary Mitchell, Geoff Morgan, William Powell, Glyn Preston, Gareth Pugh, Jeremy Pugh, Gareth Ratcliffe, Liz Rijnenberg, Lucy Roberts, Pete Roberts, Carol Robinson, David Selby, Gwynfor Thomas, Elwyn Vaughan, Chris Walsh, Jonathan Wilkinson, Ange Williams, Huw Williams, Michael Williams a Sarah Williams.

**12. PENODIADAU AR GYRFF ALLANOL**

Panel Cronfa Waddol Gymunedol Powys

Enwebwyd y Cynghorydd Sir Geoff Morgan.

**PENDERFYNWYD y dylid penodi'r Cynghorydd Sir Geoff Morgan ar Banel Cronfa Waddol Gymunedol Powys.**

Ffrindiau Eglwys y Santes Fair, Aberhonddu

Enwebwyd y Cynghorydd Sir Chris Walsh.

**PENDERFYNWYD y dylid penodi'r Cynghorydd Sir Chris Walsh ar Ffrindiau Eglwys y Santes Fair, Aberhonddu.**

**13. RHYBUDD O GYNNIG – ARWERTHIANNAU FFERMYDD**

Trafodwyd y cynnig canlynol gan y Cyngor a gynigiwyd gan y Cynghorydd Sir Amanda Jenner a'i eilio gan y Cynghorydd Sir Gareth D Jones

“Rydym yn galw ar y Cyngor i ofyn i'r Cabinet ymatal ar unwaith rhag ystyried unrhyw gynigion yn y dyfodol o fewn y flwyddyn ariannol bresennol ar gyfer arwerthiannau ffermydd gan aros i'r Cyngor Llawn gymeradwyo Polisi Ffermydd y Sir sydd wedi'i graffu'n iawn ac sy'n cynnwys polisi gwaredu/gwerthu tryloyw a phenodol o ran ffermydd ac eiddo fferm sy'n cael eu perchen gan y cyngor.

Wrth symud y cynnig, dadleuodd y Cynghorydd Jenner nad oes proses eglur ar gyfer arwerthiannau ffermydd ar waith. Trwy 49 pleidlais i 5 gyda 2 yn ymatal rhag pleidleisio

**PENDERFYNWYD gofyn i'r Cabinet ymatal ar unwaith rhag ystyried unrhyw gynigion yn y dyfodol o fewn y flwyddyn ariannol bresennol ar gyfer arwerthiannau ffermydd gan aros i'r Cyngor Llawn gymeradwyo Polisi Ffermydd y Sir sydd wedi'i graffu'n iawn ac sy'n cynnwys polisi gwaredu/gwerthu tryloyw a phenodol o ran ffermydd ac eiddo fferm sy'n cael eu perchen gan y cyngor.**

#### **14. RHYBUDD O GYNNIG – FFIOEDD CYNLLUNIO**

Cafwyd trafodaeth gan y Cynghorydd Sir Jake Berriman a'i eilio gan y Cynghorydd Sir Karl Lewis:

“Mae'r Cyngor yn gwahodd y Gweinidog i adolygu'r rheoliadau ffioedd ar frys ar gyfer Gwasanaethau Cynllunio er mwyn caniatáu pennu ffioedd yn lleol a chyflwyno'r egwyddor adfer costau llawn ar gyfer Rheoli Datblygu, ac i ystyried y cynnig canlynol:

- Ffioedd cais cynllunio yn seiliedig ar adfer y costau llawn, a ddiwygir yn flynyddol yn unol â chwyddiant.
- Dylid gwaredu â cheisiadau “ail gynnig/tro” am ddim wedi tynnu cais yn ôl neu wrthod cais a'u disodli gyda ffi o 50%. Byddai hyn yn hyrwyddo ymgysylltu cyn cyflwyno cais a chyflwyniadau ceisiadau cynllunio cychwynnol o ansawdd well, tra'n trafod y gost ariannol o brosesu ail-gyflwyniadau.
- Lle mae tirlfeddiannwr yn torri rheolau cynllunio, dylid dyblu'r ffi ar gyfer ceisiadau ôl-weithredol, lle mae datblygiad wedi digwydd heb wneud unrhyw geisiadau am ganiatâd cynllunio.
- Lle mae tirlfeddiannwr yn torri rheolau cynllunio ond yn gwrthod cyflwyno cais ôl-weithredol ac nad yw camau gorfodaeth yn gyfleus, y dylid rhoi pwerau i'r Awdurdod Cynllunio Lleol i gyflwyno dirwy i'r troseddwr, gan ddyblu'r ffi cais cynllunio perthnasol o bosibl.
- Gwaredu â'r gofyniad i hysbysebu ceisiadau cynllunio unigol o fewn y cyfryngau argraffu neu drosglwyddo'r gost am wneud hynny i'r ymgeisydd.
- Oni bai y caiff ei ariannu'n gywir, ni ddylid bod gofyn ar Awdurdodau Cynllunio Lleol i gyflwyno Adroddiad Effaith Lleol ar gyfer Datblygiadau o Arwyddocâd Cenedlaethol, (nid yw cytundebau perfformiad cynllunio gyda datblygwyr yn darparu ar gyfer adfer y gost llawn) ac ni ddylid bod “gofyn” arnynt i fynychu Archwiliad Cyhoeddus.

- Y dylid bod gofyn i dirfeddianwyr sy'n hyrwyddo safleoedd o fewn y CDLI i dalu ffi briodol. Nid yn unig y bydd hyn yn cynorthwyo'r Cyngor yn ariannol ond fe fydd, gobeithio, yn sicrhau fod y sawl sy'n cyflwyno safleoedd yn ddifrifol am eu cyflwyno a'r buddiannau a ddaw o'r dyraniadau, ar gyfer tai fforddiadwy ac ati, i'n cymunedau."

Roedd y Cynghorydd Berriman wedi dadlau fod ffioedd wedi cwmpo y tu ôl i gostau a bod gofyn adfer costau llawn i helpu cynnal y gwasanaeth cynllunio.

Trwy 54 pleidlais i 0

**PENDERFYNWYD gwahodd y Gweinidog i adolygu'r rheoliadau ffioedd ar gyfer Gwasanaethau Cynllunio er mwyn caniatáu gosod ffioedd lleol a chyflwyno'r egwyddor adfer costau llawn ar gyfer Rheoli Datblygu, ac i ystyried y cynigion canlynol:**

- **Ffioedd cais cynllunio yn seiliedig ar adfer y costau llawn, a ddiwygir yn flynyddol yn unol â chwyddiant.**
- **Dylid gwaredu â cheisiadau "ail gynnig/tro" am ddim wedi tynnu cais yn ôl neu wrthod cais a'u disodli gyda ffi o 50%. Byddai hyn yn hyrwyddo ymgysylltu cyn cyflwyno cais a chyflwyniadau ceisiadau cynllunio cychwynnol o ansawdd well, tra'n trafod y gost ariannol o brosesu ail-gyflwyniadau.**
- **Lle mae tirlfeddiannwr yn torri rheolau cynllunio, dylid dyblu'r ffi ar gyfer ceisiadau ôl-weithredol, lle mae datblygiad wedi digwydd heb wneud unrhyw geisiadau am ganiatâd cynllunio**
- **Lle mae tirlfeddiannwr yn torri rheolau cynllunio ond yn gwrthod cyflwyno cais ôl-weithredol ac nad yw camau gorfodaeth yn gyfleus, y dylid rhoi pwerau i'r Awdurdod Cynllunio lleol i gyflwyno dirwy i'r troseddwr, gan ddyblu'r ffi cais cynllunio perthnasol o bosibl.**
- **Gwaredu â'r gofyniad i hysbysebu ceisiadau cynllunio unigol o fewn y cyfryngau argraffu neu drosglwyddo'r gost am wneud hynny i'r ymgeisydd.**
- **Oni bai y caiff ei ariannu'n gywir, ni ddylid bod gofyn ar Awdurdodau Cynllunio Lleol i gyflwyno Adroddiad Effaith Lleol ar gyfer Datblygiadau o Arwyddocad Cenedlaethol, (nid yw cytundebau perfformiad cynllunio gyda datblygwyr yn darparu ar gyfer adfer y gost llawn) ac ni ddylid bod "gofyn" arnynt i fynychu Archwiliad Cyhoeddus.**
- **Y dylid bod gofyn i dirfeddianwyr sy'n hyrwyddo safleoedd o fewn y CDLI i dalu ffi briodol. Nid yn unig y bydd hyn yn cynorthwyo'r Cyngor yn ariannol ond fe fydd, gobeithio, yn sicrhau fod y sawl sy'n cyflwyno safleoedd yn ddifrifol am**

**eu cyflwyno a'r buddiannau a ddaw o'r dyraniadau, ar gyfer tai fforddiadwy ac ati, i'n cymunedau."**

Dywedodd y Cynghorydd Berriman y byddai'n gweithio gyda'r Cynghorydd Aled Davies ar eiriad y pwynt bwled ychwanegol i'w ychwanegu at lythyr at Lywodraeth Cymru. Cytunwyd ar y geiriad canlynol wedi hynny:

Awdurdodau Cynllunio Lleol i fod yn atebol am welliannau i'r gwasanaeth yn gymesur â chynnydd cynaliadwy mewn ffioedd a hyrwyddo'r defnydd priodol o Gytundebau Perfformiad Cynllunio i sicrhau fod adnoddau ychwanegol yn cyfateb i welliannau mewn perfformiad.

**15. RHYBUDD O GYNNIG – DYNODI PARC CENEDLAETHOL NEWYDD**

Cafwyd trafodaeth gan y Cyngor yn dilyn cynnig a gyflwynwyd gan y Cynghorydd Sir Elwyn Vaughan ac a eiliwyd gan y Cynghorydd Sir Bryn Davies:

"I wrthwynebu cynnwys ardaloedd o Bowys yn ffurfiol o fewn ardal y Parc Cenedlaethol newydd ac i argymhell ffin ddeheuol fel uchafswm yn seiliedig ar ffin y sir a chopaon Mynyddoedd y Berwyn."

Roedd y Cynghorydd Vaughan yn dadlau nad oedd hi'n gynaliadwy i greu awdurdod newydd yng Nghymru. Trwy 34 pleidlais i 4 gyda 16 yn ymatal rhag pleidleisio

**PENDERFYNWYD gwrthwynebu cynnwys ardaloedd o Bowys yn ffurfiol o fewn ardal y Parc Cenedlaethol newydd ac i argymhell ffin ddeheuol fel uchafswm yn seiliedig ar ffin y sir a chopaon Mynyddoedd y Berwyn."**

Cytunodd y Cadeirydd y dylid ystyried yr eitemau canlynol fel mater o frys gan fod angen sefydlu Tîm Arweinyddiaeth Corfforaethol cyn gynted ag sy'n bosibl a dim ond petai'r broses recriwtio yn cael ei chymeradwyo gan y Cyngor yn ei gyfarfod ym mis Ionawr 2024 y gellid gwneud penodiadau o'r fath.

**16. EITEMAU WEDI'U HEITHRIO**

**PENDERFYNWYD eithrio'r cyhoedd ar gyfer yr eitem fusnes ganlynol ar y sail y byddai gwybodaeth dan gategori 1 Gorchymyn Awdurdodau Lleol (Mynediad at Wybodaeth) (Amrywiad) (Cymru) 2007) yn cael ei datgelu iddynt.**

**17. STRWYTHUR UWCH REOLWYR**

Cafodd y Cyngor ei friffio gan y Prif Weithredwr ar y strwythur uwch reolwyr..

**18. PROSES RECRIWTIO AR GYFER CYFARWYDDWYR**

Rhoddodd y Cyngor ystyriaeth i adroddiad cyfrinachol y Prif Weithredwr.

**PENDERFYNWYD**

- 1. Cymeradwyo'r Disgrifiadau Swyddi a Manylion Personol a ddynodwyd yn Atodiadau A-E yr adroddiad.**
- 2. Cymeradwyo'r tâl ar gyfer y swyddi canlynol fel y dynodwyd ym mharagraff 3.1 yr adroddiad.**
- 3. Cymeradwyo'r trefniadau ar gyfer hysbysebu'r swyddi fel y dynodwyd ym mharagraff 3.2 yr adroddiad ynghyd ag unrhyw gyfryngau neu rwydweithiau ychwanegol a ystyriwyd i fod yn briodol ac a gymeradwywyd gan Arweinydd y Cyngor.**
- 4. Bod pecyn recriwtio rhyngweithiol yn cael ei ddylunio a'i hyrwyddo yn cynnwys deunydd a amlygwyd yn 3.3, gan gynnwys unrhyw wybodaeth berthnasol ychwanegol a ystyriwyd i fod yn briodol gan Arweinydd y Cyngor.**
- 5. Cymeradwyo'r broses recriwtio fel y dynodir ym mharagraff 4.3 yr adroddiad.**
- 6. Bod £25,000 yn cael ei drosglwyddo o'r gyllideb gorfforaethol wrth gefn i ddarparu ar gyfer costau recriwtio.**

**Cynghorydd Sir B Baynham (Cadeirydd)**



**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT COUNTY HALL  
AND ON ZOOM ON WEDNESDAY, 24 JANUARY 2024**

**PRESENT**

County Councillor B Baynham (Chair)

County Councillors D Bebb, J Berriman, G Breeze, L Brighouse, R Church, S Cox, A W Davies, A Davies, B Davies, B Davies, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, H Hulme, P James, A Jenner, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, K Lewis, W Lloyd, S McNicholas, DW Meredith, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, J Pugh, G W Ratcliffe, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, E Vaughan, J Wilkinson, A Williams, D H Williams and J M Williams

**1. APOLOGIES**

Apologies for absence were received from County Councillors B Breeze, J Charlton, T Colbert, S C Davies, R Devlin, M J Dorrance, C Hall, A Jones, E Jones, P Lewington, P E Lewis, Chloe Masefield, I McIntosh, C Johnson-Wood, G Pugh, L Rijnenberg, J Brignell-Thorp, C Walsh and S L Williams

**2. DECLARATIONS OF INTEREST**

There were no declarations of interest reported.

**3. EXEMPT ITEMS**

**RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).**

**4. INTERVIEWS FOR THE POST OF DIRECTOR OF ECONOMIC DEVELOPMENT AND GROWTH**

Council interviewed Diane Reynolds for the post of Director of Economic Development and Growth.

**RESOLVED to appoint Diane Reynolds to the post of Economic Development and Growth.**

**5. INTERVIEWS FOR THE POST OF DIRECTOR OF CORPORATE SERVICES**

Council interviewed Jane Thomas for the post of Director of Corporate Services.

**RESOLVED to appoint Jane Thomas to the post of Director of Corporate Services.**

**6. INTERVIEWS FOR THE POST OF CHIEF OFFICER PLACE**

Council interviewed candidates for the post of Chief Officer Growth.

**RESOLVED to appoint Matt Perry to the post of Chief Officer Growth.**

**County Councillor B Baynham (Chair)**

**COFNODION CYFARFOD Y CYNGOR SIR  
A OEDD YN GYFARFOD HYBRID A GYNHALIWDYD  
YN NEUADD Y SIR  
AC AR ZOOM  
DDYDD MERCHER, 24 IONAWR 2024**

YN BRESENNOL

Y Cynghorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir D Bebb, J Berriman, G Breeze, L Brighthouse, R Church, S Cox, A W Davies, A Davies, B Davies, B Davies, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, H Hulme, P James, A Jenner, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, K Lewis, W Lloyd, S McNicholas, DW Meredith, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, J Pugh, G W Ratcliffe, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, E Vaughan, J Wilkinson, A Williams, D H Williams a J M Williams

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am eu habsenoldeb oddi wrth y Cynghorwyr Sir B Breeze, J Charlton, T Colbert, S C Davies, R Devlin, M J Dorrance, C Hall, A Jones, E Jones, P Lewington, P E Lewis, Chloe Masefield, I McIntosh, C Johnson-Wood, G Pugh, L Rijnenberg, J Brignell-Thorp, C Walsh a S L Williams

**2. DATGANIADAU O FUDDIANT**

Ni chafodd unrhyw ddatganiadau o fuddiant eu hadrodd.

**3. EITEMAU A EITHRIWYD**

**PENDERFYNWYD eithrio'r cyhoedd ar gyfer yr eitem canlynol o fusnes ar y sail y byddai yna ddatgeliad iddynt o wybodaeth a eithriwyd o dan gategori 3 Gorchymyn (Mynediad at Wybodaeth) (Amrywiad) (Cymru) Awdurdodau Lleol 2007.**

**4. CYFWELIADAU AR GYFER SWYDD Y CYFARWYDDWR DATBLYGU ECONOMAIDD A THWF**

Gwnaeth y Cyngor gyfweild â Diane Reynolds ar gyfer swydd y Cyfarwyddwr Datblygu Economaidd a Thwf.

**Penderfynwyd penodi Diane Reynolds i'r swydd Cyfarwyddwr Datblygu Economaidd a Thwf.**

**5. CYFWELIADAU AR GYFER SWYDD Y CYFARWYDDWR GWASANAETHAU CORFFORAETHOL**

Gwnaeth y Cyngor gyfweild â Jane Thomas ar gyfer swydd y Cyfarwyddwr Gwasanaethau Corfforaethol.

**Penderfynwyd penodi Jane Thomas i'r swydd Cyfarwyddwr  
Gwasanaethau Corfforaethol.**

<b>6.</b>	<b>CYFWELIADAU AR GYFER Y SWYDD Y PRIF SWYDDOG LLE</b>
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Gwnaeth y Cyngor gyfweild ag ymgeiswyr ar gyfer y swydd Prif Swyddog Twf.

**Penderfynwyd penodi Matt Perry i'r swydd Prif Swyddog Twf.**

**Cynghorydd Sir B Baynham (Cadeirydd)**

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT HYBRID MEETING  
- ZOOM - COUNTY HALL ON THURSDAY, 25 JANUARY 2024**

**PRESENT**

County Councillor B Baynham (Chair)

County Councillors G Breeze, J Berriman, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, H Hulme, P James, A Jenner, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, P E Lewis, W Lloyd, Chloe Masefield, I McIntosh, S McNicholas, DW Meredith, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, E Vaughan, A Williams, D H Williams and J M Williams

<b>1.</b>	<b>APOLOGIES</b>
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Apologies for absence were received from County Councillors D Bebb, B Breeze, L Brighouse, J Charlton, M J Dorrance, R Devlin, C Hall, C Johnson-Wood, L Rijnenberg, J Brignell-Thorp, C Walsh, J Wilkinson (Vice-Chair) and S L Williams

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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There were no declarations of interest received.

<b>3.</b>	<b>EXEMPT ITEMS</b>
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**RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).**

<b>4.</b>	<b>INTERVIEWS FOR THE POST OF DIRECTOR OF SOCIAL SERVICES AND WELLBEING</b>
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Council interviewed candidates for the post of Director of Social Services and Wellbeing.

**RESOLVED to appoint Nina Davies to the post of Director of Social Services and Wellbeing.**

<b>5.</b>	<b>INTERVIEWS FOR THE POST OF DIRECTOR OF EDUCATION</b>
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Council interviewed candidates for the post of Director of Education.

