

Pecyn Dogfennau Cyhoeddus

Cyngor Sir

Man Cyfarfod
Cyfarfod Hybrid - Zoom - Neuadd y Sir

Dyddiad y Cyfarfod
Dydd Iau, 2 Mawrth 2023

Amser y Cyfarfod
10.30 am

I gael rhagor o wybodaeth cysylltwch â
Stephen Boyd
01597 826374
steve.boyd@powys.gov.uk



Neuadd Y Sir
Llandrindod
Powys
LD1 5LG

Dyddiad Cyhoeddi

Mae croeso i'r rhai sy'n cymryd rhan ddefnyddio'r Gymraeg. Os hoffech chi siarad Cymraeg yn y cyfarfod, gofynnwn i chi roi gwybod i ni erbyn hanner dydd ddau ddiwrnod cyn y cyfarfod

AGENDA

1.	YMDDIHEURIADAU
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Derbyn ymddiheuriadau am absenoldeb.

2.	COFNODION
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Awdurdodi'r Cadeirydd i lofnodi cofnodion y cyfarfod a gynhaliwyd ar 8 Rhagfyr 2022 fel cofnod cywir.

([Tudalennau 1 - 16](#))

3.	DATGANIADAU O DDIDDORDEB
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Derbyn unrhyw ddatganiadau o ddiddordeb gan Aelodau yn ymwneud ag eitemau i'w hystyried ar yr agenda.

4.	CYHOEDDIADAU'R CADEIRYDD
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Derbyn unrhyw gyhoeddiadau gan Gadeirydd y Cyngor.

5.	CYHOEDDIADAU'R ARWEINYDD
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Derbyn unrhyw gyhoeddiadau gan yr Arweinydd.

6.	BRIFF GAN Y PRIF WEITHREDWR
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Derbyn briff gan y Prif Weithredwr.

7.	CWESTIYNAU CYHOEDDUS
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7.1. Cwestiwn i'r Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol gan Mike Hall

Allwch chi ddweud wrthyf am yr holl gyllidebau gwariant sydd wedi bod o 2010 i'r presennol a pha wasanaethau a thorrwyd? Gallwch gynnwys canrannau + neu - os yw hynny'n helpu a gallai gynnwys codiadau treth gyngor i roi golwg gron ar y cwestiwn.

(Tudalennau 17 - 18)

7.2. Cwestiwn i'r Aelod Cabinet ar gyfer Cyllid a Thrawsnewid Corfforaethol gan Nigel Williams

Sut, ar adeg pan fo'r cyngor yn cael trafferth i gyflawni ei rwymedigaethau statudol, y mae'r cyngor yn cyfiawnhau gwario £300,000 o arian trethdalwyr ar "ailddychmygu" y cyngor? Mae'r cyhoedd eisiau gwasanaethau nid ymadroddion bachog sy'n golygu dim.

(Tudalennau 19 - 20)

7.3. Cwestiwn i'r Aelod Cabinet ar gyfer Cysylltu Powys gan James Holloway

A yw Cyngor Sir Powys yn gefnogol i Ffermydd Tyrbinau Gwynt ar y Tir, ac os felly, a yw'r Cyngor wedi ystyried y modd o wneud hynny h.y. y seilwaith sydd ei angen i drosglwyddo'r ynni i'r Grid Cenedlaethol?

(Tudalennau 21 - 22)

7.4. Cwestiwn i'r Aelod Cabinet ar gyfer Powys Fwy Ffyniannus gan David Balmer-Cribb

Pa gynnydd mae Cyngor Sir Powys wedi'i wneud wrth adolygu'r Canolfannau Hamdden yn y Sir a rhoi cynllun ar waith i wella cyfleusterau a sicrhau eu dyfodol tymor hir? Mae Canolfannau Hamdden yng nghalon cymunedau anghysbell gan ddarparu addysg, rhyngweithio cymdeithasol

a lles. Fel rhan o'r cwestiwn hwn, cyfeiriaf at yr adolygiad a addawyd ym mis Rhagfyr 2022.

