

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

Minutes of the meeting of Rhondda Cynon Taf County Borough Council held at the County Borough Council Offices, The Pavilions, Clydach Vale on Wednesday, 23rd March 2016 at 5.00 p.m.

PRESENT

County Borough Councillor B.Stephens – in the Chair

County Borough Councillors

L.M.Adams	M.Griffiths	M.J.Powell
(Mrs) T.A.Bates	P.Griffiths	K.A.Privett
D.R.Bevan	(Mrs) E.Hanagan	S.L.Rees
H.W.Boggis	G.Holmes	S.Rees-Owen
J.Bonetto	G.E.Hopkins	J.Rosser
S.A.Bradwick	P.Howe	G.Smith
J.Bunnage	J.S.James	R.W.Smith
A.Calvert	P.Jarman	G.Stacey
S.Carter	(Mrs) S.J.Jones	(Mrs) M.Tegg
A.Crimmings	R.Lewis	R.K.Turner
W.J.David	(Mrs) C.Leyshon	G.P.Thomas
A.L.Davies, MBE	S.Lloyd	L.G.Walker
(Mrs) A.Davies	R.B.McDonald	(Mrs) J.S.Ward
C.Davies	C.J.Middle	P.Wasley
G.R.Davies	K.Montague	M.O.Weaver
(Mrs) M.E.Davies	A.Morgan	M.Webber
(Mrs) L. De Vet	B.Morgan	E.Webster
J.Elliott	M.A.Norris	W.D.Weeks
S.M.Evans	I.Pearce	D.H.Williams
M.Forey	S.Pickering	C.J.Willis
A.S.Fox	S.G.Powderhill	R.A.Yeo

Officers in Attendance

Mr.C.Bradshaw – Chief Executive
Mr.C.Lee – Group Director, Corporate & Frontline Services
Mr.G.Isinigrini – Group Director, Community & Children's Services
Mr.P.J.Lucas – Director, Legal & Democratic Services
Mrs.E.Thomas – Temporary Director, Education & Lifelong Learning
Mr.C.Hanagan – Service Director, Cabinet & Public Relations
Mr.R.Evans – Head of Human Resources

121 APOLOGIES FOR ABSENCE

Apologies for absence were received from County Borough Councillors P.Baccara, (Mrs) J.Cass, J.Davies, S.M.Evans-Fear, W.L.Langford, K.Morgan, M.J.Watts, and T.Williams.

122 DECLARATIONS OF INTERESTS

Council Members

In accordance with the Code of Conduct, the following declarations of personal interests were made in matters pertaining to the agenda:

- (1) County Borough Councillor (Mrs) E.Hanagan – Item 10 – The Council’s 2016-17 Pay Policy Statement – “A close family member is a Chief Officer”
- (2) County Borough Councillor (Mrs) E.Hanagan – Item 17 – The Council’s Senior Management Structure – “A close family member is a Chief Officer, it is also a prejudicial interest and I will leave the meeting for this item”.
- (3) County Borough Councillor S.Rees-Owen – Item 14 – Notice of Motion – “My Husband works in the Steel Industry”.

Council Officers

(1) Mr.C.Bradshaw, Chief Executive

“In relation to Agenda Item 10 – The Council’s 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter. I will remain in the meeting whilst the item is presented and during subsequent discussion on the item.

In relation to Agenda Item 17 – The Council’s Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post is referenced within the report structure. Given my duties as Chief Executive and Head of Paid Service, I believe that I am best placed to present the report and recommendations to Members and address any queries that they may have with regard to the report”.

(2) Mr.P.Lucas, Director, Legal & Democratic Services

“In relation to Agenda Item 10 - The Council’s 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter.

In the absence of the Director of Human Resources and as the joint author of the report, I believe I am best placed to present the report and recommendations to Members.

I would remind Members that the making of the annual Pay Policy Statement is distinct from the Council’s contractual and statutory obligations as employers and the process of making the statement, therefore, can have no effect on existing terms and conditions applying to individual employees.

In relation to Agenda Item 17 - The Council's Senior Management Structure , I declare a personal interest in the matter as my post of referenced within the report structure. Given my duties as the Director, Legal & Democratic Services and Monitoring Officer, I believe that I am best placed to remain in the meeting to address any legal queries that Council may have with regards to the report."