**RESOLVED to appoint Richard Jones to the post of Director of Education.**

**County Councillor B Baynham (Chair)**

**COFNODION CYFARFOD Y CYNGOR SIR  
A OEDD YN GYFARFOD HYBRID YN NEUADD Y SIR AC AR ZOOM  
DDYDD IAU 25 IONAWR 2024**

**YN BRESENNOL**

Y Cyngorydd Sir B Baynham (Cadeirydd)

Y Cynghorwyr Sir G Breeze, J Berriman, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, H Hulme, P James, A Jenner, A Jones, E A Jones, E Jones, G D Jones, G E Jones, J R Jones, A Kennerley, C Kenyon-Wade, P Lewington, K Lewis, P E Lewis, W Lloyd, Chloe Masefield, I McIntosh, S McNicholas, DW Meredith, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, G Pugh, J Pugh, G W Ratcliffe, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, R G Thomas, E Vaughan, A Williams, D H Williams a J M Williams

**1. YMDDIHEURIADAU**

Derbyniwyd ymddiheuriadau am eu habsenoldeb oddi wrth y Cynghorwyr Sir D Bebb, B Breeze, L Brighouse, J Charlton, M J Dorrance, R Devlin, C Hall, C Johnson-Wood, L Rijnenberg, J Brignell-Thorp, C Walsh, J Wilkinson (Is-Cadeirydd) a S L Williams

**2. DATGANIADAU O FUDDIANT**

Ni chafodd unrhyw ddatganiadau o fuddiant eu hadrodd.

**3. EITEMAU A EITHRIWYD**

**PENDERFYNWYD** eithrio'r cyhoedd ar gyfer yr eitem canlynol o fusnes ar y sail y byddai yna ddatgeliad iddynt o wybodaeth a eithriwyd o dan gategori 3 Gorchymyn (Mynediad at Wybodaeth) (Amrywiad) (Cymru) Awdurdodau Lleol 2007.

**4. CYFWELIADAU AR GYFER SWYDD Y CYFARWYDDWR  
GWASANAETHAU CYMDEITHASOL A LLESIANT**

Gwnaeth y Cyngor gyfweild ag ymgeiswyr ar gyfer swydd y Cyfarwyddwr Gwasanaethau Cymdeithasol a Llesiant.

**Penderfynwyd penodi Nina Davies i swydd y Cyfarwyddwr Gwasanaethau Cymdeithasol a Llesiant.**

**5. CYFWELIADAU AR GYFER SWYDD Y CYFARWYDDWR ADDYSG**

Gwnaeth y Cyngor gyfweild ag ymgeiswyr ar gyfer swydd y Cyfarwyddwr Addysg.

**Penderfynwyd penodi Richard Jones ar gyfer swydd y Cyfarwyddwr Addysg.**

**Y Cynghorydd Sir B Baynham (Cadeirydd)**



# 6.4

## CYNGOR SIR POWYS COUNTY COUNCIL

County Council  
7 March 2024

**REPORT AUTHOR:** County Councillor Jackie Charlton Cabinet Member for a Greener Powys

**SUBJECT:** Question from James Prothero

**Can the portfolio holder confirm that the bus fare rises of 10% are going ahead?**

### **Response**

In line with the budget proposals that were agreed by Council on the 22<sup>nd</sup> February 2024, we will be adding a 10% uplift on to single and return fares on all Powys County Council contracted bus services from Monday 1<sup>st</sup> April 2024. The reason for this is transport costs have increased substantially over the past two years and the income generated will help offset some of the cost pressures, this is the first time we have raised fares since 2019. To mitigate some of the effects of the fare increases, we are also looking at the other ticket types we offer, such as group tickets, family tickets and multi-trip tickets, and we will adjust these ticket prices to make them more attractive to incentivise their use across our network.

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## CYNGOR SIR POWYS COUNTY COUNCIL

Full Council  
Date 7th March 2024

**REPORT AUTHOR:** County Councillor David Thomas  
Portfolio Holder for Finance

**SUBJECT:** Council Tax Resolution for 2024-2025

**REPORT FOR:** Decision

## 1.0 PURPOSE

1.1 The purpose of this report is to meet the Council's legal obligation to approve the Council Tax resolution and to set the Council Tax charges for 2024/2025.

## 2.0 BACKGROUND

2.1 The budget for 2024/25 was agreed at Council on 22 February 2024 and an increase of 7.5% in Council Tax for the financial year 2024-25 was approved by Council as part of the budget.

2.2 At a meeting of the Cabinet on the 21 November 2023, the Council calculated the following Tax Base amounts for the year 2024/25 in accordance with Regulations made under Section 33 (5) of the Local Government Finance Act, 1992.

(a) Being the amount calculated by the Council, in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax Base for the year 2024/2025.

(b) Part of the Council's area community of:

### Community of:

Community	Tax Base 2024/25
Abbeycwmhir	131.75
Aberedw	139.22
Aberhafesp	236.70
Abermule with Llandyssil	756.08
Banwy	330.21
Bausley with Criggion	396.14
Beguildy	389.07
Berriew	757.20

Betws Cedewain	234.78
Brecon	3638.11
Bronllys	456.10
Builth Wells	1096.32
Cadfarach	465.61
Caersws	722.72
Carno	356.40
Carreghofa	323.33
Castle Caereinion	318.58
Churchstoke	935.04
Cilmery	235.89
Clyro	441.95
Cray	127.80
Crickhowell	1164.37
Cwmdu and District	577.41
Disserth & Trecoed	574.28
Duhonw	158.14
Dwyrhiw	285.44
Erwood	250.85
Felinfach	394.63
Forden	886.62
Gladestry	232.86
Glantwymyn	660.84
Glasbury	585.01
Glascwm	278.96
Glyn Tarrell	312.22
Guilsfield	878.13
Gwernyfed	497.85
Hay-on-Wye	926.85
Honddu Isaf	226.38
Kerry	1051.22
Knighton	1346.15
Llanafanfawr	243.06
Llanbadarn Fawr	354.68
Llanbadarn Fynydd	149.04
Llanbister	197.26
Llanbrynmair	507.16
Llanddew	132.14
Llanddewi Ystradenny	154.49
Llandinam	457.71
Llandrindod Wells	2553.08
Llandrinio & Arddleen	843.74
Llandysilio	555.70
Llanelwedd	195.14
Llanerfyl	218.89
LLanfair Caereinion	803.90

Llanfechain	275.83
Llanfihangel	285.44
Llanfihangel Rhydithon	126.28
Llanfrynach	331.43
Llanfyllin	714.52
Llangammarch	287.25
Llangattock	592.89
Llangedwyn	205.16
Llangorse	572.07
Llangunllo	202.11
Llangurig	391.80
Llangynidr	613.82
Llangyniew	304.34
Llangynog	193.52
Llanidloes	1227.66
Llanidloes Without	320.82
Llanigon	300.08
Llanrhaeadr Ym Mochnant	610.28
Llansantffraid	761.65
Llansilin	375.4
Llanwddyn	129.22
Llanwrthwl	110.52
Llanwrtyd Wells	424.24
Llanyre	587.73
Llywel	266.93
Machynlleth	908.97
Maescar	472.96
Manafon	188.98
Meifod	728.67
Merthyr Cynog	144.78
Mochdre with Penstrowed	260.46
Montgomery	753.35
Nantmel	361.15
New Radnor	239.53
Newtown & Llanllwchaiarn	4502.85
Old Radnor	414.34
Paincastle	286.05
Pen Y Bont Fawr	261.36
Penybont & Llandegley	208.29
Presteigne & Norton	1352.72
Rhayader	921.91
St Harmon	316.99
Talgarth	763.87
Talybont-on-Usk	394.43
Tawe Uchaf	583.79

Trallong	207.58
Trefeglwys	515.76
Treflys	249.32
Tregynon	398.77
Trewern	671.86
Vale of Grwyney	499.54
Welshpool	2807.37
Whitton	219.21
Yscir	269.75
Ystradfelte	257.42
Ystradgynlais	3020.26

**Total Tax Base** **64,536.48**

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being the amounts calculated by the Council in accordance with the Regulations, as the amounts of its Council Tax Base for the year 2024/2025 for dwellings in those parts of its area to which one or more special items relate. **Appendix One** confirms the 2024/25 precept and the Council Tax band D charge for each Town and Community Council.

### 3.0 THE CALCULATION

3.1. THAT the following amounts be now calculated by the Council for the year 2024/2025 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992:

- a. £580,976,865 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (2) (a) to (e) of the Act
- b. £234,126,514 being the aggregate of the amounts which the Council estimates for the items set out in Section 32 (3) (a) to (c) of the Act
- c) £346,850,351 being the amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above, calculated by the Council, in accordance with Section 32 (4) of the Act, as its budget requirement for the year
- d) £235,731,255 being the aggregate of the sums which the Council estimates will be payable for the year into its General Fund in respect of re-distributed Non-Domestic Rates,

Revenue Support Grant, special grant or additional Grant.

- e) £1,721.80 being the amount at 2.1(c) above less the amount at 2.1(d) above, all divided by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 33(1) of the Act, as the basic amount of its Council Tax for the year
- f) £5,357,815.73 being the aggregate amount of all special items referred to in Section 34 (1) of the Act
- g) £1,638.78 being the amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 1.3(a) above, calculated by the Council, in accordance with Section 34 (2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special item relates.

## BRECKNOCK

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
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Brecon	£1,807.21
Bronllys	£1,671.67
Builth Wells	£1,754.07
Cilmery	£1,660.34
Cray	£1,694.34
Crickhowell	£1,694.60
Duhonw	£1,656.49
Erwood	£1,672.66
Felinfach	£1,664.12
Glyn Tarrell	£1,669.21
Gwernyfed	£1,686.40
Hay-on-Wye	£1,730.77
Honddu Isaf	£1,643.72
Llanafan Fawr	£1,653.18
Llanddew	£1,676.62
Cwmdu and District	£1,669.92
Llanfrynach	£1,676.58
Llangammarch	£1,679.86
Llangattock	£1,728.64
Llangorse	£1,678.98
Llangynidr	£1,687.65
Llanigon	£1,698.76
Llanwrthwl	£1,672.26
Llanwrtyd Wells	£1,687.11
Llywel	£1,678.12
Maescar	£1,674.72
Merthyr Cynog	£1,638.78
Talgarth	£1,736.96
Talybont-on-Usk	£1,685.52
Tawe Uchaf	£1,681.60
Trallong	£1,662.87
Treflys	£1,654.82
Vale of Grwyney	£1,660.80
Yscir	£1,643.76
Ystradfellte	£1,687.73
Ystradgynlais	£1,768.74



# MONTGOMERYSHIRE

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
Aberhafesp	£1,666.01
Banwy	£1,658.77
Bausley with Criggion	£1,671.78
Berriew	£1,666.51
Betws Cedewain	£1,668.78
Cadfarch	£1,657.47
Caersws	£1,710.65
Carno	£1,686.48
Carreghofa	£1,674.22
Castle Caereinion	£1,684.87
Churchstoke	£1,672.94
Dwyrhiw	£1,659.80
Forden	£1,699.07
Glantwymyn	£1,660.72
Guilsfield	£1,662.51
Kerry	£1,671.00
Llanbryn-mair	£1,668.36
Llandinam	£1,700.61
Llandrinio and Arddleen	£1,666.65
Llandysilio	£1,671.05
Abermule with Llandyssil	£1,711.52
Llanerfyl	£1,666.19
LLanfair Caereinion	£1,699.52
Llanfechain	£1,675.03
Llanfihangel	£1,697.45
Llanfyllin	£1,706.80
Llangedwyn	£1,638.78
Llangurig	£1,660.42
Llangyniew	£1,671.64
Llangynog	£1,716.29
Llanidloes	£1,740.60
Llanidloes Without	£1,669.95
Llanrhaeadr ym Mochnant	£1,663.36
Llansantffraid	£1,664.38
Llansilin	£1,658.76
Llanwddyn	£1,716.17
Machynlleth	£2,040.55
Manafon	£1,662.91
Meifod	£1,671.02
Mochdre with Penstrowed	£1,682.93
Montgomery	£1,746.02
Newtown & Llanllwchaiarn	£1,837.77
Pen Y Bont Fawr	£1,692.35
Trefeglwys	£1,648.47
Tregynon	£1,685.17
Trewern	£1,674.04
Welshpool	£1,899.19

## RADNORSHIRE

<u>COMMUNITY</u>	<u>COUNTY &amp; COMMUNITY COUNCIL TAX BAND D</u>
Abbeycwmhir	£1,687.00
Aberedw	£1,649.55
Beguildy	£1,662.99
Clyro	£1,664.92
Disserth & Trecoed	£1,653.60
Gladestry	£1,653.81
Glasbury	£1,657.58
Glascwm	£1,657.81
Knighton	£1,718.49
Llanbadarn Fawr	£1,667.78
Llanbadarn Fynydd	£1,669.07
Llanbister	£1,673.90
Llanddewi Ystradenny	£1,653.34
Llandrindod Wells	£1,723.31
Llanelwedd	£1,654.15
Llanfihangel Rhydithon	£1,689.86
Llangunllo	£1,658.57
Llanyre	£1,667.07
Nantmel	£1,678.27
New Radnor	£1,680.78
Old Radnor	£1,659.21
Painscastle	£1,646.82
Penybont & Llandegley	£1,667.75
Presteigne & Norton	£1,694.78
Rhayader	£1,704.26
St Harmon	£1,689.20
Whitton	£1,655.20

being the amounts given by adding to the amount at 3.1(g) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 2.2 above, calculated by the Council, in accordance with Section 34 (3) of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

- (i) Part of the Council's area

**BRECKNOCKSHIRE****COUNTY &  
COMMUNITY  
COUNCIL TAX  
BANDS****COMMUNITY**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£1,204.81	£1,405.61	£1,606.41	£1,807.21	£2,208.81	£2,610.41	£3,012.02	£3,614.42	£4,216.82
Bronllys	£1,114.45	£1,300.19	£1,485.93	£1,671.67	£2,043.15	£2,414.63	£2,786.12	£3,343.34	£3,900.56
Builth Wells	£1,169.38	£1,364.28	£1,559.17	£1,754.07	£2,143.86	£2,533.66	£2,923.45	£3,508.14	£4,092.83
Cilmery	£1,106.89	£1,291.38	£1,475.86	£1,660.34	£2,029.30	£2,398.27	£2,767.23	£3,320.68	£3,874.13
Cray	£1,129.56	£1,317.82	£1,506.08	£1,694.34	£2,070.86	£2,447.38	£2,823.90	£3,388.68	£3,953.46
Crickhowell	£1,129.73	£1,318.02	£1,506.31	£1,694.60	£2,071.18	£2,447.76	£2,824.33	£3,389.20	£3,954.07
Duhonw	£1,104.33	£1,288.38	£1,472.44	£1,656.49	£2,024.60	£2,392.71	£2,760.82	£3,312.98	£3,865.14
Erwood	£1,115.11	£1,300.96	£1,486.81	£1,672.66	£2,044.36	£2,416.06	£2,787.77	£3,345.32	£3,902.87
Felinfach	£1,109.41	£1,294.32	£1,479.22	£1,664.12	£2,033.92	£2,403.73	£2,773.53	£3,328.24	£3,882.95
Glyn Tarrell	£1,112.81	£1,298.27	£1,483.74	£1,669.21	£2,040.15	£2,411.08	£2,782.02	£3,338.42	£3,894.82
Gwernyfed	£1,124.27	£1,311.64	£1,499.02	£1,686.40	£2,061.16	£2,435.91	£2,810.67	£3,372.80	£3,934.93
Hay-on-Wye	£1,153.85	£1,346.15	£1,538.46	£1,730.77	£2,115.39	£2,500.00	£2,884.62	£3,461.54	£4,038.46
Honddu Isaf	£1,095.81	£1,278.45	£1,461.08	£1,643.72	£2,008.99	£2,374.26	£2,739.53	£3,287.44	£3,835.35
Llanfawr	£1,102.12	£1,285.81	£1,469.49	£1,653.18	£2,020.55	£2,387.93	£2,755.30	£3,306.36	£3,857.42
Llanfisdew	£1,117.75	£1,304.04	£1,490.33	£1,676.62	£2,049.20	£2,421.78	£2,794.37	£3,353.24	£3,912.11
Cwmdu and District	£1,113.28	£1,298.83	£1,484.37	£1,669.92	£2,041.01	£2,412.11	£2,783.20	£3,339.84	£3,896.48
Llanfrynach	£1,117.72	£1,304.01	£1,490.29	£1,676.58	£2,049.15	£2,421.73	£2,794.30	£3,353.16	£3,912.02
Llangammarch	£1,119.91	£1,306.56	£1,493.21	£1,679.86	£2,053.16	£2,426.46	£2,799.77	£3,359.72	£3,919.67
Llangattock	£1,152.43	£1,344.50	£1,536.57	£1,728.64	£2,112.78	£2,496.92	£2,881.07	£3,457.28	£4,033.49
Llangorse	£1,119.32	£1,305.87	£1,492.43	£1,678.98	£2,052.09	£2,425.19	£2,798.30	£3,357.96	£3,917.62
Llangynidr	£1,125.10	£1,312.62	£1,500.13	£1,687.65	£2,062.68	£2,437.72	£2,812.75	£3,375.30	£3,937.85
Llanigon	£1,132.51	£1,321.26	£1,510.01	£1,698.76	£2,076.26	£2,453.76	£2,831.27	£3,397.52	£3,963.77
Llanwrthwl	£1,114.84	£1,300.65	£1,486.45	£1,672.26	£2,043.87	£2,415.49	£2,787.10	£3,344.52	£3,901.94
Llanwrtyd Wells	£1,124.74	£1,312.20	£1,499.65	£1,687.11	£2,062.02	£2,436.94	£2,811.85	£3,374.22	£3,936.59
Llywel	£1,118.75	£1,305.20	£1,491.66	£1,678.12	£2,051.04	£2,423.95	£2,796.87	£3,356.24	£3,915.61
Maescar	£1,116.48	£1,302.56	£1,488.64	£1,674.72	£2,046.88	£2,419.04	£2,791.20	£3,349.44	£3,907.68
Merthyr Cynog	£1,092.52	£1,274.61	£1,456.69	£1,638.78	£2,002.95	£2,367.13	£2,731.30	£3,277.56	£3,823.82
Talgarth	£1,157.97	£1,350.97	£1,543.96	£1,736.96	£2,122.95	£2,508.94	£2,894.93	£3,473.92	£4,052.91
Talybont-on-Usk	£1,123.68	£1,310.96	£1,498.24	£1,685.52	£2,060.08	£2,434.64	£2,809.20	£3,371.04	£3,932.88
Tawe Uchaf	£1,121.07	£1,307.91	£1,494.76	£1,681.60	£2,055.29	£2,428.98	£2,802.67	£3,363.20	£3,923.73
Trallong	£1,108.58	£1,293.34	£1,478.11	£1,662.87	£2,032.40	£2,401.92	£2,771.45	£3,325.74	£3,880.03
Treflys	£1,103.21	£1,287.08	£1,470.95	£1,654.82	£2,022.56	£2,390.30	£2,758.03	£3,309.64	£3,861.25
Vale of Grwyney	£1,107.20	£1,291.73	£1,476.27	£1,660.80	£2,029.87	£2,398.93	£2,768.00	£3,321.60	£3,875.20
Yscir	£1,095.84	£1,278.48	£1,461.12	£1,643.76	£2,009.04	£2,374.32	£2,739.60	£3,287.52	£3,835.44
Ystradfellte	£1,125.15	£1,312.68	£1,500.20	£1,687.73	£2,062.78	£2,437.83	£2,812.88	£3,375.46	£3,938.04
Ystradgynlais	£1,179.16	£1,375.69	£1,572.21	£1,768.74	£2,161.79	£2,554.85	£2,947.90	£3,537.48	£4,127.06