<https://cy.powys.gov.uk/article/13733/Datganiad-yng-hylch-adolygiad-o-wasanaethau-hamdden>

(Tudalennau 23 - 24)

8.	PENDERFYNIAD TRETH Y CYNGOR AR GYFER 2023/24
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Cymeradwyo Penderfyniad Treth y Cyngor a gosod Treth y Cyngor ar gyfer 2023/24.
(I Ddilyn)

9.	DATGANIAD POLISI CYFLOGAU AR GYFER 2023/24
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Ystyried datganiad polisi cyflogau ar gyfer 2023/24.
(Tudalennau 25 - 50)

10.	CYNNIG AR GYFER DIWYGIADAU I STRWYTHUR A NIFER Y SEDDI AR BWYLLGORAU CRAFFU
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Ystyried adroddiad y Pennaeth Gwasanaethau Cyfreithiol a'r Swyddog Monitro.
(I Ddilyn)

11.	PENODIAD I'R PANEL MAETHU
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Penodi aelod i'r Panel Maethu.

12.	CYNNIG IAITH 2023
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CYNNIG IAITH 2023

Amlygodd canlyniadau diweddar y Cyfrifiad yr angen dybryd i weithredu ar fyrder ac yn gynhwysfawr o blaid y Gymraeg ym Mhowys. Rydym wedi clywed llawer iawn am gynaladwyedd amgylcheddol a'r angen am weithredu, wel mae'r un peth yn wir am ein cymunedau Cymraeg.

Collodd Powys dros 2,600 o siaradwyr Cymraeg rhwng 2011 a 2021, lle mae'r gyfran bellach i lawr i 16%. Mae hyn yn cynnwys cwmp o 1,864 hefyd yn nifer y plant 3-15 oed sy'n gallu siarad Cymraeg.

Powys ydy'r unig Sir yn ystod y blynyddoedd diwethaf ble cafwyd canran llai yn cael mynediad at addysg Gymraeg na'r canran o siaradwyr yn y gymuned. Does ryfedd felly ein bod yn gweld dirywiad pob degawd yn y ffigurau.

Wrth gwrs mae nifer o resymau am y dirywiad, gwendid economaidd, newid ym mhatrwm amaethyddiaeth efo llai yn gweithio ar y tir, sef sector traddodiadol efo canran uchel o siaradwyr Cymraeg, allfudiad pobl ifanc a mewnlifiad pobl hŷn, gor-ddatblygu tai mewn rhai cymunedau nad ydynt yn gwir adlewyrchu y cymunedau

hynny, ond hefyd y diffyg gweithredu hanesyddol gan Gyngor Powys o blaid y Gymraeg a diffyg statws ac addysg Gymraeg. Dyna pam mae angen hybu y sylfaen economaidd a chael corff datblygu tebyg i'r hyn oedd Bwrdd Datblygu Cymru Wledig.

Os yw cynaladwyedd i olygu unrhyw beth felly, ac os am newid y sefyllfa erbyn y Cyfrifiad nesa yna mae'n rhaid gweithredu nawr. Peidied â meddwl bod Powys yn unigryw yn hyn o beth, mae cymunedau traddodiadol neu ieithyddol hanesyddol eraill ar hyd Ewrop wedi wynebu heriau tebyg ac felly mae gwersi medrir eu dysgu yn arbennig o Wlad y Basg ym maes iaith ac economi. Rhaid gwneud hyn efo pecyn o weithgaredd yn cynnwys –

Mae'r Cyngor felly am weld -

- Derbyn yr egwyddor bo'r Gymraeg yn perthyn i bob rhan o Bowys.

Asesiad Ariannol – dim goblygiadau o ran adnoddau

- Cefnogi yr alwad am asiantaeth datblygu economaidd gwledig.