(3) Mr.R.Evans, Head of Human Resources

In relation to Agenda Item 10 - The Council's 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter. In the absence of the Director of Human Resources, I will be able to advise Members in respect of any H.R. queries they may have in relation to the report and Pay Policy Statement following its presentation.

In relation to Agenda Item 17 - The Council's Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post of referenced within the report structure. Given my duties of Head of Human Resources and the fact that the contents of the report will impact on the workforce, I believe that I am best placed to remain in the meeting to address any queries that Council may have with regards to the report."

(4) Mrs.E.Thomas, Temporary Director, Education & Lifelong Learning

"In relation to Agenda Item 10 - The Council's 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter. I will remain in the meeting whilst the item is presented and during subsequent discussion on the item.

In relation to Agenda Item 17 - The Council's Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post is referenced within the report structure. I shall leave the meeting when the item is discussed."

(5) Mr.C.Hanagan, Service Director, Cabinet & Public Relations

"In relation to Agenda Item 10 - The Council's 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter. I will remain in the meeting whilst the item is presented and during subsequent discussion on the item.

In relation to Agenda Item 17 - The Council's Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post is referenced within the report structure. I shall leave the meeting when the item is discussed."

(6) Mr.C.Lee, Group Director, Corporate and Frontline Services

"In relation to Agenda Item 10 – The Council's 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the

matter. I will remain in the meeting whilst the item is presented and during subsequent discussion on the item.

In relation to Agenda Item 17 - The Council's Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post is referenced within the report structure. I shall leave the meeting when the item is discussed."

(7) Mr.G.Isinigrini, Group Director, Community & Children's Services

"In relation to Agenda Item 10 - The Council's 2016-17 Pay Policy Statement, I wish to declare a personal and pecuniary interest in the matter. I will remain in the meeting whilst the item is presented and during subsequent discussion on the item.

In relation to Agenda Item 17 - The Council's Senior Management Structure, I declare a personal and pecuniary interest in the matter as my post is referenced within the report structure. I shall leave the meeting when the item is discussed."

123 ANNOUNCEMENTS

- (1) Following the news of the terrorist attacks that took place in Brussels yesterday, Members stood in silence in memory of the victims.
- (2) County Borough Councillor (Mrs) S.J.Jones informed the Council that she was currently selling tickets for a 'Fair Trade Raffle' to raise funds for Cwm Taf Crossroads and urged Members to support the event generously.
- (3) The Mayor congratulated County Borough Councillor D.H.Williams on celebrating his 53rd Wedding Anniversary today.

124 MINUTES

RESOLVED to approve as an accurate record, the minutes of the meeting of the Council held on 10th March 2016.

OPEN GOVERNMENT

**125 STATEMENT FROM THE LEADER OF THE COUNCIL
RE: HOME TO SCHOOL TRANSPORT**

"On Wednesday 16th March as Leader of the Council and under the authority given to me under Section 3A of the Leaders Scheme of Delegation (section 2.1), I took the Decision, in consultation with the Deputy Leader and my Cabinet, to reverse the previous Cabinet decision in respect of Home to School Transport

Faster and stronger progress in the delivery of Council wide efficiency savings has provided the financial flexibility to make this decision.

We are continually seeking more efficient ways of delivering services to protect frontline services and, in addition to the protection afforded to local government funding in Wales by the Welsh Government, we are delivering these savings in excess of the levels we set for the Council to achieve.

This proactive approach has provided the flexibility to responsibly reconsider this decision. This will see the service provided to the current level (2015/16 Policy) with no changes now being implemented from September 2016. We will not seek to support this decision by dipping into the Council's General Fund Balances as this would be financially reckless and un-sustainable.

We have always made clear when we have needed to consider difficult decisions around services that we only do so as a result of the need to set a legally balanced budget. None of the tough decisions we have reluctantly taken in recent years have been through choice but as a result of the situation UK government spending cuts have presented us with.

Following this decision, out of a budget gap of £20m for 2016/17, less than £1m of the required savings will have come from service changes.

To support this decision we will continue to focus on the delivery of efficiency savings, away from the frontline savings achieved through senior management changes, procurement, digitisation and reducing office accommodation and buildings are all ways we have used to achieve key savings and this approach will continue.

The savings generated by the previous decision would not have taken effect until September of this year and this therefore allows times for Cabinet and subsequently this Council to consider amending the Council's budget to reflect this decision; I am however keen that my Cabinet and Council consider this matter in April."