**MONTGOMERYSHIRE****County & Community Council Tax Bands**COMMUNITY

	A	B	C	D	E	F	G	H	I
Aberhafesp	£1,110.67	£1,295.79	£1,480.90	£1,666.01	£2,036.23	£2,406.46	£2,776.68	£3,332.02	£3,887.36
Banwy	£1,105.85	£1,290.15	£1,474.46	£1,658.77	£2,027.39	£2,396.00	£2,764.62	£3,317.54	£3,870.46
Bausley with Criggion	£1,114.52	£1,300.27	£1,486.03	£1,671.78	£2,043.29	£2,414.79	£2,786.30	£3,343.56	£3,900.82
Berriew	£1,111.01	£1,296.17	£1,481.34	£1,666.51	£2,036.85	£2,407.18	£2,777.52	£3,333.02	£3,888.52
Betws Cedewain	£1,112.52	£1,297.94	£1,483.36	£1,668.78	£2,039.62	£2,410.46	£2,781.30	£3,337.56	£3,893.82
Cadfarch	£1,104.98	£1,289.14	£1,473.31	£1,657.47	£2,025.80	£2,394.12	£2,762.45	£3,314.94	£3,867.43
Caersws	£1,140.43	£1,330.51	£1,520.58	£1,710.65	£2,090.79	£2,470.94	£2,851.08	£3,421.30	£3,991.52
Carno	£1,124.32	£1,311.71	£1,499.09	£1,686.48	£2,061.25	£2,436.03	£2,810.80	£3,372.96	£3,935.12
Carreghofa	£1,116.15	£1,302.17	£1,488.20	£1,674.22	£2,046.27	£2,418.32	£2,790.37	£3,348.44	£3,906.51
Castle Caereinion	£1,123.25	£1,310.45	£1,497.66	£1,684.87	£2,059.29	£2,433.70	£2,808.12	£3,369.74	£3,931.36
Churchstoke	£1,115.29	£1,301.18	£1,487.06	£1,672.94	£2,044.70	£2,416.47	£2,788.23	£3,345.88	£3,903.53
Dwynhiw	£1,106.53	£1,290.96	£1,475.38	£1,659.80	£2,028.64	£2,397.49	£2,766.33	£3,319.60	£3,872.87
Forben	£1,132.71	£1,321.50	£1,510.28	£1,699.07	£2,076.64	£2,454.21	£2,831.78	£3,398.14	£3,964.50
Glanwryn	£1,107.15	£1,291.67	£1,476.20	£1,660.72	£2,029.77	£2,398.82	£2,767.87	£3,321.44	£3,875.01
Guldfield	£1,108.34	£1,293.06	£1,477.79	£1,662.51	£2,031.96	£2,401.40	£2,770.85	£3,325.02	£3,879.19
Kerry	£1,114.00	£1,299.67	£1,485.33	£1,671.00	£2,042.33	£2,413.67	£2,785.00	£3,342.00	£3,899.00
Llanbrynmair	£1,112.24	£1,297.61	£1,482.99	£1,668.36	£2,039.11	£2,409.85	£2,780.60	£3,336.72	£3,892.84
Llandinam	£1,133.74	£1,322.70	£1,511.65	£1,700.61	£2,078.52	£2,456.44	£2,834.35	£3,401.22	£3,968.09
Llandrinio and Arddleen	£1,111.10	£1,296.28	£1,481.47	£1,666.65	£2,037.02	£2,407.38	£2,777.75	£3,333.30	£3,888.85
Llandysilio	£1,114.03	£1,299.71	£1,485.38	£1,671.05	£2,042.39	£2,413.74	£2,785.08	£3,342.10	£3,899.12
Abermule with									
Llandyssil	£1,141.01	£1,331.18	£1,521.35	£1,711.52	£2,091.86	£2,472.20	£2,852.53	£3,423.04	£3,993.55
Llanerfyl	£1,110.79	£1,295.93	£1,481.06	£1,666.19	£2,036.45	£2,406.72	£2,776.98	£3,332.38	£3,887.78
LLanfair Caereinion	£1,133.01	£1,321.85	£1,510.68	£1,699.52	£2,077.19	£2,454.86	£2,832.53	£3,399.04	£3,965.55
Llanfechain	£1,116.69	£1,302.80	£1,488.92	£1,675.03	£2,047.26	£2,419.49	£2,791.72	£3,350.06	£3,908.40
Llanfihangel	£1,131.63	£1,320.24	£1,508.84	£1,697.45	£2,074.66	£2,451.87	£2,829.08	£3,394.90	£3,960.72
Llanfyllin	£1,137.87	£1,327.51	£1,517.16	£1,706.80	£2,086.09	£2,465.38	£2,844.67	£3,413.60	£3,982.53
Llangedwyn	£1,092.52	£1,274.61	£1,456.69	£1,638.78	£2,002.95	£2,367.13	£2,731.30	£3,277.56	£3,823.82
Llangurig	£1,106.95	£1,291.44	£1,475.93	£1,660.42	£2,029.40	£2,398.38	£2,767.37	£3,320.84	£3,874.31
Llangyniew	£1,114.43	£1,300.16	£1,485.90	£1,671.64	£2,043.12	£2,414.59	£2,786.07	£3,343.28	£3,900.49
Llangynog	£1,144.19	£1,334.89	£1,525.59	£1,716.29	£2,097.69	£2,479.09	£2,860.48	£3,432.58	£4,004.68
Llanidloes	£1,160.40	£1,353.80	£1,547.20	£1,740.60	£2,127.40	£2,514.20	£2,901.00	£3,481.20	£4,061.40
Llanidloes Without	£1,113.30	£1,298.85	£1,484.40	£1,669.95	£2,041.05	£2,412.15	£2,783.25	£3,339.90	£3,896.55
Llanrhaeadr ym									
Mochnant	£1,108.91	£1,293.72	£1,478.54	£1,663.36	£2,033.00	£2,402.63	£2,772.27	£3,326.72	£3,881.17
Llansantffraid	£1,109.59	£1,294.52	£1,479.45	£1,664.38	£2,034.24	£2,404.10	£2,773.97	£3,328.76	£3,883.55

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Llansilin	£1,105.84	£1,290.15	£1,474.45	£1,658.76	£2,027.37	£2,395.99	£2,764.60	£3,317.52	£3,870.44
Llanwddyn	£1,144.11	£1,334.80	£1,525.48	£1,716.17	£2,097.54	£2,478.91	£2,860.28	£3,432.34	£4,004.40
Machynlleth	£1,360.37	£1,587.09	£1,813.82	£2,040.55	£2,494.01	£2,947.46	£3,400.92	£4,081.10	£4,761.28
Manafon	£1,108.61	£1,293.37	£1,478.14	£1,662.91	£2,032.45	£2,401.98	£2,771.52	£3,325.82	£3,880.12
Meifod	£1,114.01	£1,299.68	£1,485.35	£1,671.02	£2,042.36	£2,413.70	£2,785.03	£3,342.04	£3,899.05
Mochdre with Penstrowed	£1,121.95	£1,308.95	£1,495.94	£1,682.93	£2,056.91	£2,430.90	£2,804.88	£3,365.86	£3,926.84
Montgomery	£1,164.01	£1,358.02	£1,552.02	£1,746.02	£2,134.02	£2,522.03	£2,910.03	£3,492.04	£4,074.05
Newtown & Llanllwchaiarn	£1,225.18	£1,429.38	£1,633.57	£1,837.77	£2,246.16	£2,654.56	£3,062.95	£3,675.54	£4,288.13
Pen Y Bont Fawr	£1,128.23	£1,316.27	£1,504.31	£1,692.35	£2,068.43	£2,444.51	£2,820.58	£3,384.70	£3,948.82
Trefeglwys	£1,098.98	£1,282.14	£1,465.31	£1,648.47	£2,014.80	£2,381.12	£2,747.45	£3,296.94	£3,846.43
Tregynon	£1,123.45	£1,310.69	£1,497.93	£1,685.17	£2,059.65	£2,434.13	£2,808.62	£3,370.34	£3,932.06
Trewern	£1,116.03	£1,302.03	£1,488.04	£1,674.04	£2,046.05	£2,418.06	£2,790.07	£3,348.08	£3,906.09
Welshpool	£1,266.13	£1,477.15	£1,688.17	£1,899.19	£2,321.23	£2,743.27	£3,165.32	£3,798.38	£4,431.44

# RADNORSHIRE

## County & Community Council Tax Bands

### COMMUNITY

	A	B	C	D	E	F	G	H	I
Abbeycwmhir	£1,124.67	£1,312.11	£1,499.56	£1,687.00	£2,061.89	£2,436.78	£2,811.67	£3,374.00	£3,936.33
Aberedw	£1,099.70	£1,282.98	£1,466.27	£1,649.55	£2,016.12	£2,382.68	£2,749.25	£3,299.10	£3,848.95
Beguildy	£1,108.66	£1,293.44	£1,478.21	£1,662.99	£2,032.54	£2,402.10	£2,771.65	£3,325.98	£3,880.31
Clyro	£1,109.95	£1,294.94	£1,479.93	£1,664.92	£2,034.90	£2,404.88	£2,774.87	£3,329.84	£3,884.81
Disserth & Trecoed	£1,102.40	£1,286.13	£1,469.87	£1,653.60	£2,021.07	£2,388.53	£2,756.00	£3,307.20	£3,858.40
Gladestry	£1,102.54	£1,286.30	£1,470.05	£1,653.81	£2,021.32	£2,388.84	£2,756.35	£3,307.62	£3,858.89
Glasbury	£1,105.05	£1,289.23	£1,473.40	£1,657.58	£2,025.93	£2,394.28	£2,762.63	£3,315.16	£3,867.69
Glascwm	£1,105.21	£1,289.41	£1,473.61	£1,657.81	£2,026.21	£2,394.61	£2,763.02	£3,315.62	£3,868.22
Knighton	£1,145.66	£1,336.60	£1,527.55	£1,718.49	£2,100.38	£2,482.26	£2,864.15	£3,436.98	£4,009.81
Llanbadarn Fawr	£1,111.85	£1,297.16	£1,482.47	£1,667.78	£2,038.40	£2,409.02	£2,779.63	£3,335.56	£3,891.49
Llanbadarn Fynydd	£1,112.71	£1,298.17	£1,483.62	£1,669.07	£2,039.97	£2,410.88	£2,781.78	£3,338.14	£3,894.50
Llanbister	£1,115.93	£1,301.92	£1,487.91	£1,673.90	£2,045.88	£2,417.86	£2,789.83	£3,347.80	£3,905.77
Llanboddewi									
Ystradenny	£1,102.23	£1,285.93	£1,469.64	£1,653.34	£2,020.75	£2,388.16	£2,755.57	£3,306.68	£3,857.79
Llan-drindod Wells	£1,148.87	£1,340.35	£1,531.83	£1,723.31	£2,106.27	£2,489.23	£2,872.18	£3,446.62	£4,021.06
Llanelwedd	£1,102.77	£1,286.56	£1,470.36	£1,654.15	£2,021.74	£2,389.33	£2,756.92	£3,308.30	£3,859.68
Llanfihangel									
Rhydithon	£1,126.57	£1,314.34	£1,502.10	£1,689.86	£2,065.38	£2,440.91	£2,816.43	£3,379.72	£3,943.01
Llangunllo	£1,105.71	£1,290.00	£1,474.28	£1,658.57	£2,027.14	£2,395.71	£2,764.28	£3,317.14	£3,870.00
Llanyre	£1,111.38	£1,296.61	£1,481.84	£1,667.07	£2,037.53	£2,407.99	£2,778.45	£3,334.14	£3,889.83
Nantmel	£1,118.85	£1,305.32	£1,491.80	£1,678.27	£2,051.22	£2,424.17	£2,797.12	£3,356.54	£3,915.96
New Radnor	£1,120.52	£1,307.27	£1,494.03	£1,680.78	£2,054.29	£2,427.79	£2,801.30	£3,361.56	£3,921.82
Old Radnor	£1,106.14	£1,290.50	£1,474.85	£1,659.21	£2,027.92	£2,396.64	£2,765.35	£3,318.42	£3,871.49
Painscastle	£1,097.88	£1,280.86	£1,463.84	£1,646.82	£2,012.78	£2,378.74	£2,744.70	£3,293.64	£3,842.58
Penybont & Llandeigley	£1,111.83	£1,297.14	£1,482.44	£1,667.75	£2,038.36	£2,408.97	£2,779.58	£3,335.50	£3,891.42
Presteigne & Norton	£1,129.85	£1,318.16	£1,506.47	£1,694.78	£2,071.40	£2,448.02	£2,824.63	£3,389.56	£3,954.49
Rhayader	£1,136.17	£1,325.54	£1,514.90	£1,704.26	£2,082.98	£2,461.71	£2,840.43	£3,408.52	£3,976.61
St Harmon	£1,126.13	£1,313.82	£1,501.51	£1,689.20	£2,064.58	£2,439.96	£2,815.33	£3,378.40	£3,941.47
Whitton	£1,103.47	£1,287.38	£1,471.29	£1,655.20	£2,023.02	£2,390.84	£2,758.67	£3,310.40	£3,862.13

being the amounts given by multiplying the amounts at 3(h) above by the number which, in the proportion set out in Section 5 (1) of the Act, is applicable to dwellings listed in a particular Valuation Band divided by the number which in that proportion is applicable to dwellings listed in Valuation Band D, calculated by the Council, in accordance with Section 36 (1) of the Act, as the amounts to be taken into account for the year in respect of categories of dwellings listed in different Valuation Bands.

- 3.2 THAT it be noted for the year 2024/2025 the Police and Crime Commissioner for Dyfed-Powys Police has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act, 1992, for each of the categories of dwellings shown below:

***Valuation Bands***

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
£ 221.35	£ 258.25	£ 295.14	£ 332.03	£ 405.81	£ 479.60	£ 553.38	£ 664.06	£ 774.74

- 3.3 THAT, having calculated the aggregate in each case of the amounts at 3.1(i) and 3.2 above, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2024/2025 for each of the categories of dwellings shown below:

# BRECKNOCKSHIRE

## COMMUNITY

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>
Brecon	£1,426.16	£1,663.85	£1,901.55	£2,139.24	£2,614.63	£3,090.01	£3,565.40	£4,278.48	£4,991.56
Bronllys	£1,335.80	£1,558.43	£1,781.07	£2,003.70	£2,448.97	£2,894.23	£3,339.50	£4,007.40	£4,675.30
Builth Wells	£1,390.73	£1,622.52	£1,854.31	£2,086.10	£2,549.68	£3,013.26	£3,476.83	£4,172.20	£4,867.57
Cilmery	£1,328.25	£1,549.62	£1,771.00	£1,992.37	£2,435.12	£2,877.87	£3,320.62	£3,984.74	£4,648.86
Cray	£1,350.91	£1,576.07	£1,801.22	£2,026.37	£2,476.67	£2,926.98	£3,377.28	£4,052.74	£4,728.20
Crickhowell	£1,351.09	£1,576.27	£1,801.45	£2,026.63	£2,476.99	£2,927.35	£3,377.72	£4,053.26	£4,728.80
Duhonw	£1,325.68	£1,546.63	£1,767.57	£1,988.52	£2,430.41	£2,872.31	£3,314.20	£3,977.04	£4,639.88
Erwood	£1,336.46	£1,559.20	£1,781.95	£2,004.69	£2,450.18	£2,895.66	£3,341.15	£4,009.38	£4,677.61
Felinfach	£1,330.77	£1,552.56	£1,774.36	£1,996.15	£2,439.74	£2,883.33	£3,326.92	£3,992.30	£4,657.68
Glyn Tarrell	£1,334.16	£1,556.52	£1,778.88	£2,001.24	£2,445.96	£2,890.68	£3,335.40	£4,002.48	£4,669.56
Gwernyfed	£1,345.62	£1,569.89	£1,794.16	£2,018.43	£2,466.97	£2,915.51	£3,364.05	£4,036.86	£4,709.67
Hay-on-Wye	£1,375.20	£1,604.40	£1,833.60	£2,062.80	£2,521.20	£2,979.60	£3,438.00	£4,125.60	£4,813.20
Honddu Isaf	£1,317.17	£1,536.69	£1,756.22	£1,975.75	£2,414.81	£2,853.86	£3,292.92	£3,951.50	£4,610.08
Llanfawr	£1,323.47	£1,544.05	£1,764.63	£1,985.21	£2,426.37	£2,867.53	£3,308.68	£3,970.42	£4,632.16
Llanidew	£1,339.10	£1,562.28	£1,785.47	£2,008.65	£2,455.02	£2,901.38	£3,347.75	£4,017.30	£4,686.85
Cwmdu and District	£1,334.63	£1,557.07	£1,779.51	£2,001.95	£2,446.83	£2,891.71	£3,336.58	£4,003.90	£4,671.22
Llanfynach	£1,339.07	£1,562.25	£1,785.43	£2,008.61	£2,454.97	£2,901.33	£3,347.68	£4,017.22	£4,686.76
Llanhammarch	£1,341.26	£1,564.80	£1,788.35	£2,011.89	£2,458.98	£2,906.06	£3,353.15	£4,023.78	£4,694.41
Llangattock	£1,373.78	£1,602.74	£1,831.71	£2,060.67	£2,518.60	£2,976.52	£3,434.45	£4,121.34	£4,808.23
Llangorse	£1,340.67	£1,564.12	£1,787.56	£2,011.01	£2,457.90	£2,904.79	£3,351.68	£4,022.02	£4,692.36
Llangynidr	£1,346.45	£1,570.86	£1,795.27	£2,019.68	£2,468.50	£2,917.32	£3,366.13	£4,039.36	£4,712.59
Llanigon	£1,353.86	£1,579.50	£1,805.15	£2,030.79	£2,482.08	£2,933.36	£3,384.65	£4,061.58	£4,738.51
Llanwrthwl	£1,336.19	£1,558.89	£1,781.59	£2,004.29	£2,449.69	£2,895.09	£3,340.48	£4,008.58	£4,676.68
Llanwrtyd Wells	£1,346.09	£1,570.44	£1,794.79	£2,019.14	£2,467.84	£2,916.54	£3,365.23	£4,038.28	£4,711.33
Llywel	£1,340.10	£1,563.45	£1,786.80	£2,010.15	£2,456.85	£2,903.55	£3,350.25	£4,020.30	£4,690.35
Maescar	£1,337.83	£1,560.81	£1,783.78	£2,006.75	£2,452.69	£2,898.64	£3,344.58	£4,013.50	£4,682.42
Merthyr Cynog	£1,313.87	£1,532.86	£1,751.83	£1,970.81	£2,408.76	£2,846.73	£3,284.68	£3,941.62	£4,598.56
Talgarth	£1,379.33	£1,609.21	£1,839.10	£2,068.99	£2,528.77	£2,988.54	£3,448.32	£4,137.98	£4,827.64
Talybont-on-Usk	£1,345.03	£1,569.21	£1,793.38	£2,017.55	£2,465.89	£2,914.24	£3,362.58	£4,035.10	£4,707.62
Tawe Uchaf	£1,342.42	£1,566.16	£1,789.89	£2,013.63	£2,461.10	£2,908.58	£3,356.05	£4,027.26	£4,698.47
Trallong	£1,329.93	£1,551.59	£1,773.24	£1,994.90	£2,438.21	£2,881.52	£3,324.83	£3,989.80	£4,654.77
Treflys	£1,324.57	£1,545.33	£1,766.09	£1,986.85	£2,428.37	£2,869.89	£3,311.42	£3,973.70	£4,635.98
Vale of Grwyney	£1,328.55	£1,549.98	£1,771.40	£1,992.83	£2,435.68	£2,878.53	£3,321.38	£3,985.66	£4,649.94
Yscir	£1,317.19	£1,536.73	£1,756.26	£1,975.79	£2,414.85	£2,853.92	£3,292.98	£3,951.58	£4,610.18
Ystradfellte	£1,346.51	£1,570.92	£1,795.34	£2,019.76	£2,468.60	£2,917.43	£3,366.27	£4,039.52	£4,712.77
Ystradgynlais	£1,400.51	£1,633.93	£1,867.35	£2,100.77	£2,567.61	£3,034.45	£3,501.28	£4,201.54	£4,901.80