Asesiad Ariannol – Gellir cynnwys gohebiaeth â Llywodraeth Cymru oddi fewn i adnodd swyddog heb unrhyw gost ychwanegol

- Galw ar Lywodraeth Cymru i ymestyn ARFOR (cynllun economaidd ieithyddol gwerth £11m yng Ngorllewin Cymru) i Faldwyn i hybu y Gymraeg a'r economi.

Asesiad Ariannol – Gellir cynnwys gohebiaeth gyda'r 4 ALI a LIC oddi fewn i adnodd swyddog heb unrhyw gost ychwanegol

- Dysgu gwersi ac efelychu yr hyn a wnaed yn ANDOAIN yng Ngwlad y Basg drwy gydblythu gweithgaredd economaidd ac iaith. Bydd y ffocws ar sut y gall Powys ddysgu ac elwa cymunedau cynaliadwy sy'n siarad Cymraeg.

Asesiad Ariannol – ni ragwelir unrhyw adnodd ychwanegol

- Cefnogi datblygu cynllun twristiaeth diwylliannol gan wneud y mwyaf o'n cyfoeth hanes megis Sycharth, Brynglas, Cilmeri, Canolfan Glyndŵr ac ati gan sicrhau bod Powys yn gymaint rhan o'r dyfodol ag y bu o'r gorffennol. Gwneir hyn drwy adnabod grantiau posib i'w gweithredu.

Asesiad Ariannol – gall y cynigion ffurfio rhan o gynlluniau cyfredol twristiaeth, archif ac amgueddfa oddi fewn i adnodd presennol, neu ble gellir ffynonellau ariannu ychwanegol gallai hyn gael ei estyn.

- Sicrhau cynaladwyedd y Gymraeg i fod yn rhan annatod o'r Cynllun Datblygu Lleol newydd.

Asesiad Ariannol – Mae'r Gymraeg yn nod asesu ar gyfer Gwerthusiad Cynaliadwyedd Integredig Cynlluniau Datblygu Lleol.

Bydd Cynlluniau Datblygu Lleol yn cael eu llywio gan Asesiad Iaith Gymraeg. Mae'r Gwerthusiad Cynaliadwyedd Integredig a'r Asesiad Iaith Gymraeg ill dau oddi fewn i amrediad cyllideb.

- Sicrhau bod arwyddion masnachol i fod yn ddwyieithog trwy'r Sir yn y Cynllun Datblygu Newydd.

Asesiad Ariannol – Oddi fewn i'r cynlluniau byddai'r asesiad effaith yn sefydlu'r polisïau a'r ymagwedd ddwyieithog berthnasol a fyddai'n rhan o'r cyllidebau presennol. Ond os yw'r polisïau newydd yn amodi arwyddion dwyieithog byddai hyn yn dyfod yn gost ar y busnes i'w gosod mewn lle a chael yr adnoddau.

- Gosod nod o gynyddu canran siaradwyr Cymraeg rhugl yng ngweithle'r Cyngor Sir i 16% ac adlewyrchu cymdeithas.

Asesiad Ariannol – Ar hyn o bryd mae gan y Cyngor ychydig dros 7%, bydd codi hyn i 9% yn cymryd amser. Byddai angen i gynllun gynnwys gwelliant dros nifer o flynyddoedd i annog ymgymryd â hyfforddiant a datblygu cynllunio recriwtio i'r rhieni sy'n siaradwyr Cymraeg, fel prentisiaethau, oddi wrth ysgolion ffrwd ddeuol a ffrwd Gymraeg. Caiff ei awgrymu mai cynllun i recriwtio ysgolion pob oed a datblygu prentisiaethau sy'n siaradwyr Cymraeg rhugl / da yw'r ffordd hawsaf o feithrin rhai ein hunain, byddai rhai ohonynt yn cael eu cynnwys oddi fewn i adnoddau presennol, ond byddai recriwtio targedig / prentisiaeth AD yn gofyn am adnodd ychwanegol.