**126 STATEMENT FROM THE LEADER
RE: CITY DEAL UPDATE**

The Leader informed the Council that the 'City Deal – Heads of Terms' had now been signed and provided a brief update on the matter. He stated that a summary document of the 'City Deal' would be published in April 2016 which would be sent to all Councillors for their information.

**127 STATEMENT FROM THE CABINET MEMBER FOR ENVIRONMENT,
LEISURE AND CULTURE (COUNTY BOROUGH COUNCILLOR
A.CRIMMINGS)
RE: INVESTMENT IN LEISURE**

"I would like to give Members an update on the investment in Leisure that the Leader outlined in the October review and the further funding agreed just a few weeks ago.

In total over £1.7m is being invested in our sports centres and outdoor playing facilities.

Firstly I can confirm work is progressing well at Bronwydd Swimming Pool with the new gym and refreshed changing area due to be completed in early April

At Ystrad, planning permission for the changes is now in place and preliminary works have been carried out with new windows now installed. Work has commenced on the first phase, which will see the development of a new gym, with further work, including improvements to the entrance area, to be completed by the end of June.

At Abercynon Sports Centre I am pleased to announce work started this week on phase one which is the creation of a new studio/activities room. Work on the new gym and wider improvements to the entrance are commencing shortly and are expected to be completed by the end of May

Turning to the recent announcement of investment in 3G pitches, I can confirm that in the Rhondda the site of the upgrade will be the Pentre Astro Turf and in Cynon Valley it will be at the site of the Dyffryn Pennar Astro Turf.

Discussions are ongoing with 3rd party funders and this will determine if we fund one or possibly 2 3G pitches in the Taff Ely area and we will make a further announcement with this detail when we are in a position to confirm.

These are significant investments across the County Borough and have been warmly welcomed by the many sporting organisations I have met with in recent weeks.”

127 MEMBERS' QUESTIONS

(1) From County Borough Councillor C.Davies to the Cabinet Member for Children's Social Services, Equalities and the Welsh Language (County Borough Councillor G.Hopkins

“Will you make a statement on your equal opportunities and disabilities responsibilities?”

Response from County Borough Councillor G.Hopkins

“As Cabinet Member for Equalities and as Disabilities Champion for the Council, I would like to say that the Council takes very seriously the equalities and human rights agenda.

Equality of opportunity is I believe one of the hallmarks of a civilised society, and I'm proud of the role this Council has played both within itself as an employer committed to becoming more open and accessible to people with disabilities, and in its role in raising awareness of this agenda throughout the County Borough.

You will, I am sure Mr Mayor, been as pleased as I was recently that this Council has been recognised as the top authority in Wales, and in the top 100 organisations in the Stonewall 100 list for most inclusive employers in the whole of Great Britain.

This Council has played a leading role within the Women Adding Value to the Economy project, and have undertaken extensive work on unconscious bias and challenging attitudes.

Councillor Davies asks particularly about my disabilities responsibilities. As lead member, I chair the RCT Disability Forum which is involved in monitoring the delivery of the Single Equality Action Plan and regularly contributes to a wide range of consultations such as the Framework for Independent Living.

I also Chair the Cabinet Committee which acts as Trustee of the Rhondda Cynon Taf Trust Fund for Visually Impaired People, which continues to fund a range of work undertaken within Rhondda Cynon Taf by the RNIB and Cardiff Institute for the Blind in partnership with our own sensory impairment services.

A range of further information can be found within the Annual Equalities Report which was considered by Cabinet last week, which further details what we are doing as a Council to promote equal opportunities, eliminate discrimination and our work undertaken with different groups.”

Supplementary Question from Councillor C.Davies

“The Children’s Commissioner is calling for Wales to become the first nation in the UK to remove legal defence of reasonable punishment against children as there is no legal defence for hitting another adult. Do you as Equality and Children’s Champion, agree that smacking children should be banned in Wales and would you campaign for this point of view to make it clear to our constituents?”

Response from Councillor Hopkins

“If Councillor Davies will forgive me, I may have a personal opinion on this matter and I expect you will find 75 personal opinions throughout this Council. This is not a matter for which RCT Council is responsible so with respect, I shall graciously say that this a matter of conscience which each Member should consider for themselves.”