# MONTGOMERYSHIRE

## COMMUNITY

	A	B	C	D	E	F	G	H	I
Aberhafesp	£1,332.03	£1,554.03	£1,776.04	£1,998.04	£2,442.05	£2,886.06	£3,330.07	£3,996.08	£4,662.09
Banwy	£1,327.20	£1,548.40	£1,769.60	£1,990.80	£2,433.20	£2,875.60	£3,318.00	£3,981.60	£4,645.20
Bausley with Criggion	£1,335.87	£1,558.52	£1,781.16	£2,003.81	£2,449.10	£2,894.39	£3,339.68	£4,007.62	£4,675.56
Berriew	£1,332.36	£1,554.42	£1,776.48	£1,998.54	£2,442.66	£2,886.78	£3,330.90	£3,997.08	£4,663.26
Betws Cedewain	£1,333.87	£1,556.19	£1,778.50	£2,000.81	£2,445.43	£2,890.06	£3,334.68	£4,001.62	£4,668.56
Cadfarach	£1,326.33	£1,547.39	£1,768.44	£1,989.50	£2,431.61	£2,873.72	£3,315.83	£3,979.00	£4,642.17
Caersws	£1,361.79	£1,588.75	£1,815.72	£2,042.68	£2,496.61	£2,950.54	£3,404.47	£4,085.36	£4,766.25
Carno	£1,345.67	£1,569.95	£1,794.23	£2,018.51	£2,467.07	£2,915.63	£3,364.18	£4,037.02	£4,709.86
Carreghofa	£1,337.50	£1,560.42	£1,783.33	£2,006.25	£2,452.08	£2,897.92	£3,343.75	£4,012.50	£4,681.25
Castle Caereinion	£1,344.60	£1,568.70	£1,792.80	£2,016.90	£2,465.10	£2,913.30	£3,361.50	£4,033.80	£4,706.10
Churchstoke	£1,336.65	£1,559.42	£1,782.20	£2,004.97	£2,450.52	£2,896.07	£3,341.62	£4,009.94	£4,678.26
Dwyrhiw	£1,327.89	£1,549.20	£1,770.52	£1,991.83	£2,434.46	£2,877.09	£3,319.72	£3,983.66	£4,647.60
Forden	£1,354.07	£1,579.74	£1,805.42	£2,031.10	£2,482.46	£2,933.81	£3,385.17	£4,062.20	£4,739.23
Glanwymyn	£1,328.50	£1,549.92	£1,771.33	£1,992.75	£2,435.58	£2,878.42	£3,321.25	£3,985.50	£4,649.75
Guilfield	£1,329.69	£1,551.31	£1,772.92	£1,994.54	£2,437.77	£2,881.00	£3,324.23	£3,989.08	£4,653.93
Kerry	£1,335.35	£1,557.91	£1,780.47	£2,003.03	£2,448.15	£2,893.27	£3,338.38	£4,006.06	£4,673.74
Llanbrynmair	£1,333.59	£1,555.86	£1,778.12	£2,000.39	£2,444.92	£2,889.45	£3,333.98	£4,000.78	£4,667.58
Llandinam	£1,355.09	£1,580.94	£1,806.79	£2,032.64	£2,484.34	£2,936.04	£3,387.73	£4,065.28	£4,742.83
Llandrinio and Arddleen	£1,332.45	£1,554.53	£1,776.60	£1,998.68	£2,442.83	£2,886.98	£3,331.13	£3,997.36	£4,663.59
Llandysilio	£1,335.39	£1,557.95	£1,780.52	£2,003.08	£2,448.21	£2,893.34	£3,338.47	£4,006.16	£4,673.85
Abermule with Llandyssil	£1,362.37	£1,589.43	£1,816.49	£2,043.55	£2,497.67	£2,951.79	£3,405.92	£4,087.10	£4,768.28
Llanerfyl	£1,332.15	£1,554.17	£1,776.20	£1,998.22	£2,442.27	£2,886.32	£3,330.37	£3,996.44	£4,662.51
Llanfair Caereinion	£1,354.37	£1,580.09	£1,805.82	£2,031.55	£2,483.01	£2,934.46	£3,385.92	£4,063.10	£4,740.28
Llanfechain	£1,338.04	£1,561.05	£1,784.05	£2,007.06	£2,453.07	£2,899.09	£3,345.10	£4,014.12	£4,683.14
Llanfihangel	£1,352.99	£1,578.48	£1,803.98	£2,029.48	£2,480.48	£2,931.47	£3,382.47	£4,058.96	£4,735.45
Llanfyllin	£1,359.22	£1,585.76	£1,812.29	£2,038.83	£2,491.90	£2,944.98	£3,398.05	£4,077.66	£4,757.27
Llangedwyn	£1,313.87	£1,532.86	£1,751.83	£1,970.81	£2,408.76	£2,846.73	£3,284.68	£3,941.62	£4,598.56
Llangurig	£1,328.30	£1,549.68	£1,771.07	£1,992.45	£2,435.22	£2,877.98	£3,320.75	£3,984.90	£4,649.05
Llangyniew	£1,335.78	£1,558.41	£1,781.04	£2,003.67	£2,448.93	£2,894.19	£3,339.45	£4,007.34	£4,675.23
Llangynog	£1,365.55	£1,593.14	£1,820.73	£2,048.32	£2,503.50	£2,958.68	£3,413.87	£4,096.64	£4,779.41
Llanidloes	£1,381.75	£1,612.05	£1,842.34	£2,072.63	£2,533.21	£2,993.80	£3,454.38	£4,145.26	£4,836.14
Llanidloes Without	£1,334.65	£1,557.10	£1,779.54	£2,001.98	£2,446.86	£2,891.75	£3,336.63	£4,003.96	£4,671.29

Llanrhaeadr ym Mochnant	£1,330.26	£1,551.97	£1,773.68	£1,995.39	£2,438.81	£2,882.23	£3,325.65	£3,990.78	£4,655.91
Llansantffraid	£1,330.94	£1,552.76	£1,774.59	£1,996.41	£2,440.06	£2,883.70	£3,327.35	£3,992.82	£4,658.29
Llansilin	£1,327.19	£1,548.39	£1,769.59	£1,990.79	£2,433.19	£2,875.59	£3,317.98	£3,981.58	£4,645.18
Llanwddyn	£1,365.47	£1,593.04	£1,820.62	£2,048.20	£2,503.36	£2,958.51	£3,413.67	£4,096.40	£4,779.13
Machynlleth	£1,581.72	£1,845.34	£2,108.96	£2,372.58	£2,899.82	£3,427.06	£3,954.30	£4,745.16	£5,536.02
Manafon	£1,329.96	£1,551.62	£1,773.28	£1,994.94	£2,438.26	£2,881.58	£3,324.90	£3,989.88	£4,654.86
Meifod	£1,335.37	£1,557.93	£1,780.49	£2,003.05	£2,448.17	£2,893.29	£3,338.42	£4,006.10	£4,673.78
Mochdre with Penstrowed	£1,343.31	£1,567.19	£1,791.08	£2,014.96	£2,462.73	£2,910.50	£3,358.27	£4,029.92	£4,701.57
Montgomery	£1,385.37	£1,616.26	£1,847.16	£2,078.05	£2,539.84	£3,001.63	£3,463.42	£4,156.10	£4,848.78
Newtown & Llanllwchaiarn	£1,446.53	£1,687.62	£1,928.71	£2,169.80	£2,651.98	£3,134.16	£3,616.33	£4,339.60	£5,062.87
Pen Y Bont Fawr	£1,349.59	£1,574.52	£1,799.45	£2,024.38	£2,474.24	£2,924.10	£3,373.97	£4,048.76	£4,723.55
Trefeglwys	£1,320.33	£1,540.39	£1,760.44	£1,980.50	£2,420.61	£2,860.72	£3,300.83	£3,961.00	£4,621.17
Tregynon	£1,344.80	£1,568.93	£1,793.07	£2,017.20	£2,465.47	£2,913.73	£3,362.00	£4,034.40	£4,706.80
Trewern	£1,337.38	£1,560.28	£1,783.17	£2,006.07	£2,451.86	£2,897.66	£3,343.45	£4,012.14	£4,680.83
Welshpool	£1,487.48	£1,735.39	£1,983.31	£2,231.22	£2,727.05	£3,222.87	£3,718.70	£4,462.44	£5,206.18

# RADNORSHIRE

## COMMUNITY

	A	B	C	D	E	F	G	H	I
Abbeycwmhir	£1,346.02	£1,570.36	£1,794.69	£2,019.03	£2,467.70	£2,916.38	£3,365.05	£4,038.06	£4,711.07
Aberedw	£1,321.05	£1,541.23	£1,761.40	£1,981.58	£2,421.93	£2,862.28	£3,302.63	£3,963.16	£4,623.69
Beguildy	£1,330.01	£1,551.68	£1,773.35	£1,995.02	£2,438.36	£2,881.70	£3,325.03	£3,990.04	£4,655.05
Clyro	£1,331.30	£1,553.18	£1,775.07	£1,996.95	£2,440.72	£2,884.48	£3,328.25	£3,993.90	£4,659.55
Disserth & Trecoed	£1,323.75	£1,544.38	£1,765.00	£1,985.63	£2,426.88	£2,868.13	£3,309.38	£3,971.26	£4,633.14
Gladestry	£1,323.89	£1,544.54	£1,765.19	£1,985.84	£2,427.14	£2,868.44	£3,309.73	£3,971.68	£4,633.63
Glasbury	£1,326.41	£1,547.47	£1,768.54	£1,989.61	£2,431.75	£2,873.88	£3,316.02	£3,979.22	£4,642.42
Glascwm	£1,326.56	£1,547.65	£1,768.75	£1,989.84	£2,432.03	£2,874.21	£3,316.40	£3,979.68	£4,642.96
Knighton	£1,367.01	£1,594.85	£1,822.68	£2,050.52	£2,506.19	£2,961.86	£3,417.53	£4,101.04	£4,784.55
Llanbadarn Fawr	£1,333.21	£1,555.41	£1,777.61	£1,999.81	£2,444.21	£2,888.61	£3,333.02	£3,999.62	£4,666.22
Llanbadarn Fynydd	£1,334.07	£1,556.41	£1,778.76	£2,001.10	£2,445.79	£2,890.48	£3,335.17	£4,002.20	£4,669.23
Llanbister	£1,337.29	£1,560.17	£1,783.05	£2,005.93	£2,451.69	£2,897.45	£3,343.22	£4,011.86	£4,680.50
Llanisdewi									
Ystradenny	£1,323.58	£1,544.18	£1,764.77	£1,985.37	£2,426.56	£2,867.76	£3,308.95	£3,970.74	£4,632.53
Llanfardd Wells	£1,370.23	£1,598.60	£1,826.97	£2,055.34	£2,512.08	£2,968.82	£3,425.57	£4,110.68	£4,795.79
Llanfawredd	£1,324.12	£1,544.81	£1,765.49	£1,986.18	£2,427.55	£2,868.93	£3,310.30	£3,972.36	£4,634.42
Llanfihangel									
Rhydithon	£1,347.93	£1,572.58	£1,797.24	£2,021.89	£2,471.20	£2,920.51	£3,369.82	£4,043.78	£4,717.74
Llangunllo	£1,327.07	£1,548.24	£1,769.42	£1,990.60	£2,432.96	£2,875.31	£3,317.67	£3,981.20	£4,644.73
Llanyre	£1,332.73	£1,554.86	£1,776.98	£1,999.10	£2,443.34	£2,887.59	£3,331.83	£3,998.20	£4,664.57
Nantmel	£1,340.20	£1,563.57	£1,786.93	£2,010.30	£2,457.03	£2,903.77	£3,350.50	£4,020.60	£4,690.70
New Radnor	£1,341.87	£1,565.52	£1,789.16	£2,012.81	£2,460.10	£2,907.39	£3,354.68	£4,025.62	£4,696.56
Old Radnor	£1,327.49	£1,548.74	£1,769.99	£1,991.24	£2,433.74	£2,876.24	£3,318.73	£3,982.48	£4,646.23
Painscastle	£1,319.23	£1,539.11	£1,758.98	£1,978.85	£2,418.59	£2,858.34	£3,298.08	£3,957.70	£4,617.32
Penybont & Llandegley	£1,333.19	£1,555.38	£1,777.58	£1,999.78	£2,444.18	£2,888.57	£3,332.97	£3,999.56	£4,666.15
Presteigne & Norton	£1,351.21	£1,576.41	£1,801.61	£2,026.81	£2,477.21	£2,927.61	£3,378.02	£4,053.62	£4,729.22
Rhayader	£1,357.53	£1,583.78	£1,810.04	£2,036.29	£2,488.80	£2,941.31	£3,393.82	£4,072.58	£4,751.34
St Harmon	£1,347.49	£1,572.07	£1,796.65	£2,021.23	£2,470.39	£2,919.55	£3,368.72	£4,042.46	£4,716.20
Whitton	£1,324.82	£1,545.62	£1,766.43	£1,987.23	£2,428.84	£2,870.44	£3,312.05	£3,974.46	£4,636.87

#### **4.0 Resource Implications**

- 4.1 The figures contained within the report have been calculated in accordance with the final Settlement from Welsh Government and the Council Tax rate approved by Council and included in the budget decision made on 22 February 2024.
- 4.2 Upon the resolution being adopted the annual billing process will commence to ensure households receive their 2024/25 annual demand in a timely manner, adequate workforce numbers are in place to undertake this task and to administer the billing, collection and recovery of Council Tax throughout 2024/25.
- 4.3 There are no known ICT, customer services or physical implications. Front line services have been made fully aware of the charges for the financial year 2024/25.
- 4.4 Communications commented: The report is of public and service user interest and requires use of proactive news release and appropriate social media activity to publicise the decision. A statutory notice will also be placed in local newspapers circulating within the county.
- 4.5 The Head of Financial Services (Section 151 Officer) supports the recommendation. This report is required by legislation to ensure the Council sets Council Tax rates for the forthcoming year so that it can collect income to fund services. It is important that Members note this is in effect a “technical” report required by legislation and does not reopen the budget process.

#### **5.0 Legal Implications Options Considered/Available**

- 5.1 Legal commented: “the proposals satisfy the duty on the Council to set a Council Tax level for the forthcoming financial year”.
- 5.2 The Head of Legal and Monitoring Officer commented “The recommendations satisfy the requirement of the Council to set the Council Tax in accordance with Section 30(6) of the Local Government Finance Act 1992”.

#### **6.0 Data Protection**

- 6.1 No data protection implications within the proposal.

#### **7.0 Local Members(s)**

- 7.1 The Head of Legal and 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.

## **8.0 Integrated Impact Assessment**

8.1 An integrated impact assessment was undertaken as part of the budget setting process which incorporated the Council Tax increase agreed by Council within the budget set.

## **9.0 Recommendation**

9.1 THAT the amounts contained in paragraph 3.1 above be accepted by the Council for the year 2024/2025 in accordance with Sections 32 to 36 of the Local Government Finance Act, 1992

9.2 THAT, the Council in accordance with Section 30 (2) of the Local Government Finance Act, 1992, hereby sets the amounts contained in paragraph 3.3 as the amounts of Council Tax for the year 2024/2025 for each of the categories of dwellings shown.