Gallai swyddogion hyfforddi seiliedig ar waith ychwanegol, fel yr ydym yn ei wneud i'r holl staff bellach, fod yn fwy targedig a'u hyfforddi heb gost ychwanegol.

- Gweithdy ymwybyddiaeth iaith i holl aelodau'r Cyngor ac i weithlu'r Cyngor.

Asesiad Ariannol – Gallai AD a'r Swyddog Iaith Gymraeg hwyluso hyn oddi fewn i adnodd presennol i gydymffurfio â'r safon:

- Safon 132
- Rhaid i chi ddarparu cyrsiau hyfforddi fel bod eich gweithwyr cyflogedig yn gallu datblygu-
 - (a) ymwybyddiaeth o'r Gymraeg (gan gynnwys ymwybyddiaeth o'i hanes a'i rôl mewn diwylliant Cymraeg);
 - (b) dealltwriaeth o'r ddyletswydd i weithredu yn unol â safonau'r Gymraeg;

(c) dealltwriaeth am sut y gellir defnyddio'r Gymraeg yn y gweithle.

- Symud 12 ysgol gynradd ar hyd y continwwm ieithyddol neu greu darpariaeth Cymraeg/ysgolion Cymraeg newydd ble nad yw'n bodoli ar fyrder

Asesiad Ariannol – Mae'r **Strategaeth Trawsnewid Addysg / Cynllun Strategol Mewn Addysg Gymraeg** eisoes yn cynnwys cynlluniau i symud 12 ysgol gynradd a 4 uwchradd / pob oedran (gan gynnwys Bro Hyddgen) ar hyd y continwwm ieithyddol dros y 10 mlynedd nesaf. Cafodd y cynlluniau hyn eu cynnwys yng ngwaith costio oes gyfan y Strategaeth Trawsnewid Addysg.

- Sefydlu 3 ysgol uwchradd Gymraeg cyn gynted ac y bo modd

Asesiad Ariannol – Mae'r **Strategaeth Trawsnewid Addysg / Cynllun Strategol Mewn Addysg Gymraeg** eisoes yn cynnwys cynlluniau i symud 12 ysgol gynradd a 4 uwchradd / pob oedran (gan gynnwys Bro Hyddgen) ar hyd y continwwm ieithyddol dros y 10 mlynedd nesaf. Cafodd y cynlluniau hyn eu cynnwys yng ngwaith costio oes gyfan y Strategaeth Trawsnewid Addysg.

- Cynyddu darpariaeth TROCHI er mwyn hwyluso dwyieithrwydd

Asesiad Ariannol – Mae'r **Strategaeth Trawsnewid Addysg / Cynllun Strategol Mewn Addysg Gymraeg** eisoes yn cynnwys cynlluniau i symud 12 ysgol gynradd a 4 uwchradd / pob oedran (gan gynnwys Bro Hyddgen) ar hyd y continwwm ieithyddol dros y 10 mlynedd nesaf. Cafodd y cynlluniau hyn eu cynnwys yng ngwaith costio oes gyfan y Strategaeth Trawsnewid Addysg.

Cynigwyd gan y Cynghorydd Sir Elwyn Vaughan
Eiliwyd gan y Cynghorydd Sir Bryn Davies

Ar ddiwedd y cyfarfod ffurfiol bydd cyflwyniad a sesiwn Cwestiwn ac Ateb ar y gwasanaethau sy'n cael eu darparu gan y Cyfarwyddiaeth yr Economi a'r Amgylchedd.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

**MINUTES OF A MEETING OF THE COUNTY COUNCIL HELD AT HYBRID MEETING
- ZOOM - COUNTY HALL ON THURSDAY, 8 DECEMBER 2022**

PRESENT

County Councillor G W Ratcliffe (Chair)

County Councillors R G Thomas, B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, K Healy, 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, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, J Brignell-Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams, D H Williams, J M Williams and S L Williams

1.	APOLOGIES
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Apologies for absence were received from County Councillors L Brighthouse, A Cartwright, G Pugh and J Pugh.