(2) From County Borough Councillor M.Norris to the Cabinet Member for Council Business (County Borough Councillor M.Webber)

“Following the Westminster Government implementation of an individual electoral registration system, can you tell us what the Council has been doing to promote electoral registration in our County Borough?”

Response from County Borough Councillor M.Webber

“This year’s annual canvass was very challenging with poor response rates throughout the various statutory stages, this was in line with most other LAs in Wales and despite our best efforts in door knocking all non responding properties.

At the end of the process with the publication of the annual register the electorate stood at 167,744. Since then we have continued efforts through various streams such as reminder letters and followed chase letters, emails and telephone calls and promotion via press and social media. We also conducted a full Household notification exercise that allowed us to clear up some anomalies within the system and currently the electorate stands at 169,428 with a further 5,468 pending electors. These electors are at various stages within the process with many awaiting further information such as NI number and dates of birth which is now a requirement of the process.”

Supplementary Question from Councillor M.Norris

“In my supplementary question, I would like to look at Household Notification Letters, can you give us information on this and if this is expected to improve student electoral registration?”

Response from Councillor Webber

“Household Notification Letters ensure that every person in the household is on the register or can apply. In relation to students, this year we have tried a scheme whereby we encourage students to sign up or enrol when they register at University.”

(3) From County Borough Councillor L.M.Adams to the Cabinet Member for Council Business (County Borough Councillor M.Webber)

“Will the Cabinet Member make a statement on decision making processes used by the Council?”

Response from County Borough Councillor M.Webber

“As a Council we are committed to openness and transparency and will continue to explore opportunities to improve our decision making processes.”

Supplementary Question from Councillor Adams

“I was pleased to see the Cabinet Report proposing changes to the Scheme of Delegation on Scrutiny, can you make a statement on this?”

Response from Councillor M.Webber

“I think the report to which you refer makes a number of recommendations aimed at improving further our decision making processes and if you want any further information on this come and see me.”

(4) From County Borough Councillor J.Bonetto to the Cabinet Member for Children’s Social Services, Equalities and the Welsh Language (County Borough Councillor G.Hopkins)

“Will the responsible Cabinet Member make a statement on the soon to be introduced Welsh Language Measure?”

Response from County Borough Councillor G.Hopkins

“The Welsh Language Sub-Committee of the Cabinet which I chair has met to consider the Council’s response which Cabinet has received and approved. You will see it before you for your approval this evening.

I think it is fair to say that the vast majority of the measures included within the Standards and Compliance Notice we have received, the Council is meeting and will continue to strive to meet and there are a number of standards in there which we are looking at again and we are asking the Welsh Language Commissioner to look again not just because of resources and cost implications but for a range of other issues.

There are other ways that we can promote the Welsh Language in which I just highlight the decision we took recently to repeat funding for ‘Parti Ponty’.

Supplementary Question from Councillor Bonetto

“Is it important that the Council is able to take a measured approach to the implementation of the new standards?”

Response from Councillor Hopkins

“Yes.”

(5) From County Borough Councillor A.L.Davies,MBE to the Leader of the Council (County Borough Councillor A.Morgan)

“Will the Leader make a statement on his role and responsibilities?”

Response from County Borough Councillor A.Morgan

“As Leader I have responsibility for the financial management and stability of the Council and also for providing strategic direction.

I also represent the Council on a regional and national level on a range of issues.

Alongside my Leader’s role, I kept my Cabinet Member’s role for Highways, Road Safety, Street Lighting, Land Drainage and Corporate Assets within my portfolio.”

Supplementary Question from Councillor Davies

“Can I comment and congratulate the Leader on his appointment as Leader of the City Deal. I know he has been heavily involved in this so far and seeing him on the news filled me with pride. The Leader has re-assured me that he will continue to play a significant role in moving forward with the City Deal.”

Response from Councillor Morgan

“Yes, I hope it will and I hope RCT will play its part”

JOINT REPORT OF THE SECRETARY TO THE CABINET AND THE DIRECTOR OF EDUCATION AND LIFELONG LEARNING

128 WELSH LANGUAGE CABINET STEERING GROUP – APPEALS SUBMISSION UNDER SECTION 54 OF THE WELSH LANGUAGE WALES MEASURE 2011

The joint report advised Members of the outcome of the recent special meeting of the Welsh Language Cabinet Steering Group in respect of an appeal submission to the Welsh Language Commissioner in relation to the Welsh Language Statutory Standards.