<b>Contact Officer</b>	Andrew Griffiths
<b>Email</b>	andrew.griffiths@powys.gov.uk
<b>Head of Service</b>	Jane Thomas

## **APPENDIX ONE**

<b>Town/Community Council</b>	<b>Precept set 2024/25</b>	<b>Council Tax Band D charge 2024/25</b>
Abbeycwmhir	£ 6,353.24	£ 48.22
Aberedw	£ 1,500.00	£ 10.77
Aberhafesp	£ 6,445.68	£ 27.23
Abermule with Llandyssil	£ 55,000.00	£ 72.74
Banwy	£ 6,600.00	£ 19.99
Bausley with Criggion	£ 13,072.62	£ 33.00
Beguildy	£ 9,418.00	£ 24.21
Berriew	£ 21,000.00	£ 27.73
Betws Cedewain	£ 7,043.40	£ 30.00
Brecon Town	£ 612,750.68	£ 168.43
Bronllys	£ 15,000.00	£ 32.89
Builth Wells Town	£ 126,400.00	£ 115.29
Cadfarch	£ 8,700.00	£ 18.69
Caersws	£ 51,940.00	£ 71.87
Carno	£ 17,000.00	£ 47.70
Carreghofa	£ 11,460.00	£ 35.44
Castle Caereinion	£ 14,682.00	£ 46.09
Churchstoke	£ 31,943.71	£ 34.16
Cilmery	£ 5,085.00	£ 21.56
Clyro	£ 11,553.00	£ 26.14
Crai	£ 7,100.00	£ 55.56
Crickhowell Town	£ 65,000.00	£ 55.82
Cwmdu and District	£ 17,981.00	£ 31.14
Disserth & Trecoed	£ 8,508.00	£ 14.82

Duhonw	£ 2,800.00	£ 17.71
Dwyrhiw	£ 6,000.00	£ 21.02
Erwood	£ 8,500.00	£ 33.88
Felinfach	£ 10,000.00	£ 25.34
Fordeu	£ 53,456.00	£ 60.29
Gladestry	£ 3,500.00	£ 15.03
Glantwymyn	£ 14,500.00	£ 21.94
Glasbury	£ 11,000.00	£ 18.80
Glascwm	£ 5,310.00	£ 19.03
Glyn Tarrell	£ 9,500.00	£ 30.43
Guilsfield	£ 20,835.00	£ 23.73
Gwernyfed	£ 23,710.00	£ 47.62
Hay-on-Wye Town	£ 85,264.80	£ 91.99
Honddu Isaf	£ 1,119.00	£ 4.94
Kerry	£ 33,871.00	£ 32.22
Knighton Town	£ 107,305.00	£ 79.71
Llanafan Fawr	£ 3,500.00	£ 14.40
Llanbadarn Fawr	£ 10,286.07	£ 29.00
Llanbadarn Fynydd	£ 4,515.00	£ 30.29
Llanbister	£ 6,927.00	£ 35.12
Llanbrynmair	£ 15,000.00	£ 29.58
Llanddew	£ 5,000.00	£ 37.84
Llanddewi Ystradenny	£ 2,250.00	£ 14.56
Llandinam	£ 28,300.00	£ 61.83
Llandrindod Wells Town	£ 215,823.00	£ 84.53
Llandrinio	£ 23,515.00	£ 27.87
Llandysilio	£ 17,935.00	£ 32.27
Llanelwedd	£ 3,000.00	£ 15.37

Llanerfyl	£ 6,000.00	£ 27.41
Llanfair Caereinion	£ 48,825.00	£ 60.74
Llanfechain	£ 10,000.00	£ 36.25
Llanfihangel	£ 16,747.50	£ 58.67
Llanfihangel Rhydithon	£ 6,450.00	£ 51.08
Llanfrynach	£ 12,529.00	£ 37.80
Llanfyllin Town	£ 48,600.00	£ 68.02
Llangammarch	£ 11,800.00	£ 41.08
Llangattock	£ 53,279.00	£ 89.86
Llangedwyn	£ -	£ -
Llangorse	£ 23,000.00	£ 40.20
Llangunllo	£ 4,000.00	£ 19.79
Llangurig	£ 8,480.00	£ 21.64
Llangynidr	£ 30,000.00	£ 48.87
Llangyniew	£ 10,000.00	£ 32.86
Llangynog	£ 15,000.00	£ 77.51
Llanidloes Town	£ 125,000.00	£ 101.82
Llanidloes Without	£ 10,000.00	£ 31.17
Llanigon	£ 18,000.00	£ 59.98
Llanrhaeadr-ym-Mochnant	£ 15,000.00	£ 24.58
Llansantffraid	£ 19,500.00	£ 25.60
Llansilin	£ 7,500.00	£ 19.98
Llanwddyn	£ 10,000.00	£ 77.39
Llanwrthwl	£ 3,700.00	£ 33.48
Llanwrtyd Wells Town	£ 20,503.00	£ 48.33
Llanyre	£ 16,627.79	£ 28.29
Llywel	£ 10,500.00	£ 39.34
Machynlleth Town	£ 365,200.00	£ 401.77



Maescar	£ 17,000.00	£ 35.94
Manafon	£ 4,560.00	£ 24.13
Meifod	£ 23,490.69	£ 32.24
Merthyr Cynog	£ -	£ -
Mochdre with Penstrowed	£ 11,500.00	£ 44.15
Montgomery Town	£ 80,791.00	£ 107.24
Nantmel	£ 14,262.00	£ 39.49
New Radnor	£ 10,060.26	£ 42.00
Newtown & Llanllwchaiarn Town	£ 896,002.00	£ 198.99
Old Radnor	£ 8,464.97	£ 20.43
Painscastle	£ 2,300.00	£ 8.04
Penybont & Llandegley	£ 6,034.00	£ 28.97
Penybont Fawr	£ 14,000.00	£ 53.57
Presteigne & Norton Town	£ 75,752.32	£ 56.00
Rhayader Town	£ 60,370.00	£ 65.48
St Harmon	£ 15,982.00	£ 50.42
Talgarth Town	£ 75,000.00	£ 98.18
Talybont-on-Usk	£ 18,437.00	£ 46.74
Tawe Uchaf	£ 25,000.00	£ 42.82
Trallong	£ 5,000.00	£ 24.09
Trefeglwys	£ 5,000.00	£ 9.69
Treflys	£ 4,000.00	£ 16.04
Tregynon	£ 18,500.00	£ 46.39
Trewern	£ 23,691.00	£ 35.26
Vale of Grwyney	£ 11,000.00	£ 22.02
Welshpool Town	£ 731,075.00	£ 260.41
Whitton	£ 3,600.00	£ 16.42
Yscir	£ 1,344.00	£ 4.98

Ystradfellte	£ 12,600.00	£ 48.95
Ystradgynlais Town	£ 392,500.00	£ 129.96

£  
**5,357,815.73**

## CYNGOR SIR POWYS COUNTY COUNCIL.

Full Council  
7<sup>th</sup> March 2024

**REPORT AUTHOR:** County Councillor David Thomas, Cabinet Member for Finance and Corporate Transformation

**REPORT TITLE:** Revenue Virement

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**REPORT FOR:** Decision

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**1. Purpose**

- 1.1. This report sets out a Cabinet recommendation to Council for revenue virements that were approved on the 27<sup>th</sup> February 2024.

**2. Advice**

- 2.1. The Revenue Outturn Forecast as at 31st December 2023 was reported to Cabinet on the 27<sup>th</sup> February 2024. The report included revenue budget virements which Cabinet approved for consideration and approval by Council.
- 2.2. A virement is the process of amending a budget during the financial year from the amount which was originally agreed when the budget was approved. Virement authorisation limits over £500,000 require sign off by the Head of Service, the Section 151 Officer and Full Council.
- 2.3. Revenue virements have been requested for the items set out below.
- 2.3.1. Transfer of Children's Contract and Commissioning Budget – the transfer of contract and commissioning budget related to Children's Services totalling £804,970 from the Commissioning for Adults and Children service to Children's Services is requested. This virement will align the budget with line management and budget holder responsibilities.
- 2.3.2. Virement of Risk budget to Children's Services – the virement of £810,000 from the Risk budget to Children's Services in the 2023-24 financial year is requested. This is in order to reflect the funding required for costs associated with increasing numbers of unaccompanied asylum-seeking children (UASC) and the unavoidable pressures in relation to an increased demand for placements for children with complex needs amid a national shortage of placements, which have both impacted on the service's ability to deliver the cost reductions identified for 2023/24 in full.
- 2.3.3. Virement of costs of borrowing to capital financing reserve – the virement of £1.6 million estimated underspend from the cost of borrowing to the capital financing reserve in the 2023-24 financial year is requested. This is consistent with previous practice where underspends on the cost of borrowing are transferred to the capital financing reserve to support the forward capital programme, helping to reduce the need to borrow. The underspend in the costs of borrowing is due to some capital schemes being reprofiled to future years and a drive to minimise in-year borrowing whilst borrowing rates remain high.

**3. Resource Implications**

- 3.1. The virement of the Children’s contract and commissioning budget from Commissioning to Children’s Services is a permanent budget virement to reflect the new directorate structure and will continue in future years. There are no overall resource implications as a result of this virement.
- 3.2. The virement of the risk budget to Children’s Services and the virement of the costs of borrowing to the capital financing reserve are both temporary virements affecting the 2023/24 financial year only with no resource implications.
- 3.3. The Head of Finance (Section 151 Officer) supports the recommendation.

**4. Legal implications**

- 4.1. Legal acknowledge this report and have nothing further to add.

**5. Climate Change & Nature Implications**

- 5.1. The virements being considered today do not have any specific implications for Climate Change and Nature.

**6. Data Protection**

- 6.1. The proposal does not involve the processing of personal data.

**7. Comment from local member(s)**

- 7.1. Not applicable.

**8. Integrated Impact Assessment**

- 8.1. No impact assessment is required.

**9. Recommendation**

- 9.1. That Council approves the virements set out in section 2.3.

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## CYNGOR SIR POWYS COUNTY COUNCIL.

County Council  
7 March 2024

**REPORT AUTHOR:** Interim Head of Transformation and Democratic Services

**REPORT TITLE:** New Ways of Working and Council meetings – Member survey 2023

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**REPORT FOR:** Decision

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## 1. Purpose

The Council is asked to consider the recommendations from the Democratic Services Committee held on the 8<sup>th</sup> of January 2024, regarding new ways of working and Council meetings.

## 2. Background

- 2.1 A report on the new ways of working was considered by Council on 18 May 2023 and after discussion it was resolved to refer the report back to the Democratic Services Committee for further consideration. Since then, the following have been undertaken:
- a survey of members [excluding Cabinet] regarding the timing and format of meetings
  - a survey of Cabinet members regarding the timing and format of meetings and
  - a member attendance log capturing the number of members attending online or in person (when a hybrid meeting is held).

- 2.2 The report considered by the Democratic Services Committee is attached as Appendix A.

## 3. Discussion

- 3.1 The Committee considered the report, and the following comments were made:
- councillors can only be encouraged to meet in person, rather than it being mandated to attend in person
  - councillors can develop links with other councillors in a variety of different ways

- online meetings or hybrid meetings enable councillors to manage other commitments (including childcare and other commitments outside of the councillor role)
- when external speakers attend in person at a meeting in County Hall, it is important that a larger number of councillors also attend in person, and
- online meetings reduce the Council's travel costs and carbon footprint.

#### 4. Recommendations to Full Council:

- **Current working arrangements and times for meetings continue**
- **Committee chairs (in discussion with their committees) can amend the timing of meetings to suit the Committee membership and also in response to particular agenda items, such as when external participants are required at a meeting**
- **Committee chairs are encouraged to hold at least one in person meeting a year**
- **Members are encouraged to attend meetings in person during the first six months at the start of a new Council term, to enable them to develop links with other members and**
- **Democratic Services Committee reviews the timing and format of meetings in mid-2025, so that any changes can be implemented from 2026 onwards.**

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Corporate Director:	Jane Thomas Director of Corporate Services

**CYNGOR SIR POWYS COUNTY COUNCIL**

**Report to Democratic Services Committee  
8 January 2024**

**REPORT AUTHOR:** Interim Head of Transformation and Democratic Services

**REPORT TITLE:** New Ways of Working and Council meetings – member survey 2023

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**REPORT FOR:** **Decision**

---

**1. Purpose**

To consider the New Ways of Working report and the Council meetings member survey 2023.

**2. Background**

A report on the New Ways of Working was considered by Council on 18 May 2023 and after discussion it was resolved to refer the report back to the Democratic Services Committee for further consideration. Since then the following have been undertaken:

- a survey of members regarding the timing of meetings [excluding Cabinet] and format of meetings and
- a survey of Cabinet members regarding the timing of meetings and format of meetings and
- a log kept of the number of members attending online or in person when a hybrid meeting is held.

**3. Members' survey**

3.1 The Council, in accordance with Section 6 of the Local Government (Wales) Measure 2011, must review the timing of meetings at least once a term. In addition to asking a question about the timing of meetings, members were also asked their preference for the format of meetings i.e. Online only, in County Hall only or Hybrid meeting i.e. online and in County Hall.

**3.2 Council meetings [excluding Cabinet] – Appendix 1**

36 members [53%] and five co-opted members [100%] responded. The majority of members chose 10.00am as the most preferable start time for meetings. In respect of Full Council meetings, it should be noted that Group Leaders meet with the Chair of Council and officers prior to Group meetings. The meeting of Group Leaders with the Chair usually finish by 9.00am and so

Groups could meet between 9.00am and 10.00 am, allowing the Council meeting to start at 10.00a.m.

In respect of the format of meetings the majority chose hybrid meetings as the preferred choice for all meetings.

3.4 The comments from respondents should also be noted.

**3.5 Cabinet meetings – Appendix 2**

11 members [100%] responded. The majority of members opted for a preferred start time of 10am. In respect of the format of meetings all chose hybrid meetings for all meetings.

3.6 The comments from respondents should also be noted.

**4. Log of the number of members attending online or in person when a hybrid meeting is held.**

Between March and November 2023, 16 hybrid meetings have taken place [excluding Cabinet and Council meetings]. Information from the log shows the following:

- Majority of members attending online - 81% of meetings
- Members attending in person – 19% of meetings. These meetings were – a Planning, Taxi Licensing and Rights of Way Committee, a Leisure Review Joint Working Group and a Learning and Skills Scrutiny Committee.

**5. Issues for discussion**

5.1 In respect of the timing of meetings it seems clear that Members support the current timings of meetings. It should however be noted that Committee Chairs, in discussion with their Committees, can change the timing of meetings to suit the Committee membership and also in response to agenda items, such as when external participants are required at a particular meeting.

5.2 When considering the format of meetings, the majority of members chose hybrid meetings for all meetings (evidenced by the actual attendance at meetings between March and November 2023). However, the Chair is able to change the format of a meeting as required.

5.3 In addition to the above, the Committee may also wish to consider whether:

- The meetings of all Committees, during the first six months at the start of a new Council term should all be held in person in County Hall. This will enable newly elected members to develop links with each other, with returning members, develop the relationships within a committee and support the sharing of skills and knowledge.
- That the Chair of each committee considers holding at least one meeting a year, as a meeting in person.



- That the Democratic Services Committee reviews the timing and format of meetings again in mid-2025, so that any changes can be implemented from 2026 onwards.

## 6. Recommendation

That the Committee considers the report and recommends to full Council that:

- the current working arrangements continue except that Full Council meetings commence at 10am
- Committee Chairs, in discussion with their Committees, can change the timing of meetings to suit the Committee membership and also in response to agenda items, such as when external participants are required at a particular meeting
- the Chair of each committee considers holding at least one meeting a year, as a meeting in person
- meetings of all Committees, during the first six months at the start of a new Council term should all be held in person in County Hall and
- the Democratic Services Committee reviews the timing and format of meetings again in mid-2025, so that any changes can be implemented from 2026 onwards.

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Corporate Director / Chief Executive:	Emma Palmer

## Council meetings Member survey 2023

In accordance with the statutory guidance issued by the Welsh Government under Section 6(1) of the Local Government (Wales) Measure 2011, the council is required to survey members in respect of the times meetings are held at least once a term. The results will be reported to the Democratic Services Committee [DSC], when it will also consider the New Ways of Working report, which has been referred back to it by Council. DSC will then make a recommendation to Council, after which the Council's calendar for 2024 will be produced.

Q1. Name - 36 responses received.

Q2 & 3. Please consider the following and choose what time of day you would prefer the meeting to start.

Committee [nbr members]	9.30 am	10.00 am	10.30 am	11.00 am	11.30 am	2.00 pm	2.30 pm	3.00 pm	3.30 pm	4.00 pm	6.00 pm	6.30 pm	7.00 pm
Full Council [63]	2	21	10	1		1		6		1	4		
Planning, Taxi Licensing & Rights of Way [17]	1	12		1			1	2			1	1	
Scrutiny Committees [31]	2	15	1			3	1	7		1	2	1	1
Employment & Appeals [11]	2	7	1			1		4			1	1	
Democratic Services Committee [11]	1	10	2					2			1	1	
Governance & Audit [6]	1	9	1			1		4		1	2	1	
Finance Panel [9]	1	11				1		3		1	2	1	
Pensions & Investment [5]	2	9				1		4		1	2	1	

4. Meetings can now be held in a variety of ways. What format for meetings would you like.

	Online only	County Hall only	Hybrid meeting i.e. online and in County Hall	No preference
Full Council	2	11	22	
Planning, Taxi Licensing & Rights of Way	1	4	17	6
Scrutiny Committees	5	2	19	6
Employment & Appeals	5	5	9	8
Democratic Services Committee	4	1	13	7
Governance & Audit	5		11	7
Finance Panel	6		12	7
Pensions & Investment	5		12	7

5. Use the box below to add any comments:

Comment

- ❖ I think the having the first meeting of the term for any committee or working group in person has merits.
- ❖ I would welcome an increase in evening meetings, we have made a step forward in diversifying council this time and having some meetings in an evening as online only would increase the potential for younger working members of the county to seek election.
- ❖ I feel that the full council is the only opportunity that we have to meet all the other councillors together and i believe it is important that we do meet face to face and have the opportunity to get to know each other over a cup of coffee. In respect to the other committees that I would prefer to be face to face, these are the ones where members of the public (Planning etc) or individual officers (Employment) will be present to present their individual case / point of view in respect to the issue being discussed and I feel we, as councillors, have the duty to afford them the opportunity to present their case to us in person and in the same room.
- ❖ I personally struggle with mornings but realise they may suit others better.
- ❖ I believe the PTRW committee should have a hybrid option because of the varied contributors from different locations. However, there is learning, insight and understanding that can be better gleaned from a well attended County Hall meeting. The agenda, however, is an important consideration for attendance.. As a member who resides an hour and twenty minutes from County Hall I am fully committed to my role but I would occasionally reserve the right to work from home due to local commitments.. There is also a Housing Scrutiny committee which includes, and is led by, tenants and serviced by PCC officers. It meets generally in the morning.

- ❖ Choice of County Hall with hybrid option for those who cant meet face to face. But not on line only.
- ❖ I believe Finance Panel Meetings every third meeting should be face to face only. I do wish to have later or evening meetings.
- ❖ We must continue to reduce travel where we can, it save time and carbon and increases opportunities to attend.
- ❖ The hybrid meetings are much better for me for two reasons, firstly the distance of travel, secondly I find hearing loops outside of the chamber lacking.
- ❖ It is difficult to manage childcare, work and council. If we don't have a hybrid system I would struggle and then I would need to make a choice if I stayed or not. This would be reflected and could mean only the retired or wealthy could be councillors as they would have the time.
- ❖ Full Council needs to start at 10am. Most other committees (besides Planning) are normally a few hours so could start at 2pm. I believe full council should be in the chamber as much as possible.
- ❖ Not meeting face-to-face is having a detrimental effect on the mental health of councillors and officers. Chief Planning Officer's response to a damning Audit Report includes the disadvantages of staff not being in the office together. Attending meetings means that councillors can also have valuable conversations with officers.
- ❖ I think meetings should return to County Hall. I don't know hal the Council as I never see them.
- ❖ As a disbaled cllr with limited mobility, being able to wok on a hybrid system enables me to attend meetings that I wouldnt be able to attend otherwise. Without the introduction of this hybrid system, I would not be able to work nor would i have the capcity to continue with my role as a cllr. For me it is an accommodation that is required, rather than a preference.

## Council meetings - Cabinet Member survey 2023

In accordance with the statutory guidance issued by the Welsh Government under Section 6(1) of the Local Government (Wales) Measure 2011, the council is required to survey members in respect of the times meetings are held at least once a term. The results will be reported to the Democratic Services Committee [DSC], when it will also consider the New Ways of Working report, which has been referred back to it by Council. DSC will then make a recommendation to Council, after which the Council's full calendar for 2024 will be produced.

1. Name – 11 responses received.

2. Please consider the following and choose what time of day you would prefer the meeting to start.

	Responses
9.30am	1
10am	8
10.30am	1
11am	
11.30am	
2pm	
2.30pm	
3pm	
3.30pm	
4pm	1
6pm	
6.30pm	
7pm	
I have no preference	1

3. Meetings can now be held in a variety of ways. What format for meetings would you like.

	Responses
Online only	
In County Hall only	
Hybrid meeting i.e. online and in County Hall	11
No preference	

4. Use the box below to add any comments

- We need to be more strategic about those in attendance and free people up to do the delivery. Starting at 4pm would give time to do the day job and focus people to not drag meetings out.

- I work near full time and do have a flexible diary but struggle to commit time to being at cabinet meeting. The fact that they are set in advance and regular on a Tuesday is at least a help if I need to plan around some of them.
- Strongly prefer the hybrid model for the greater flexibility it offers.
- Due to distance of travel, hybrid provides the best option for me.