2.	MINUTES
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The Chair was authorised to sign the minutes of the last meeting held on 13 October 2022 as a correct record.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

4.	CHAIR'S ANNOUNCEMENTS
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Council paused to remember Mr Gwyn Gwilym, the former Councillor for Abercraf who had passed away.

The Chair gave details of his engagements including laying a wreath on behalf the Council on Remembrance Sunday and hosting a reception at the Winter Fair at the Royal Welsh Showground.

5.	LEADER'S ANNOUNCEMENTS
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The Leader noted that the Council was currently consulting on the draft Corporate Plan and he urged fellow councillors to take part and to encourage others to do so. He also asked colleagues to publicise the Council's webpage signposting the public to support available to help with the cost of living crisis and the location of some 36 warm places in the county.

He advised that £27 million of funding for Powys from the Shared Prosperity Fund had been confirmed, although there were restrictions on what the funding could be used for.

The Leader thanked staff who had responded to flooding in Ystradgynlais. He noted that the new health and care academy had opened in Bronllys for health and social care staff and that the North Powys Bulking Facility at Abermule Business Park had been granted a permit to operate by Natural Resources Wales.

6. CHIEF EXECUTIVE'S BRIEFING

The Chief Executive reported on the actions being taken in response to the higher running costs of the Council due to inflation. In the longer term the Council would need to rethink how services were delivered. Closer collaboration was being explored with Powys Teaching Health Board and discussions were being held with Freedom Leisure on emergency cost saving measures.

She advised that the Council would be advertising soon for the Head of Adult Services and Head of Children's Services posts. Recruitment generally was proving difficult and steps had been taken to simplify the recruitment process for frontline staff.

The Chief Executive advised Members that the Council was working closely with Public Health Wales and Powys Teaching Health Board on Strep A cases which were currently at a higher than average level.

She noted with disappointment the decline in the number of Welsh speakers in the census, particularly in the 3 – 15 age range. The Cabinet had recently strengthened Welsh Medium provision in Bro Hyddgen and Ysgol y Cribarth and would be looking to further increase provision.

7. REVENUE VIREMENT

Council considered virements in the Highways, Transport and Recycling (HTR) budget relating to unachieved savings which would be replaced by increased income. The Executive Director Economy and Environment undertook to provide County Councillor GE Jones with a response to his question on how much of the unachieved savings would be achieved in 2023/24.

It was moved by County Councillor David Thomas and seconded by County Councillor Richard Church and by 60 votes to 1 with 1 abstention it was

RESOLVED to approve the virements set out in paragraph 2.3.1 of the report.

8. STRONGER, FAIRER, GREENER

The Deputy Leader and Cabinet Member for a Fairer Powys and the Cabinet Member for a Connected Powys gave a presentation on the Corporate Plan: Stronger, Fairer, Greener. They explained that the Cabinet's vision was to build a Stronger, Fairer, Greener Powys building upon pledges made by their parties during the election as follows:

Stronger - We will become a county that succeeds together, with communities and people that are well connected socially, and are personally and economically resilient.

Fairer - We will be an open, well-run, council where people's voices are heard and help to shape our work and priorities, with fairer, more equal, access to services and opportunities. We will work to tackle poverty and inequality to support people's well-being.

Greener - We want to ensure a greener future for Powys, where our well-being is linked to that of the natural world, and our response to the climate and biodiversity emergencies is at the heart of everything we do.

The Deputy Leader and Cabinet Member for a Fairer Powys outlined the consultation process and he encouraged all members to get involved.

The Cabinet was challenged on its commitment to the Welsh language and the Deputy Leader confirmed that the Cabinet was committed to increasing the number of Welsh speakers, noting that it had just taken a decision to introduce a Welsh-medium stream at Ysgol y Cribarth from September 2023. It was confirmed that measurable targets would be included in the draft plan. The Cabinet Member offered to make pdf copies of the consultation document available to members for those who did not use digital. In response to a question raised by a member about improving accessibility to services when councillors and the public were reporting difficulty contacting staff, the Cabinet Member for a Connected Powys said that he recognised that a change was needed and that this was being worked on. It was also confirmed that the council was working with other partners on the Public Service Board and Town and Community Councils to increase response levels. A workshop had been arranged for the PSB to consider the Corporate Plan.