Following consideration of the report, it was **RESOLVED** –

- (1) To note the contents of the report.
- (2) To note the recommendation of the Welsh Language Cabinet Steering Group in respect of the appeal submission outlined in Appendix 1 of the report as agreed by Cabinet on 17th March 2016 and to agree its submission to the Welsh Language Commissioner.

REPORT OF THE CHIEF EXECUTIVE

129 NOMINATIONS FOR THE FREEDOM OF THE COUNTY BOROUGH

In his report, the Chief Executive sought approval of recommendations made by the Freedom of the County Borough Working Group which met on 9th March 2016.

Following consideration of the recommendations outlined in the report, it was **RESOLVED** –

- (1) To support the recommendations of the Freedom of the County Borough Working Group in awarding the accolade of Freedom of the County Borough to Mr. David William ‘Dai’ Dower, MBE and to Mr. Matthew James.
- (2) To support the Working Group’s recommendation of taking forward the launch of a ‘Rhondda Cynon Taf Citizen Award’.

- (3) To utilise the `Rhondda Cynon Taf Citizen Award' ceremony to bestow the accolade of Freedom of the County Borough to Mr.Dower and Mr.James, at a date to be agreed.

JOINT REPORT OF THE CHIEF EXECUTIVE AND DIRECTOR OF HUMAN RESOURCES

130 CHIEF OFFICER VER & REDUNDANCY PACKAGES

In the joint report, the Council was informed of the recommendation from the Council's Voluntary Early Retirement Panel to obtain Council approval for two Chief Officer severance packages, as detailed in the report, in accordance with the Council's approved 2015/16 Pay Policy Statement.

Following consideration of the report, it was **RESOLVED** to approve, following a recommendation from the Council's Voluntary Early Retirement Panel, the two Chief Officer severance packages (as detailed in Appendix 1 of the report) in accordance with the Council's approved 2015/16 Pay Policy Statement.

(Note: The Mayor, County Borough Councillor B.Stephens, left the meeting at this point in the proceedings, vacating the Chair in favour of the Deputy Mayor, County Borough Councillor R.Lewis)

JOINT REPORT OF THE DIRECTOR OF HUMAN RESOURCES AND THE DIRECTOR OF LEGAL & DEMOCRATIC SERVICES

131 THE COUNCIL'S 2016/17 PAY POLICY STATEMENT

The joint report provided Members with information in respect of the Council's 2016/17 Pay Policy Statement and approval of its contents was sought.

Following consideration of the matter, it was **RESOLVED** to approve the Pay Policy Statement 2016/17 at Appendix A of the Report.

REPORT OF THE CABINET

132 THE COUNCIL'S THREE YEAR CAPITAL PROGRAMME 2016-17 – 2018/19

The Group Director, Corporate & Frontline Services presented the report of the Cabinet setting out the Council's proposed Capital Programme for 2016/17 to 2018/19, following the Local Government settlement for 2016/17.

It was **RESOLVED** –

- (1) To note the details of the final 2016/17 Local Government settlement for capital expenditure, reproduced at Appendix 1.

(2) To agree the proposed 'core' three year programme detailed at Appendix 2.

(3) To agree the three-year Capital Programme, detailed at Appendix 3.

REPORT OF THE GROUP DIRECTOR, CORPORATE & FRONTLINE SERVICES

133 TREASURY MANAGEMENT STRATEGY INCORPORATING INVESTMENT STRATEGY, PRUDENTIAL INDICATORS AND MRP STATEMENT FOR 2016/17

In his report, the Group Director, Corporate & Frontline Services set out details of the following for the Council's consideration:

- Treasury Management Strategy for 2016/17
- Investment Strategy for 2016/17
- Prudential and Treasury Indicators for 2015/16 (actual to date) and 2016/17, 2017/18 and 2018/19; and
- Minimum Revenue Provision (MRP) Policy Statement

and following consideration thereof, it was **RESOLVED –**

- (1) To approve the Treasury Management Strategy, Investment Strategy, Prudential and Treasury Indicators as set out in the report.
- (2) To approve the amended MRP Policy as set out in the report at paragraph 19 and detailed in Appendix 1 attached, effective from 2015/16 financial year.
- (3) To grant the Section 151 Officer (or in his absence the Deputy Section 151 Officer) with delegated powers to exceed the fixed/variable limits, in the best financial interests of the Authority only, and if utilised, that this be reported to the next available meeting of Council (paragraph 18.6 of the report refers).