County Council  
7 March 2024

**REPORT AUTHOR:** Interim Head of Transformation and Democratic Services

**REPORT TITLE:** Social Media Guide for members

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**REPORT FOR:** Decision

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### 1. Purpose

The Council is asked to consider the recommendation from the Democratic Services Committee held on the 8th of January 2024, regarding the Social Media Guide for Members.

### 2. Background

- 2.1 The report and version two of the guide considered by the Democratic Services Committee are attached (please see appendix A).
- 2.2 The revised guide contains a link to the Welsh Local Government Association [WLGA] Social media guidance for councillors. This explains how to use various social media platforms, provides advice on creating good content, give tips on accessibility and best practice, and shows the best ways to engage in healthy debate and tackle online abuse.
- 2.3 The revised draft was emailed to all members for comment.

### 3. Recommendation to Full Council:

**that the revised Social Media Guide for members is adopted.**

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Corporate Director:	Jane Thomas, Director of Corporate Services

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# CYNGOR SIR POWYS COUNTY COUNCIL.

## Democratic Services Committee 8 January 2024

**REPORT AUTHOR:** Interim Head of Transformation and Democratic Services

**SUBJECT:** Social Media Guide for members

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**REPORT FOR:** **Decision**

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### 1. Purpose of Report

- 1.1 The purpose of the report is to review the Social Media Guide for members, prior to consideration by Council.

### 2. Background

- 2.1 Version 2 of the Guide was agreed by Council in July 2018. It was developed by a Working Group of members appointed by the Democratic Services Committee and was based on the Guide for staff and adapted to focus on the role of members and how they should use and manage social media.
- 2.2 The current Social Media Policy for staff is under review and the Corporate Health and Safety Forum has been advised that the Guide for members is also under review.

### 3. Review of the Guide

- 3.1 Revisions have been made to Version 2 of the Guide by officers and the revised draft has been shared with the Monitoring Officer and Communications Team for comment. The latter has advised that they do not have any changes to make and any comments from the Monitoring Officer will be reported verbally to the meeting. The revised Guide contains a link to the Welsh Local Government Association [WLGA] Social media guidance for councillors. This provides a series of guides explaining how to use various social media platforms, provides advice on creating good content, give tips on accessibility and best practice, and shows the best ways to engage in healthy debate and tackle online abuse.
- 3.2 The revised draft was emailed to members, asking for comments and specifically on handling online abuse, by 17 December. Two members responded, one advising that the draft was fine and the comments from the other member have been noted in the draft. Appendix 1 provides a copy of the revised draft showing tracked changes and comments.

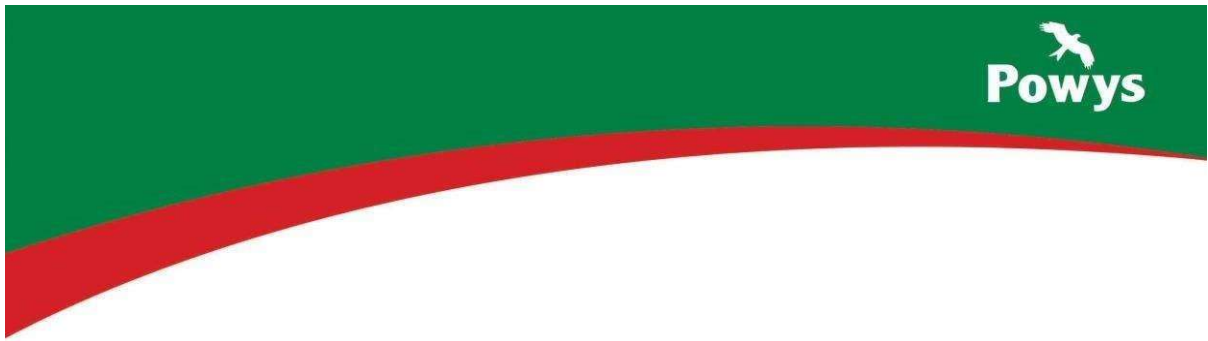
### 4. Recommendation:

**The Democratic Services Committee considers the revised Social Media Guide for members and recommends its adoption to Council.**

Contact Officer:	Catherine James, Interim Head of Transformation and Democratic Services
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Corporate Director / Chief Executive: Emma Palmer



# **CYNGOR SIR *POWYS* COUNTY COUNCIL**

## **SOCIAL MEDIA GUIDE FOR MEMBERS**

Status	Version 3
Policy Author	Democratic Services Committee
Date of Issue	
Agreed by	Council
Date of Previous Issue	Blogging and Social Networking 21/02/2013 12/07/2018
Review Date	

Contents:

1. Statement
2. What is Social Media?
3. How Can I use Social Media as a Councillor?
4. How Can I use Social Media in a personal capacity or as a member of a Political Party?
5. Handling Offensive comments
6. Abuse of the Guidance
7. Further guidance
8. Helpful Links

Appendix A – How does the Members' Code of Conduct apply to using Social Media?

Appendix B – Examples of Cases

## 1. Statement

Social media provides good ways of keeping in touch with constituents, colleagues, officers, employees and others. Powys County Council encourages the greater use of social media by Members.

This guide has been developed to support you and gives guidance on best practice when using social media. As with any form of communications there are drawbacks and so the guide also explains how to protect your's and the Council's reputation, as well as protecting you from attack, abuse and inappropriate messaging.

## 2. What is social media?

It is an electronic means of communicating and keeping in touch with constituents and others. It can include sharing information, pictures, videos, opinions, news and interests with others. Examples of social media sites include:

- X [formerly known as Twitter]
- Facebook
- Instagram
- Snapchat
- YouTube

This guide is not restricted to the above list and applies to any social media website or platform, and whatever equipment you use to access social media.

### What are the benefits of using social media?

Social media compliments traditional communication channels and opens up new ways to engage with the public etc. The benefits include:

- Engaging with more residents, service users, stakeholders and partner organisations quickly, providing 'real time' information
- Promoting your work and enhancing your reputation with citizens and communities
- Increasing the public's awareness of events/campaigns/services/news
- Ability to find out residents' views, perceptions and expectations and react quickly
- Ability to manage the public's perceptions and expectation regarding services
- Ability for the Members and the Council to be more open, transparent and accessible
- There is no cost for posting on social media – but remember getting it wrong is "costly"!
- Information can be circulated around the world within seconds
- Engages those who would not normally have access to local councillors and politics
- An efficient, cost-effective, quick and enjoyable way to get in touch with constituents and discuss important issues with the community you represent.

### What are the negative aspects of social media?

- Bad news can travel further and faster
- Reputations can be damaged if not used appropriately
- You cannot take back what you put in print in social media. Even if you delete what you have written, backups can exist and images of a comment you have made can be taken by others and then circulated.

### **3. How can I use social media as a Councillor?**

The public will think of you as a Councillor 24/7. However, you do have a right to a private life. To support this distinction, it is best practice to set up a separate social media account for use as a Councillor and keeping your personal and party political social media accounts separate. Always use the appropriate account depending on which role you are undertaking.

#### **Do:**

#### **System / Settings:**

- Set appropriate privacy settings for your blog or networking site so that you can decide who reads your posts – especially if you have a private, non-political blog
- Use strong passwords for your account which are regularly changed but do not use your Council email address and the same password as you use to login to your Council devices.

#### **Code of Conduct / Rules:**

- Always adhere to the rules set by the social media site.
- Ensure that you follow the Council's Internet Acceptable Use Policy when using equipment provided to you by the Council for social media:  
Internet Acceptable Use Policy - "... provided it does not interfere with your work, the council permits personal use of the internet in your own time ...".  
"All personal usage of Council equipment must be in accordance with this policy. Your computer and any data held on it are the property of Powys County Council and may be accessed at any time by the Council to ensure compliance with all its statutory, regulatory, and internal policy requirements."
- Remember that the Code of Conduct applies where you are conducting the business of the Council or acting, claiming to act or giving the impression you are acting as a Councillor (See Appendix A for further guidance) For advice on the Code of Conduct please contact the Council's Monitoring Officer.
- Make sure that your use of social media does not interfere with the smooth operation of Council meetings.
- Remember that libel, defamation, copyright and data protection laws apply.
- Take account of Article 10 of the European Convention on Human Rights (the right to freedom of expression). You are less likely to breach the Code where you are making genuine political statements or if your comments are about another member's political position or are a genuine expression of political differences with someone. However, any political expression should avoid being just an expression of personal anger or abuse towards someone since insults and abuse do not normally qualify for the protection of Article 10.

## **Use of Social Media:**

- Remember, what you say is permanent and findable
- Take account of the role you have as a Councillor e.g. Chair, Leader, Cabinet Portfolio Holder, as this will affect the way that the public view or react to your views on social media.
- Make political points, but be careful about being too specific or personal if referring to individuals. An attack on individuals may be seen as disrespectful, whereas general comments about another party or genuine political expression is less likely to be viewed as disrespectful
- Be professional and respectful in any communication.
- Respect the privacy, feelings, reputation, and position of others.
- Express an opinion or concern about the Council (even if its negative) as long as it is not abusive, or defamatory. Also make it clear that this is your personal opinion even if it differs from Council policy.
- Members are encouraged to use Welsh where possible, but an individual account is not required to post everything bilingually.
- Seek the advice of the Council's Communications Team where you are unsure about using social media.
- Make sure that what you say is either factual or make it clear that it is based on your opinion.

## **Monitoring and responding to feedback**

Social media is about two-way communication. Whilst it can serve as a broadcast tool when needed, it is important to be open to conversations with followers.

- Monitor your social media accounts on a regular basis
- Ensure that the content of your social media account is relevant and up to date – review it regularly and check for feedback.
- Be open to conversation and be aware that people are entitled to their views and freedom of speech.
- Ensure that you are calm and courteous especially when responding to criticism online.
- Keep an eye out for defamatory or obscene posts from others on your blog or page and remove them as soon as possible to avoid the perception that you condone such views. In addition, it is best practice to include a disclaimer on your page. You should also take steps to discourage users from posting such comments in the future.
- Forward comments / questions to Members' Support for response as part of a Councillor's casework. However, before you do this you will need to ask the

individual making the comment or asking the question for their permission to pass on their information.

•  
**Don'ts:**

**Code of Conduct / Rules: Don't**

- Use council facilities for personal or political accounts
- Use or disclose confidential information which has been discussed in meetings to your social media site
- Post images or information regarding children and/or vulnerable adults who may have been involved in a meeting you have attended or been party to.
- Use in a way which compromises any Council policies including policies on the use of mobile and other devices in certain locations and situations.
- Breach copyright on any files that you upload.
- Publish untrue statements about a person which is damaging to their reputation as they may take a libel action against you.
- Publish any statement which might suggest that you have already made up your mind about any matter in which you are a decision maker. By doing this you could disqualify yourself from taking part in the meeting, and the Council runs the risk of the decision being invalidated. For advice on Predetermination please contact the Council's Monitoring Officer.
- Use your personal or party political social media accounts to communicate as a councillor.
- Publish images of others without their written consent.
- Quote people unless they are aware or have given their consent, or they have already made such quote to the public.
- Name individuals or staff members on social media without their prior written consent.
- Use equipment provided to you by the Council for social media where you are a candidate for an election or any other public office position. For further advice please contact the Council's Monitoring Officer.
- Use the Council's logo or branding on any social media websites
- Discuss individual constituent issues or disclose any personal information relating to an individual using social media. Councillors should use face to face meetings or other secure methods to undertake such discussions.
- Disclose any information which would breach the Freedom of Information Act, Data Protection Act or the Environmental Information Regulations



- Publish anonymous or satirical information as this could be a breach of the Members' Code of Conduct.

### **Use of Social Media: Don't**

- Blog in haste
- Post comments that you would not be prepared to make in writing or face to face
- Use in a way that impacts or interferes with the time you have available to conduct your duties as a councillor.
- Rely only on social media as a means to communicate with the public, use traditional methods of communication as well.
- Use images to replace text as posters cannot be read by those using screen reading software.
- Make offensive comments and then claim to be doing so in a private capacity.
- Use social media to attack or abuse other members, customers/the public or suppliers (harassment and "cyber" bullying) will not be tolerated by the council
- Upload or tag others in posts which are defamatory, offensive or sensitive.
- Although the council acknowledges that councillors are also local residents, members must not make defamatory or abusive comments about the council as this can be damaging to the council's reputation and to your reputation.
- Publish anything that might affect the political reputation of your political group as it may lead to sanctions against you by your group.

### **Monitoring and responding to feedback: Don't**

The nature of social media carries with it the inherent risk of negative feedback / criticism in the public arena

- Allow anyone else to publish something libellous on your website – if they do take prompt action to remove it. Also best practice is to add a disclaimer to your page. You should also take steps to discourage users from posting such comments in the future.
- Ignore a sincere question from a member of the public as this could damage your and the Council's reputation
- Allow conversations to become unmanageable or vexatious. If this does happen, please seek advice from the Council's Communications Team.

## **4. How Can I use social media in a personal capacity or as a member of a Political Party?**

If you use social media in a personal capacity or as a member of a political party, it is your responsibility to abide by the social media or political party's rules. However, remember that if you publish information that you would only have accessed as a councillor, you will be seen as you acting as a councillor. You should not discuss Council business or make comments about those linked to the Council and then claim you are acting in a personal capacity. The best practice is always to keep your different roles separate.

## **5. Handling offensive comments and Dealing with Online Harassment**

It is your responsibility to manage your own social media accounts, and to monitor any offensive content also. However, if you feel you are being subjected to online discrimination, harassment, trolling or that libellous remarks have been made against you, you should speak to the Head of Democratic Services, Communications Team or Monitoring Officer for advice and support.

If it becomes necessary to remove offensive, defamatory or libellous comments from other users please inform the Communications Team. Depending on the severity of the comment, you may be advised to remove the comment or to inform your followers via a statement such as: "This comment was removed because the content was offensive. I will respond to your comments but please refrain from using offensive language and respect the views of others." Be sure to handle these comments swiftly to stop the issue escalating further.

Also see WLGA [Guide to tackling online abuse | WLGA Councillors Website Guide \(wlgacouncillorsguide.wales\)](#)

## **6. Abuse of the guidance**

A breach of this guidance could lead to a complaint against a Councillor to the Ombudsman for Wales for a breach of the Members' Code of Conduct.

## **7. Further Guidance**

As part of the Member development programme you may receive development on how to use social media. Further advice and guidance can be gained from the Communications Team – [comms@powys.gov.uk](mailto:comms@powys.gov.uk) / x6847

## **8. Helpful links**

You can find further guidance and information on using social media as a member from the sources below:

- WLGA Social Media – [Social media guidance for councillors | WLGA Councillors Website Guide \(wlgacouncillorsguide.wales\)](#) - This provides a series of guides explaining how to use various social media platforms, provides advice on creating good content, give

tips on accessibility and best practice, and shows the best ways to engage in healthy debate and tackle online abuse.

### How does the Members' Code of Conduct apply to using social media?

1. It is difficult to give definitive advice on the application of the Code as each social platform is different. Ethical use of online social media is not limited to what is covered in the Code. While your conduct may not be a direct breach of the Code it may still be viewed as less than exemplary and attract adverse publicity for your office and the council.
  
2. You should also consider other online activities where the Code may apply:
  - **Forum posts:** If you go on to a forum and identify yourself as a Councillor then it is likely that the Code will apply when you post entries. If you put content on the site which you could only have obtained as a Councillor it is possible to argue that you have given the impression that you were acting as a Councillor even if you did not identify yourself as such when you made the posting.
  
  - **“Friends” on social networking sites:** You should be aware that anyone you include as a friend on social networking sites could be regarded as a “person with whom you have a close association” within the meaning of paragraph 10 of Part 3 — Personal Interests. Simply including someone on a site as a friend does not establish a close association but it is one factor that would be taken into account in deciding whether such an association exists.
  
3. A councillor must always bear in mind the Code of Conduct when using social media sites (in any capacity). You should pay particular attention to Ten General Principles of Public Life as set out below in The Conduct of Members (Principles) (Wales) Order 2001.

#### Conduct of Members (Principles)(Wales) Order 2001.

Selflessness	1. Members must act solely in the public interest. They must never use their position as members to improperly confer advantage on themselves or to improperly confer advantage or disadvantage on others.
Honesty	2. Members must declare any private interests relevant to their public duties and take steps to resolve any conflict in a way that protects the public interest.
Integrity and Propriety	3. Members must not put themselves in a position where their integrity is called into question by any financial or other obligation to individuals or organisations that might seek to influence them in the performance of their duties. Members must on all occasions avoid the appearance of such behaviour.
Duty to Uphold the Law	4. Members must act to uphold the law and act on all occasions in accordance with the trust that the public has placed in them.
Stewardship	5. In discharging their duties and responsibilities members must ensure that their authority's resources are used both lawfully and prudently.
Objectivity in Decision-making	6. In carrying out their responsibilities including making appointments, awarding contracts, or recommending individuals for rewards and benefits, members must make decisions on merit. Whilst members must have regard to the

	professional advice of officers and may properly take account of the views of others, including their political groups, it is their responsibility to decide what view to take and, if appropriate, how to vote on any issue.
Equality and Respect	7. Members must carry out their duties and responsibilities with due regard to the need to promote equality of opportunity for all people, regardless of their gender, race, disability sexual orientation, age or religion, and show respect and consideration for others.
Openness	8. Members must be as open as possible about all their actions and those of their authority. They must seek to ensure that disclosure of information is restricted only in accordance with the law.
Accountability	9. Members are accountable to the electorate and the public generally for their actions and for the way they carry out their responsibilities as a member. They must be prepared to submit themselves to such scrutiny as is appropriate to their responsibilities.
Leadership	10. Members must promote and support these principles by leadership and example so as to promote public confidence in their role and in the authority. They must respect the impartiality and integrity of the authority's statutory officers and its other employees.

- 4 In addition, when using social media you should bear in mind Part 2 – General Provisions of The Local Authorities (Model Code of Conduct) (Wales) Order 2016(set out below) which will apply to your online behaviour just as they would to any other form of communication

## **PART 2 GENERAL PROVISIONS**

2.—(1) Save where paragraph 3(a) applies, you must observe this code of conduct —

- (a) whenever you conduct the business, or are present at a meeting, of your authority;
- (b) whenever you act, claim to act or give the impression you are acting in the role of member to which you were elected or appointed;
- (c) whenever you act, claim to act or give the impression you are acting as a representative of your authority; or
- (d) at all times and in any capacity, in respect of conduct identified in paragraphs 6(1)(a) and 7.

(2) You should read this code together with the general principles prescribed under section 49(2) of the Local Government Act 2000 in relation to Wales.

3. Where you are elected, appointed or nominated by your authority to serve —

- (a) on another relevant authority, or any other body, which includes a Local Health Board you must, when acting for that other authority or body, comply with the code of conduct of that other authority or body; or
- (b) on any other body which does not have a code relating to the conduct of its members, you must, when acting for that other body, comply with this code of conduct,

except and insofar as it conflicts with any other lawful obligations to which that other body may be subject.

**4. You must —**

- (a) carry out your duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of their gender, race, disability, sexual orientation, age or religion;
- (b) show respect and consideration for others;
- (c) not use bullying behaviour or harass any person; and
- (d) not do anything which compromises, or which is likely to compromise, the impartiality of those who work for, or on behalf of, your authority.
- (e) undertake mandatory training as agreed by Full Council from time to time.
- (f) in relation to Planning Matters, act in accordance with Rules 19.76 to 19.81 (Role of Decision Maker) and Rules 19.92 to 19.122 (Decision Making by the Planning Committee) of the Planning Protocol.