9. APPOINTMENTS TO OUTSIDE BODIES
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9.1. Appointment of Trustees of the Powysland Museum Trust

It was proposed by County Councillor Aled Davies and seconded by County Councillor Heulwen Hulme and unanimously

RESOLVED to appoint County Councillor Benjamin Breeze, County Councillor Graham Breeze, County Councillor Amanda Jenner and Mrs Kath Roberts-Jones to Powysland Museum Trust.

9.2. Rhayader Market Hall and Smithfield Trust

It was proposed by County Councillor Pete Roberts and seconded by County Councillor Jake Berriman and unanimously

RESOLVED to appoint County Councillor Angela Davies to the Rhayader Market Hall and Smithfield Trust.

10. PRESENTATION BY THE CHIEF FIRE OFFICER

Roger Thomas the Chief Fire Officer and Sarah Mansbridge the Interim Treasurer of Mid and West Wales Fire and Rescue Service gave a presentation on the work of the service and answered questions from Members.

11. NOTICE OF MOTION - COMMIT TO SERVE GOOD QUALITY MEAT AND DAIRY PRODUCTS

Council considered the following motion proposed by County Councillor Iain McIntosh and seconded by County Councillor Les George:

“On 14th December 2021, a full council meeting motion was passed by Oxfordshire County Council’s ruling Liberal Democrat, Labour, and Green Party alliance, banning meat and dairy products from being served at official events. This result was passed to their Cabinet for a final decision, which was subsequently approved on 15th March 2022.

This decision drew criticism from meat and dairy producing farmers across the UK, various celebrities, journalists, MPs and the public. The motion contained questionable claims that global meat and dairy production was “a significant contributor to greenhouse gas emissions and deforestation” and that reducing consumption of these foods was “a key part of tackling climate change”. One Oxfordshire farmer who was appalled at the decision was quoted as saying – “They have taken the advice of a reduction and gone for a 100% move, which seems to me like someone is peddling a different agenda.”. He went on to say “The whole argument about the environmental impact of livestock farming is hijacked by the carbon debate and ignores any of the plus sides of red meat in the diet in a sensible proportion and of decent quality. Meat from grass-fed livestock reared in the UK has a far lower environmental impact than intensively farmed meat reared from a soya and maize feedlot system in South America.”. News source; <https://www.fwi.co.uk/news/environment/fury-after-oxfordshire-council-moves-to-ban-meat-and-dairy>

Since making this decision, there has been further concern amongst farmers throughout the rest of the country, particularly in counties with Labour, Liberal Democrat or Green Party councillors in administrative control of councils. The concern is that authorities in those counties may follow suit and introduce similar bans, which will show a lack of support for farmers, damage local meat and dairy businesses, send the wrong message to the public and damage the reputation of our agriculture sector.

Following discussions with many farmers, businesses, and members of the public, there is considerable concern that as Powys County Council is under the control of Labour and the Liberal Democrats, a meat and dairy ban may be introduced here in Powys too.

This council therefore calls upon the Labour/LibDem Powys County Council administration to:

Commit to serve good quality meat and dairy products (provided locally where possible) at all official meetings and events where food is to be served and at all council run buildings where food is served, to include all Powys schools and colleges where food is served, for the remainder of this term of administration.

Commit to serve vegetarian and vegan food as options at any of the above locations and events, for the remainder of this term of administration.”