REPORT OF THE GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES

134 PROVISION OF BYELAWS ON ACUPUNCTURE, TATTOOING, SEMI-PERMANENT SKIN-COLOURING, COSMETIC PIERCING AND ELECTROLYSIS

The Group Director, Community & Children's Services reported on the need for the Council to adopt new model byelaws on acupuncture, tattooing, semi-permanent skin-colouring, cosmetic piercing and electrolysis for the reasons outlined in his report and following consideration of the matter, it was **RESOLVED –**

- (1) To adopt the provisions of the Local Government (Miscellaneous Provisions) Act 1982, Part VIII, Sections 14-17 to enable new Model Byelaws to be

adopted, as recommended by the Cabinet at its meeting on the 21st January 2016, with an effective implementation date of 1st June 2016.

- (2) To approve in their entirety the Model Byelaws reproduced in Appendix 1 in accordance with the provisions of the Local Government Byelaws (Wales) Act 2012 as recommended by the Cabinet at its meeting on the 21st January 2016 and that the effective implementation date for the Byelaws be the 1st June 2016.
- (3) To revoke all existing byelaws, which regulate ear piercing, tattooing, acupuncture and electrolysis with effect from the 1st June 2016 being the start date of the new byelaws, as recommended by the Cabinet at its meeting on the 21st January 2016.
- (4) To grant authority for the Service Director of Public Health & Protection to publicise, on the council's website, a summary of the consultation & responses on the adoption of the draft Model Byelaws, the Council's decision on the adoption of the new Model Byelaws and reason for the decision.
- (5) To grant authority for the Service Director of Public Health & Protection to publicise, in local newspapers and on the council's website, a notice of the Council's decision to adopt the provisions of the Local Government (Miscellaneous Provisions) Act 1982 Part VIII (sections 14-17) and the byelaws and to publish on the Council's website a copy of the byelaws.

135 NOTICE OF MOTION

The following Notice of Motion standing in the names of County Borough Councillors P.Jarman, G.R.Davies, C.Davies, E. Webster, S. Evans-Fear, S. Rees-Owen, M.O.Weaver, K.Morgan and I.Pearce was moved and seconded:

“In an effort to support the Welsh Steel Industry, this Council will, in future, make it clear in its Contract and Tender specification documents, that as a preference, all work and structures requiring the use of steel should be sourced from Welsh Steel Works”

Following a discussion, it was **RESOLVED** to refer the Notice of Motion to the relevant Scrutiny Committee for consideration and report back to Council at the earliest opportunity.

136 NOTICE OF MOTION

The following Notice of Motion standing in the names of County Borough Councillors P.Jarman, G.R.Davies, C.Davies, E. Webster, S. Evans-Fear, S. Rees-Owen, M.O.Weaver, K.Morgan and I.Pearce was moved and seconded:

“In an effort to immediately improve the safe travelling experience of those that commute daily from Rhondda Cynon Taf to Cardiff by rail, this Council will express its grave concern to the Chief Executive of Arriva Wales and the Welsh Government “.

and it was **RESOLVED** to adopt the motion.

137 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that the press and public be excluded from the meeting under Section 100A(4) of the Local Government Act 1972 (as amended) for the next item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 13 of Part 4 of Schedule 12A of the Act.”.

JOINT REPORT OF THE CHIEF EXECUTIVE AND THE DIRECTOR OF HUMAN RESOURCES, CONTAINING EXEMPT INFORMATION

138 THE COUNCIL'S SENIOR MANAGEMENT STRUCTURE

(Note: Having earlier declared a personal and prejudicial interest in the above-mentioned matter, County Borough Councillor (Mrs) E.Hanagan left the meeting for this item. Having earlier declared personal and pecuniary interests in the matter, Mrs.E.Thomas, Mr.C.Hanagan, M.C.Lee and Mr.G.Isinigrini also left the meeting)

In the joint report, Members were advised of recent changes to the Council's Senior Management structure agreed by Cabinet on 3rd March 2016 and were asked to consider the recommendations emanating from the Appointments Committee meeting held on 16th March 2016.