**5. You must not —**

- (a) disclose confidential information or information which should reasonably be regarded as being of a confidential nature, without the express consent of a person authorised to give such consent, or unless required by law to do so;
- (b) prevent any person from gaining access to information to which that person is entitled by law.

**6.—(1) You must —**

- (a) not conduct yourself in a manner which could reasonably be regarded as bringing your office or authority into disrepute;
- (b) report, whether through your authority's confidential reporting procedure or direct to the proper authority, any conduct by another member or anyone who works for, or on behalf of, your authority which you reasonably believe involves or is likely to involve criminal behaviour (which for the purposes of this paragraph does not include offences or behaviour capable of punishment by way of a fixed penalty);
- (c) report to your authority's monitoring officer any conduct by another member which you reasonably believe breaches this code of conduct;
- (d) not make vexatious, malicious or frivolous complaints against other members or anyone who works for, or on behalf of, your authority.

(2) You must comply with any request of your authority's monitoring officer, or the Public Services Ombudsman for Wales, in connection with an investigation conducted in accordance with their respective statutory powers.

**7. You must not —**

(a) in your official capacity or otherwise, use or attempt to use your position improperly to confer on or secure for yourself, or any other person, an advantage or create or avoid for yourself, or any other person, a disadvantage;

(b) use, or authorise others to use, the resources of your authority —

(i) imprudently;

(ii) in breach of your authority's requirements;

(iii) unlawfully;

(iv) other than in a manner which is calculated to facilitate, or to be conducive to, the discharge of the functions of the authority or of the office to which you have been elected or appointed;

(v) improperly for political purposes; or

(vi) improperly for private purposes.

**8. You must —**

(a) when participating in meetings or reaching decisions regarding the business of your authority, do so on the basis of the merits of the circumstances involved and in the public interest having regard to any relevant advice provided by your authority's officers, in particular by —

(i) the authority's head of paid service;

(ii) the authority's chief finance officer;

(iii) the authority's monitoring officer;

(iv) the authority's chief legal officer (who should be consulted when there is any doubt as to the authority's power to act, as to whether the action proposed lies within the policy framework agreed by the authority or where the legal consequences of action or failure to act by the authority might have important repercussions);

(b) give reasons for all decisions in accordance with any statutory requirements and any reasonable additional requirements imposed by your authority.

**9. You must —**

(a) observe the law and your authority's rules governing the claiming of expenses and allowances in connection with your duties as a member;

(b) avoid accepting from anyone gifts, hospitality (other than official hospitality, such as a civic reception or a working lunch duly authorised by your authority), material benefits or services for yourself or any person which might place you, or reasonably appear to place you, under an improper obligation.

### Examples of cases – checking Ombudsman cases

Links to cases from the Ombudsman Wales

[Promotion of equality & respect : Pembrokeshire County Council \(ombudsman.wales\)](#)

[Promotion of equality & respect : Gwynedd Council \(ombudsman.wales\)](#)

[Promotion of equality & respect : Llantwit Fardre Community Council \(ombudsman.wales\)](#)

[Promotion of equality & respect : Pembroke Dock Town Council \(ombudsman.wales\)](#)

Examples which illustrate how the First Tier Tribunal (1) and standards committees in England have viewed cases involving social networking are given below.

Councillor Mullaney APE 0400 and High Court judgment	Birmingham City Council
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In this decision factors relevant to the conclusion that conduct was within “official capacity” included the following

- The subject member trespassed onto an individual’s property and shot a video that he subsequently posted on You Tube. The aim of the video was to galvanise the planning department into taking action concerning the building.
- The YouTube video concerned identified the subject member at the outset.
- The subject member identified himself several times as a member.
- The video was subsequently published on the subject member’s website - the homepage of which identified him as a member.
- References were made in the video to the jurisdiction of the subject member’s council.
- The subject member failed to remove or edit the video when requested.
- The tribunal decision on breach was upheld by the High Court and the case was sent back to the Appeals Tribunal to consider if the sanction they applied was appropriate.
- The sanction applied was a one month suspension.

Councillor McTigue APE 0421	Middlesbrough Council
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The Appeals Tribunal accepted that

- Even if it became clear from the forum (an on-line forum hosted by the local newspaper) that an individual who was posting on the forum was a member, the Code would not automatically be engaged.
- The question was whether in the postings on the forum the member was deemed to be, or gave the impression that he or she was “acting in the role of member”.
- This was fact-sensitive and would very much depend on the content of the postings.
- The subject member had used a pseudonym and stated that she was on the forum as a resident who just happened to be a member. Taking the contents of the postings as a whole the member did give the impression that she was acting in the role of member and representing the council. In a series of posts the subject member discussed council business, outlined what had happened at council meetings and referred to herself as a councillor.
- Sanction applied was a two month suspension.



Mayor Johnson	Greater London Authority Standards Committee Decision
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- The Mayor of London linked in his tweet to the front page of the Sun, which on that day had announced its decision to endorse the Conservative party.
- The standards committee found that he had breached paragraph 6(b) (ii) of the authority's Code because he tweeted using his mayoral twitter feed (thus using GLA resources) and was considered to be seeking to affect party political support.
- Sanction applied was for the Monitoring Officer to speak to the Mayor about his responsibilities under the code.

Councillor Sharratt APE 0458	South Ribble Borough Council
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- The member was a journalist who published a small journal.
- The member neither claimed nor gave the impression of acting as a representative of the council. The magazine was 'published for fun', and a member of the public would be in no doubt, the panel said, that the journal was not a matter that was the business of the council.
- The Standards Committee accepted the argument that Cllr Sharratt used the magazine to conduct public discourse on the council and party issues, and that his activities on the council, the magazine and the party were seamlessly connected. However, the First-tier Tribunal disagreed. It said the decision in Livingstone (Livingstone v APE (2006) EWHC 2533) referring to 'activities which are apparently within the performance of a member's functions' should be narrowly construed.
- The appeals tribunal rejected the finding of the standards committee and concluded there had been no breach of the Code.
- No breach.

Councillor Barnbrook APE 470/471	London Borough of Barking and Dagenham
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- The member appealed the decision of the standards committee of the London Borough of Barking and Dagenham.
- The member published a video on a website concerning statements about knife crime that were inaccurate.
- The key question considered by the tribunal was whether the member was acting in his official capacity when making the video.
- There was no evidence to support the position that the member was conducting the 'business of the Council' and the parties did not put forward any arguments to this effect
- The Tribunal was drawn to the conclusion that the making of the video was not proximate enough to the role of member so as to bring him into the ambit of acting in his capacity as a member. The Tribunal considered the following factors in reaching its conclusion:
- The member was making a video on behalf of the BNP with its primary purpose being party political;
- He was not identified as a member for the London Borough of Barking & Dagenham;
- He was not taking forward an issue relevant primarily to the London Borough of Barking & Dagenham;
- He was not taking forward an issue on behalf of an individual constituent; and,
- The video dealt with a range of issues and the Appellant did not concentrate upon issues within the London Borough of Barking & Dagenham.
- No breach.



**CYNGOR SIR POWYS COUNTY COUNCIL****County Council****7<sup>th</sup> March 2024****REPORT AUTHOR: Chief Executive****SUBJECT: Pay Policy Statement 2024/25**

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**REPORT FOR: Decision**

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**1. Background and Purpose**

All English and Welsh Local Authorities are required under local government legislation to produce and publish a Pay Policy Statement each financial year.

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. It takes account of the Revised Guidance relating to Pay Policy statements issued by the Welsh Government on 25th February 2014, on Pay Accountability in Local Government in Wales.

The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying the methods by which salaries of all employees are determined. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for each financial year detailing:

- The Council's policies towards all aspects and elements of the remuneration of Chief Officers;
- The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
- The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
- The relationship between the remuneration of its Chief Officers and other employees.

## 2. Legislative Framework

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. The Council will aim to ensure there is no pay discrimination within its pay structures by complying with Equal Pay requirements and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

## 3. Proposal

The attached Pay Policy Statement sets out the Council's arrangements for the pay and remuneration of its employees for financial year 2024-25.

It is proposed that the Council approves the Pay Policy Statement to ensure compliance with Section 38 (1) of the Localism Act 2011.

## 4. Statutory Officers

The Head of Finance (Section 151 Officer) comments that:

*"The attached statement ensures we comply with the relevant legislative requirements."*

The views of the Head of Legal and Democratic Services (Monitoring Officer) are:

*"The Council is required by the Localism Act 2011 to have a Pay Policy Statement."*

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
<b>To approve the attached pay policy statement.</b>	<p><b>Ensure compliance with section 38 (1) of the Localism Act 2011.</b></p> <p><b>To respond to the legal requirements under the Standing Orders (Wales) Amendment Regulations 2014, the Local Government (Wales) Act 2015 and related advice from Welsh Government</b></p>

<b>Relevant Policy (ies):</b>	
<b>Within Policy:</b>	<b>Y</b>
<b>Within Budget:</b>	<b>Y</b>

<b>Person(s) To Implement Decision:</b>	<b>Graham Evans – Professional Lead, Employment Services</b>
<b>Date By When Decision To Be Implemented:</b>	<b>1<sup>st</sup> April 2024</b>

Contact Officer Name:	Tel:	Email:
Graham Evans – Professional Lead, Employment Services	01597 826609	graham.evans@powys.gov.uk

**Background Papers used to prepare Report:**

- **Localism Act 2011 Sections 38 to 43**
- **Pay Accountability in Local Government in Wales: Welsh Government 2021 (Guidance under Section 40 of the Localism Act 2011)**
- **Transparency of Senior Remuneration in the Devolved Welsh Public Sector: Welsh Government December 2015**
- **Government Spending Review 2020**
- **The Local Government and Elections (Wales) Act 2021**
- **Local Government (Wales) Measure 2011**

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# **POWYS COUNTY COUNCIL**

## **Pay Policy Statement 2024/25**

# POWYS COUNTY COUNCIL

## Pay Policy Statement 2024/25

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# POWYS COUNTY COUNCIL

## Pay Policy Statement 2024/25

### 1. Introduction and Purpose

- 1.1 This Pay Policy statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 (1) of the Localism Act 2011. The Act requires English and Welsh local authorities to produce and publish a pay policy statement each financial year, detailing:
- The authority's policies towards all aspects and elements of the remuneration of chief officers
  - Their approach to the publication of and access to information relating to all aspects of the remuneration of chief officers.
  - The authority's policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
  - The relationship between the remuneration of its chief officers and other employees.
- 1.2 Local authorities are large complex organisations with multi-million-pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.3 The Council will continue to develop a Pay Policy and Strategy in this context and will seek to align rewards systems with business objectives. Once approved by the full Council, as required by the legislation prior to 31 March 2024, this pay policy statement will come into effect from 1 April 2024 and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

### 2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes:
- Equality Act 2010
  - Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
  - The Agency Workers Regulations 2010
  - Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council will ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

### **3. Scope of the Pay Policy**

- 3.1** The Localism Act 2011 requires authorities to develop and make public their pay policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the authority, explaining their policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2** Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers.
- 3.3** In the interests of transparency and accountability, the Council has taken a broader approach and has produced a policy covering all employee groups with the exception of School teachers (the pay for this group is directly under local authority control).
- 3.4** This Pay Policy Statement does not apply to Members of the Council as they are not employees and are governed by separate legislation and the requirements of the Independent Remuneration Panel for Wales.

### **4. Development of Pay and Reward Strategy**

- 4.1** The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the organisation can perform at its best. The biggest challenge for the council in the current circumstances is to maximise productivity and efficiency within current resources. The pay policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the authority's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.
- 4.2** In this context it does need to be recognised that at the more senior grades in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the council will often be seeking to recruit in competition with other good public and private sector employers.
- 4.3** In addition the council is a major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of the County. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.4** In designing, developing and reviewing Pay and Reward strategy the council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

- 4.5** The Council recognises that pay is not the only means of rewarding and supporting staff and offers a wider range of benefits including flexible working, access to training and development, occupational health services, an occupational pension scheme, an employee assistance programme and the benefits that support our commitment to sustainability and a greener Council, for example a Cycle to Work scheme and promoting low emission vehicles through the corporate lease car scheme. The Council is committed to the identification and fostering of talent to support succession planning and meeting the future business needs.
- 4.6** In order to embed the above principles, the Council will continue to make provision for clear and rational processes for setting/reviewing salaries and ensuring sufficient flexibility to take into account the pay market and recruitment and retention factors, for example our Market Pay policy.

## **5. Specific Local Factors Affecting Pay Policy**

### **5.1 Local Labour Market Factors**

Data from the 2021 Census and other statistics relating to Powys population trends and labour market information indicates a low birth rate and a large outward migration of young people coupled with a large inward migration of older people. Powys is seen as an attractive place to retire and there are limited opportunities for higher education and employment opportunities for young people.

Between the last two censuses (held in 2011 and 2021), the population of Powys increased by just 0.1% (Wales increased by 1.4%) with the average (median) age of Powys increasing from 46 to 50 years of age, which is now the highest median average in Wales.

Furthermore, the number of people aged between 65 to 74 rose by 22.5%, whilst the number of residents between 35 and 49 years fell by 20.5%.

Currently the Council employs very few young people under the age of 21 and opportunities for school leavers and graduates have been limited, mainly due to the economic climate and the constraints on budgets. The Council's workforce reflects the community which is steadily getting older.

The Council not only continues to react to this trend but is also planning for the future by introducing employment and training opportunities for young people, through increasing the number of apprentices, trainee and career graded roles. In this way the Council aims to have sufficient skills to sustain services in the future.

### **5.2 Current Recruitment and Retention Issues**

Traditionally Powys County Council has difficulties attracting large numbers of candidates for 'hard to fill' posts in a number of areas across the Council. Examples are in the areas of Social Care, in particular, Social Workers and

Children's Residential Care Workers. This difficulty also exists with Chief Officer roles and in other professionally qualified areas such as Planning, Engineering, Legal, Human Resources, Health and Safety, Finance and HGV Drivers.

The Council also has an ageing population in comparison to other Local Authorities in Wales and this, combined with the rural nature of the county and large geographic area, means that the Council can experience difficulties with recruitment and retention. As such the Council has introduced an Apprenticeship initiative including career graded pay rates.

The Council recognises the importance of Recruitment and Retention through its Corporate and Strategic Equality Plan (2023-2027), with corporate objective 2 pledging *"we will provide good quality, sustainable employment and training opportunities, whilst pursuing real living wage employer accreditation"*.

## **6. Pay Structure – National Joint Council / Single Status Staff**

### **6.1 Current Position**

The Council applies the National Joint Council (NJC) negotiated pay spine as the basis for its main grading structure. This determines the salaries for the majority of the workforce.

In November 2023, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2023.

The NJC pay agreements, effective from 1 April 2024, have yet to be agreed with discussion between Trade Unions and the Employers side on-going. Once agreed, the Council are contractually obliged to implement.

### **6.2 Job Evaluation for NJC staff**

The Council's systematic approach to determining the value and worth of posts that are currently subject to the NJC nationally agreed pay spine was implemented from the 1<sup>st</sup> April 2013, following the signing of a Collective Agreement with Unison, GMB and Unite Trade Unions. This revised pay and grading structure was subject to an equal pay audit.

Payment protection paid to staff suffering a detriment was agreed for a 12-month period and ended on the on 31<sup>st</sup> March 2014. All qualifying posts continue to be job evaluated to ensure that the integrity of the single status is maintained, ensuring that staff are remunerated fairly whilst also protecting the Council from any future Equal Pay claims.

### 6.3 Terms and Conditions

In conjunction with the job evaluation process a review of associated terms and conditions has been undertaken which has consolidated the range of nationally and locally negotiated terms which have been agreed through previous collective bargaining. The objective is to apply a single status approach across the authority which is fair for all staff and which also complies with the equality impact assessment.

### 6.4 National Living Wage / National Minimum Wage Statutory Compliance

As detailed in 6.5, the Council will continue to pay the Real Living Wage (RLW), which is based on the Living Wage Foundation rate, to all staff including Apprentices.

Whilst this ensures that all staff are paid well in excess of the statutory National Living Wage / National Minimum Wage, compliance checks still need to be undertaken to ensure that the hourly rates of any staff members who take advantage of the employer Salary Sacrifice benefits such as Childcare Vouchers, Cycle to Work Scheme or Car Leasing, even though voluntary, remain paid at least the statutory rates below.

Year	New National Living Wage Age 21+	National Living Wage (Age 23+)	21-22 Year Old Rate	18-20 Year Old Rate	16-17 Year Old Rate	Apprentice Rate
1 <sup>st</sup> April 2022	-	£9.50	£9.18	£6.83	£4.81	£4.81
1 <sup>st</sup> April 2023	-	£10.42	£10.18	£7.49	£5.28	£5.28
1 <sup>st</sup> April 2024	£11.44	-	-	£8.60	£6.40	£6.40

### 6.5 Living Wage Foundation / Real Living Wage for Wales

As agreed by Cabinet on 7 February 2023, the Council will not only continue to pay employees the non-statutory Real Living Wage, as it has done since April 2015 (with the exception of 2018/19), it will also be paid to apprentices from April 2023.

As such, from 1 April 2024, the lowest paid staff and apprentices will see their pay increase to a minimum of £12.00 per hour (£23,152 per annum full time equivalent). The 2023 rate was £10.90 per hour (£21,030).

### 6.6 Acting Up/Honoraria

On occasions when employees undertake additional responsibilities for a limited period of time, the Head of Service will have the discretion to award an honorarium or acting up payment. This will be applied in line with the Guidance attached at Appendix B.

## **6.7 Pay and Performance**

The Council introduced a new appraisal process in October 2018, which has been further enhanced, and expects high levels of performance from all its' employees. Individual performance is managed and supported by line managers, with the relationship between line manager and staff member being key to ensuring we have engaged and motivated staff, who are enabled in their work and can utilise their ideas to improve services. This is vital to ensure all employees and services contribute to meeting the priorities set out in the Councils Corporate Plan. There are no bonus related pay incentives in place.

## **6.8 Pensions**

All Council employees (with the exception of Teachers) are entitled to join the local government pension scheme (LGPS). If employees are eligible, they will automatically become a member of the scheme (to join they must have a contract for at least 3 months and be under the age of 75). Employees can decide to opt out of the scheme. The benefits and contributions payable as part of the scheme are set out in the LGPS regulations. The LGPS Employers rate for 2024/2025 is 23.4% (21.4% Future Service rate and 2.0% Deficit rate).

## **7. Accountability and Decision Making**

7.1 In accordance with statutory requirements and the Constitution of the Council policies relating to the recruitment, pay, terms and conditions, and severance arrangements of all employees of the Council is the responsibility of the Council.