Following consideration of the matter, it was **RESOLVED** –

- (1) To note that from 1st April 2016 and 1st July 2016 respectively, the revised directorate structures shown at Appendices 2(i), 2(ii), 2(iii), 2(iv.a) and 2(iv.b) will be implemented. These combined implementations will achieve an overall estimated new annual saving of £277,778 (inclusive of on-costs) at the Chief Officer and an associated GR15 (Extended Senior Management Team) grade levels;
- (2) To note that from Autumn 2016, the revised directorate structures shown at Appendices 3(i), 3(ii), 3(iii), 3(iv.a) and 3(iv.b) will be implemented, which will achieve an overall estimated new annual saving of £80,977 (inclusive of on-costs) at the Chief Officer grade level;
- (3) To note that emanating from the revised directorate structures outlined in 1 and 2 above, Cabinet authorised:
 - i) the creation of the post of Head of Service – Safeguarding & Standards (Head of Service Level 1);
 - ii) the creation of the post of Head of Service – Assessment & Care Planning (Head of Service Level 1);
 - iii) the creation of the post of Head of Service – Communities & Prosperity (Head of Service Level 2);

- iv) the creation of the post of Head of Service – Customer Care (Head of Service Level 1);
 - v) the creation of the post of Head of Service – ICT (Head of Service Level 1);
 - vi) the creation of the post of Head of Service – Payroll, Pensions & Payments (Head of Service Level 1);
 - vii) the creation of the post of Head of Service – Finance Services (x 3) (Head of Service Level 1);
 - viii) the creation of the post of Head of Service – Highways & Engineering (Head of Service Level 1);
 - ix) the creation of the post of Head of Service – Streetcare (Head of Service Level 1);
 - x) the creation of the post of Head of Legal Services (covering Corporate, Democratic Services, Information Governance, Elections & Business Support) - (Head of Service Level 1). It is envisaged that this post would also undertake the role of Deputy Monitoring Officer; and
 - xi) the creation of the post of Head of Legal Services (covering Litigation, Planning & Environment, Community & Childrens) - (Head of Service Level 1).
- (4) To note that in accordance with the Council's change management process, the Appointments Committee formally resolved to appoint Mrs. Ann Batley to the post of Service Director – Children's Services (Service Director – Level 1) with effect from the 16th March 2016;
- (5) To note that in accordance with the revised Council Senior Management structure agreed by Cabinet on the 3rd March 2016, the Appointments Committee formally resolved to delete the following posts: -
- i) Director – Customer Care & ICT (Director – Level 2);
 - ii) Service Director – Adult Services (0.4 FTE) (Service Director – Level 1);
 - iii) Service Director – Legal Services (Service Director – Level 1);
 - iv) Head of Education & Financial Reporting (Head of Service – Level 1);
 - v) Head of Corporate & Mgt Accounting (Head of Service – Level 1);
 - vi) Head of Community & Childrens Finance (Head of Service – Level 1);
 - vii) Head of Payroll, Pensions & Payments (Head of Service – Level 2);
 - viii) Head of Operational Procurement (Head of Service – Level 2);
 - ix) Head of Prevention (Head of Service – Level 2);
 - x) Head of Safeguarding & Standards (Head of Service – Level 2);
 - xi) Head of Assessment & Care Planning (Head of Service – Level 2);
 - xii) Head of Customer Care (Head of Service – Level 2);
 - xiii) Head of ICT (Head of Service - Level 2);
 - xiv) Head of Cultural Services (Head of Service – Level 2);
 - xv) Head of Streetcare (Head of Service – Level 2);
 - xvi) Head of Legal - Democratic & Corporate (Head of Service – Level 2);

- xvii) Head of Legal – Head of Service Level 2 post within Legal Services (actual post title to be confirmed following change management process);
- (6) To agree the recommendation made by the Appointments Committee on the 16th March 2016 to Council, that Mr. Christopher Jones be appointed to the post of Director of Legal & Democratic Services, effective from the day after the retirement of the current post holder, Mr. Paul Lucas;
- (7) To designate Mr. Christopher Jones as the Council's Monitoring Officer, effective from the day after the retirement of Mr. Paul Lucas, should he be appointed into the role of Director of Legal & Democratic Services Council; and
- (8) To give delegated authority to the Director, Legal & Democratic Services authority to make the consequential changes that are required to be made to the Council's Constitution as a result of implementation of the above initiatives.

**B.STEPHENS
MAYOR**

**R.LEWIS
DEPUTY MAYOR**

The meeting terminated at 7.55 p.m .