## **8. Chief Officer Remuneration**

### **8.1 Definition of Chief Officer:**

For the purposes of this statement, 'chief officers' are as defined within S43 of the Localism Act. As of 1<sup>st</sup> April 2024, the Council's Chief Officer posts including those falling within the statutory definition are set out below:

- Chief Executive
- Director of Corporate Services
- Director of Economic Development and Growth
- Director of Social Services and Wellbeing
- Director of Education
- Chief Officer, Place
- Head of Legal and Monitoring Officer
- Head of Business Intelligence and Governance
- Head of Childrens Services
- Head of Adult Social Care
- Head of Finance
- Head of Highways, Transport and Recycling
- Head of People

- Head of Housing Services
- Head of Planning and Regulatory Services
- Head of Digital Services
- Head of School Improvement and Learning
- Head of Transforming Education
- Head of Economy and Climate

The above posts are governed by JNC for Chief Executives and JNC for Chief Officers terms and conditions of employment. Pay levels for all such officers are as evaluated using the Korn Ferry Hay Group Job Evaluation Scheme.

The 2023/24 nationally agreed pay awards applied a 3.5% uplift to salaries from 1<sup>st</sup> April 2023. The JNC pay agreements, effective from 1 April 2024, has yet to be agreed with discussion between Trade Unions and the Employers side yet to commence. Once agreed, the Council are contractually obliged to implement.

8.2 Details of senior staff pay are published in the annual Statement of accounts report. This document can be found in the annual accounts of the Council, and can be accessed here: <https://en.powys.gov.uk/article/7469/Council-Accounts>

8.3 The current number and gender profile of Chief Officers is set out below (information as at time of writing the report in February 2024):

<b>Level</b>	<b>Female</b>	<b>Male</b>	<b>All</b>
Chief Executive	1	0	1
Director	3	1	4
Head of Service	8	4	12
<b>Total</b>	<b>12</b>	<b>5</b>	<b>17</b>

#### **8.4 Other Posts**

The Council also has a category of employees employed on Senior Manager (SM) grades. These grades fall between the top of the NJC pay spine and the bottom of the Head of Service range. These posts are governed by NJC terms and conditions of employment, with national pay awards applied accordingly.

The grades ranges for all the above posts are agreed locally and are attached at Appendix C.

The Council has a number of posts within the Schools Service and Youth Service that are employed under Soulbury or Youth & Community terms and conditions. The Soulbury grades are attached at Appendix D, with Youth & Community attached at Appendix E. The last pay award agreed for JNC Youth & Community was £1925 effective from 1<sup>st</sup> September 2023. The last pay award agreed for Soulbury was 4%, effective from 1<sup>st</sup> September 2023. The pay awards effective from 1<sup>st</sup> September 2024 are yet to be discussed at national level.

## **8.5 Recruitment of Chief Officers**

The Council's policy and procedures with regard to the recruitment of Chief Officers is set out within Section 11 of the Council Constitution. When recruiting to all posts the Council will take full and proper account of its Equal Opportunities, Recruitment and Redeployment policies. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

## **8.6 Policy on the Payment of Chief Officers on ceasing to hold office or to be employed by the Council**

Should a Chief Officer be in a redundancy situation and no alternative employment can be found they will, like all other employees, be entitled to compensation in line with the Council's Redundancy Compensation Scheme.

The Councils approach to statutory and discretionary payments on termination of employment of chief officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Retirement and Redundancy Policy, in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 30 weeks would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

Decisions relating to any other payments falling outside the provisions or the relevant periods of contractual notice will be taken by those officers and members authorised to do so by the Council Constitution.

## **9. Independent Remuneration Panel**

- 9.1 In accordance with Section 143A of the Local Government (Wales) Measure 2011 the Independent Remuneration Panel for Wales ("the IRP") has powers to make recommendations in relation to any policy in an authority's pay policy statement which relates to the salary of the Chief Executive
- 9.2 If the Council proposes to change the salary value of the Chief Executive (except one which is commensurate to a change affecting the authority's other staff more generally) then the Council is obliged to consult the IRP about the proposed change. The Council is then required to have regard to the IRP's recommendations on the proposal.
- 9.3 The Council is required to identify in this pay policy statement whether any such referral has been made to the IRP, and if so, the nature of the referral, the IRP's decision and the Council's response. An authority which chooses not to follow the advice of the Panel may become subject to a Ministerial direction to reconsider their position.



- 9.4 The Council has not made a referral to the IRP relating to the salary payable to the Chief Executive.

## **10. Re-employment of Staff**

- 10.1 The Council has a Re-employment of Former Employees Policy which came into effect from 1 September 2014, and reviewed and updated in February 2022.

- 10.2 The purpose of the policy is to set out the Council's approach to the re-employment of certain categories of ex-employees.

### **10.3 Redundancy / Efficiency Cases**

The Council will not engage such former employees on a contract of employment, or through an employment agency, nor engage them in a "contract for services", for a period of 12 months from the date of termination of their employment. After this period, restrictions on their re-employment are removed.

- 10.4 Engagement in a "contract for services" means appointing a genuinely self-employed individual such as a consultant where the relationship between the parties is not that of employer and employee.

### **Exceptions – Redundancy and Efficiency**

- 10.5 Where there is a compelling case for re-employment or re-engagement inside the 12-month period, driven by the needs of the Council (for example, because of the skills and experience of a particular individual) or the circumstances of the former employee, approval must be sought from the Head of Workforce and Organisational Development.

- 10.6 The recruiting manager must submit a case in writing stating why an exception to the general policy should be made. No offer of employment, or contract for services, may be offered, nor arrangement with an employment agency be made until the Head of Workforce and Organisational Development has given express written permission to do so.

- 10.7 The following factors may make it likely that a request for re-employment or a contract for services will be agreed, although not guaranteed:

- The new employment is for a short period (temporary), or casual, or for very few hours a week, and/or is on a lower job grade than the original job;
- The new employment is in a markedly different capacity (job role or service area) to the original job;
- The employee has scarce skills which the Service has demonstrated (through a detailed business case) it cannot secure easily elsewhere.

10.8 There is no right of appeal against the decision of the Head of Workforce and Organisational Development.

10.9 **Misconduct/ Lack of Capability Cases:**

The Council will not re-employ such ex-employees, nor engage their services through an employment agency nor under a contract for services, and there is no qualifying period, subject to the following exceptions outlined below.

10.10 **Exceptions – Misconduct or Lack of Capability Cases**

The Council recognises that there may be a case for re-employment in some circumstances, although it is highly unlikely.

10.11 The Council will not normally re-employ an employee who was dismissed on the grounds of gross misconduct. However, there may be very exceptional circumstances (such as a significant period of time since the dismissal) when re-employment may be considered. The final decision rests with the Head of Workforce and Organisational Development who will take account of the reasons for dismissal and the potential and/or likelihood for future misconduct.

10.12 The Council may re-employ an ex-employee who was dismissed on the grounds of lack of capability, or on grounds of misconduct short of gross misconduct. Re-employment will be subject to an assessment by the respective Head of Service and the Head of Workforce and Organisational Development of the applicant's suitability for the new role in the light of the previous case.

## **11. Remuneration at the Lowest Grades**

11.1 The lowest paid employees employed under a contract of employment with the Council, are remunerated on full time equivalent salaries in accordance with the minimum NJC spinal column point currently in use within the Council's grading structure. From 1<sup>st</sup> April 2023 this is spinal column point 2, currently £22,366 FTE per annum (£11.59 per hour) until the 2024 pay awards are agreed. From 1<sup>st</sup> April 2024, this hourly rate will however increase in-line with the Real Living Wage Rate (see paragraph 6.5), resulting in the lowest paid employees being paid at least £12.00 per hour (£23,152 FTE per annum).

11.2 The Council does run an apprenticeship scheme where individuals are engaged under a fixed term contract for a period of up to three years. From 1<sup>st</sup> April 2024 their rates of pay will be uplifted to the Real Living Wage rate of £12.00 per hour (currently £10.90 per hour) but for the purposes of this Pay Policy do not fall into the category of lowest grade or lowest paid in the council as are not employees by definition.

11.3 The relationship between the rate of pay for the lowest paid and chief officers is determined by the processes used for determining pay and grading structures as set out earlier in this policy statement

## 12. Gender Pay Gap

- 12.1 The following Gender Pay Gap information sets out the actual differences in pay between male and female employees (excluding Schools) as at 31<sup>st</sup> March each year.

Date	Pay Gap (median)	Pay Gap (mean)
As at 31/03/2017	10.2%	10.7%
As at 31/03/2018	9.5%	9.8%
As at 31/03/2019	8.1%	8.3%
As at 31/03/2020	7.6%	7.5%
As at 31/03/2021	4.1%	8.2%
As at 31/03/2022	7.4%	8.0%
As at 31/03/2023	To be confirmed and published by 30/03/2024	To be confirmed and published by 30/03/2024

- 12.2 The median involves listing all the qualifying hourly rates in numerical order and choosing a middle number in the list. The mean average involves adding up all the hourly rates and dividing the result by how many numbers were in the list. A positive percentage figure reveals that typically, or overall, employees who female have a lower pay than male employees. According to the national government's Gender Pay Gap information at [www.gov.uk](http://www.gov.uk), this is likely to be the situation for most employers.
- 12.3 It is however important to note (as per 6.2) that since the Council implemented Job Evaluation and the Single Status Agreement in 2013, both female and males in comparable roles are remunerated equally.

## 13. Pay Relativities within the Authority

- 13.1 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the Organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Authority's workforce.
- 13.2 The multiples of pay for Powys County Council are as follows:

1. The multiple between the lowest paid full time equivalent employee (£22,366) and the chief executive (£144,513) is 1:6.46 (based on current confirmed rates for 2023/24)
2. The multiple between the lowest paid employee (£22,366) and mean average chief officer including the Chief Executive (£93,766) is 1:4.19 (*mean average Chief Officer includes Chief Executive*)
3. The multiple between the lowest paid employee (£22,366) and mean average chief officer excluding the Chief Executive (£90,595) is 1:4.05 (*mean average Chief Officer excludes Chief Executive*)
4. The multiple between the median (average) full time equivalent earnings (£27,803) (excluding schools) and the chief executive (£144,513) is 1:5.20
5. The multiple between the median (average) full time equivalent earnings (£27,803) (excluding schools) and mean average chief officer including the Chief Executive (£93,766) is 1:3.37
6. The multiple between the median (average) full time equivalent earnings (£27,803) (excluding schools) and mean average chief officer excluding the Chief Executive (£90,595) is 1:3.26

## **14. Publication**

- 14.1 Upon approval by the full Council, this statement will be published on the Council's website before 31 March 2024.
- 14.2 The Council's Annual Statement of Accounts will also include additional information as required by the Accounts and Audit (Wales) Regulations 2005 (as amended) and in respect of posts where remuneration is £60,000 or more per annum.

## **15. Partnership with Trade Unions**

- 15.1 The Council will endeavour to maintain the constructive partnership approach that it has developed with the recognised Trade Unions and will continue to work closely with them on pay related matters. Collective bargaining will be followed as appropriate for any proposed changes to pay and /or allowances.

## **16. Reviewing the Policy**

- 14.1 This Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure that it meets the principles of fairness, equality, accountability and value for money for the citizens of Powys. The Policy will be reviewed annually and reported to Council.

## APPENDIX A - Pay Scales for NJC Employees

(\*2023 rates shown, 2024 National Pay Awards not yet confirmed)

The Council adopts the Living Wage Foundation (LWF) rate of £12.00 per hour

NEW Scale Point (SCP)	Grade	FTE Salary	Hourly Rate
1	Grade 1	22,366 (LWF) 23,152	11.5929 12.00
1	Grade 2	22,366 (LWF) 23,152	11.5929 12.00
2		22,366 (LWF) 23,152	11.5929 12.00
3	Grade 3	22,737 (LWF) 23,152	11.7852 12.00
4		23,144 (LWF) 23,152	11.9806 12.00
5	Grade 4	23,500	12.1807
6		23,893	12.3844
7	Grade 5	24,294	12.5922
8		24,702	12.8037
9		25,119	13.0198
11	Grade 6	25,979	13.4656
12		26,421	13.6947
13		26,873	13.9290
14		27,334	14.1679
15	Grade 7	27,803	14.4110
16		28,282	14.6593
17		28,770	14.9123
18		29,269	15.1709
19		29,777	15.4342
19	Grade 8	29,777	15.4342
20		30,296	15.7032
21		30,825	15.9774
22		31,364	16.2568
23	Grade 9	32,076	16.6258
24		33,024	17.1172
25		33,945	17.5946
27	Grade 10	35,745	18.5276
28		36,648	18.9956
29		37,366	19.3522
30	Grade 11	38,223	19.8120
31		39,186	20.3111
32		40,221	20.8476
33	Grade 12	41,418	21.4680
34		42,403	21.9786
35		43,421	22.5063
37	Grade 13	45,441	23.5533
38		46,464	24.0835
39		47,420	24.5790
41	Grade 14	49,498	25.6561
42		50,512	26.1817
43		51,515	26.7016

## **APPENDIX B - Acting Up / Honoraria and Relief Arrangements**

### **Cover for Managers /Supervisors**

Acting up allowances will be paid in the event of a temporary and unforeseen absence of a manager or supervisor where an employee is required to cover the duties of the post for more than one calendar month. Cover provided for absences less than this will not be paid.

Where an absence is likely to be lengthy, e.g Maternity Leave, managers must consider making an appointment to the temporary vacancy through advertisement to a wider field of potential applicants.

Once cover extends beyond one month then employees will be paid the difference between their own rate and the job evaluated rate for the job being covered, backdated to the beginning of the period of cover. A minimum of one spinal column point higher will be paid. A percentage of the difference in rate may be made to reflect a lesser range of responsibilities being covered. Percentage acting up allowances may be paid to more than one member of a team if responsibilities are being shared. Where full duties are shared the acting allowances should be equal to the full difference in salary.

### **Honoraria**

On occasion when employees undertake additional responsibilities for a limited period of time the Head of Service will have the discretion to award an honorarium. This will not be a full job evaluated rate given the time limits on the responsibilities however the job evaluation scheme can be used to help establish a reasonable honoraria rate. If the additional duties are outside the usual knowledge and skill requirements it maybe necessary to use market information (in accordance with the market supplement policy) to establish a payment level. Honoraria should cease after 12 months. If the additional duties continue then an evaluated rate must be established, if necessary with a market premium, in accordance with the market Supplement Policy.

### **Relief / Casual Arrangements**

Where there is a business requirement for a relief duty officer e.g as part of a duty roster a single fixed job evaluated rate for the relief role should be established and paid as a change of rate for the period during which the employee covers the duty requirements.

Casual workers are entitled to the evaluated rate for the job unless they are not required to cover the full duties of the job. If this is the case then a casual worker job evaluated rate must be established. The casual worker is entitled to any allowances arising from non-standard working in the same circumstances as an established employee.

## APPENDIX C - Chief Officer & Senior Manager Pay Scales

National Pay Rates applicable from 1 April 2024\*  
 (\* 2023 rates shown, 2024 National Pay Award not yet confirmed)

<b>Senior Manager 2</b>	<b>SM2</b>	<b>003</b>	<b>£57,352</b>
		<b>004</b>	<b>£59,455</b>
		<b>005</b>	<b>£60,088</b>
		<b>006</b>	<b>£61,561</b>
<b>Senior Manager 1</b>	<b>SM1</b>	<b>009</b>	<b>£65,140</b>
		<b>010</b>	<b>£66,823</b>
		<b>011</b>	<b>£68,508</b>
		<b>012</b>	<b>£70,193</b>
<b>Heads of Service 2</b>	<b>HS2</b>	<b>017</b>	<b>£75,598</b>
		<b>018</b>	<b>£78,055</b>
		<b>019</b>	<b>£80,504</b>
		<b>020</b>	<b>£82,960</b>
<b>Heads of Service 1</b>	<b>HS1</b>	<b>021</b>	<b>£85,411</b>
		<b>022</b>	<b>£87,866</b>
		<b>023</b>	<b>£90,321</b>
		<b>024</b>	<b>£92,773</b>
<b>Director 2</b>	<b>D2</b>	<b>025</b>	<b>£94,282</b>
		<b>026</b>	<b>£96,818</b>
		<b>027</b>	<b>£99,353</b>
		<b>028</b>	<b>£101,889</b>
<b>Director 1</b>	<b>D1</b>	<b>029</b>	<b>£106,682</b>
		<b>030</b>	<b>£109,216</b>
		<b>031</b>	<b>£111,752</b>
		<b>032</b>	<b>£114,286</b>
<b>Chief Executive</b>	<b>CE1</b>	<b>037</b>	<b>£144,513</b>
		<b>038</b>	<b>£147,718</b>
		<b>039</b>	<b>£150,925</b>
		<b>040</b>	<b>£154,131</b>

The Chief Executive is also the Returning Officer and payment for these duties is set out in legislation prior to the election within Fees and Charges Orders.

# APPENDIX D - Soulbury Pay Agreement

National Pay Rates applicable from 1 September 2023 (2024 not yet agreed)  
 Educational Improvement Professionals (EIPs)

Spinal point	Rates effective from 1-Sep-23
001	40,919
002	42,312
003	43,224
004	44,963
005	46,288
006	47,615
007	49,008
008	50,349
009	51,911
010	53,304
011	54,679
012	56,010
013	56,976
014	58,861
015	59,777
016	61,106
017	63,034
018	64,354
019	65,717
020	66,421
021	67,774
022	68,953
023	70,251
024	71,415
025	72,659
026	73,873
027	74,403
028	75,650
029	77,635
030	78,894
031	80,142
032	80,637
033	82,679
034	83,180
035	84,465
036	86,607
037	87,919
038	89,245
039	90,552
040	90,985
041	92,285
042	94,485
043	94,883
044	96,189
045	98,428
046	98,794
047	100,102
048	102,376
049	103,690
050	105,006
051	108,164
052	112,491



# Educational Psychologists

## SCALE A

SCP	01-Sep-23
1	42,422
2	44,474
3	46,525
4	48,575
5	50,627
6	52,678
7	54,609
8	56,540
9	58,348
10	60,160
11	61,848
12	62,540
13	63,836
14	65,120

## SCALE B

SCP	01-Sep-23
1	52,678
2	54,609
3	56,540
4	58,348
5	60,160
6	61,848
7	62,540
8	63,836
9	65,120
10	66,425
11	67,706
12	69,010
13	70,337
14	71,621
15	72,966
16	74,297
17	75,637
18	76,976
19	80,055
20	83,257
21	86,587

## Young People's / Community Service Managers Spine

SCP	01-Sep-23
1	41,972
2	43,281
3	44,587
4	45,922
5	47,278
6	48,601
7	49,953
8	51,490
9	52,338
10	53,648
11	54,950
12	56,255
13	57,550
14	58,858
15	60,167
16	61,481
17	62,800
18	64,113
19	65,417
20	66,749
21	68,106
22	69,496
23	70,912
24	72,358

## APPENDIX E - JNC for Youth & Community Workers

National Pay Rates applicable from 1 September 2023\*  
(\*2024 national pay award yet to be agreed)

### Support Worker Range

SCP	01/09/2023
1 - 4	obsolete
5	23,496
6	23,825
7	24,121
8	24,799
9	25,664
10	26,341
11	27,434
12	28,501
13	29,606
14	30,750
15	31,528
16	32,341
17	33,141

### Professional Range

SCP	01/09/2023
13	29,606
14	30,750
15	31,528
16	32,341
17	33,141
18	33,946
19	34,745
20	35,547
21	36,447
22	37,467
23	38,461
24	39,459
25	40,465
26	41,470
27	42,475
28	43,493
29	44,502
30	45,513
31	46,195
32	47,316

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