Councillor McIntosh explained that he was bringing forward the motion as he had been approached by farmers and producers following a decision by Oxfordshire County Council to ban meat and dairy products from being served at official events. County Councillor Jake Berriman, the Cabinet Member with responsibility for catering and school meals, explained that he had made no changes to the existing arrangements to serve quality meat, locally sourced dairy and vegan products. He proposed an amendment seconded by County Councillor Angela Davies

“To request Cabinet: Commit to continuing to serve healthy nutritional meals which balance the amount of carbohydrates, good quality meat and non-meat protein products, fruit, vegetables, drinks, and dairy products, produced and provided through local supply chains where possible.”

The amendment was passed by 39 votes to 17 with 3 abstentions and therefore became the substantive motion. The substantive motion was put to the vote and by 53 votes to 3 with 1 abstention it was

RESOLVED to request Cabinet to commit to continuing to serve healthy nutritional meals which balance the amount of carbohydrates, good quality meat and non-meat protein products, fruit, vegetables, drinks, and dairy products, produced and provided through local supply chains where possible.

12.	NOTICE OF MOTION - FAIR'S FARE ON POWYS ENERGY AND WATER RESOURCES
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Council considered the following motion proposed by County Councillor Jake Berriman and seconded by County Councillor Geoff Morgan

“On the back of Cop 27 in Egypt, and Powys’s declaration of climate and nature emergencies, this Council calls on the U.K. and Welsh Governments to put in place the necessary legislative frameworks and provisions to enable the people of Powys to retain some of the financial benefit arising from the water and energy resources captured and generated in Powys for export and consumption elsewhere.

Specifically, this Council seeks the ability to raise a levy on water and energy generation/supply companies on piped water and energy destined for export, and not for the direct benefit or consumption by the people of Powys. The rate of

return for the shared use of these resources should initially not be less than £1 per mega litre and £1 per megawatt, uplifted by the annual rate for inflation (RPI). In return, this Council undertakes that such monies raised will be spent by Powys Council addressing, and developing resilience to, the crisis we collectively face from global warming.”

The proposer of the motion noted that Powys was a significant net exporter of renewable energy and water. The aim of the motion was for people in Powys to retain some of the financial benefits of the energy and water exported for usage elsewhere. Some Members expressed concerns that this charge would be added to the bills of users. Others were concerned that it could put windfarm schemes already paying community benefits in jeopardy.

By 40 votes to 19 it was

RESOLVED that on the back of Cop 27 in Egypt, and Powys’s declaration of climate and nature emergencies, this Council calls on the U.K. and Welsh Governments to put in place the necessary legislative frameworks and provisions to enable the people of Powys to retain some of the financial benefit arising from the water and energy resources captured and generated in Powys for export and consumption elsewhere.

Specifically, this Council seeks the ability to raise a levy on water and energy generation/supply companies on piped water and energy destined for export, and not for the direct benefit or consumption by the people of Powys. The rate of return for the shared use of these resources should initially not be less than £1 per mega litre and £1 per megawatt hour, uplifted by the annual rate for inflation (RPI). In return, this Council undertakes that such monies raised will be spent by Powys Council addressing, and developing resilience to, the crisis we collectively face from global warming.

County Councillors Gareth Morgan and Gareth Ratcliffe left the meeting. County Councillor Beverley Baynham took the Chair.

13. NOTICE OF MOTION - POWYS SCHOOLS

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

“Concerns have been raised by fellow council members, parents and members of the public following the possibility of reducing the schooling week down to just 4 days has and is being considered by the authority as a mitigation action against rising energy costs and budget pressures.

We note that Estyn stated in their 2021-2022 Annual report-

· Overall, learners’ skills have been negatively impacted by the pandemic. This is especially the case for numeracy and literacy skills, particularly oracy skills. The social and personal skills of a minority of learners have also been affected,

especially the youngest children and those who have struggled to settle back in to more 'normal' educational routines.

- Learners' use of spoken Welsh generally declined as a result of the pandemic.
- Restrictions have had a negative impact on learning involving practical elements, including work placements, practical assessments for vocational qualifications and subjects such as music, design and technology and physical education.
- Overall, the progress providers are making towards implementation of the Curriculum for Wales is too variable.
- Across all sectors, there has been a notable increase in demand for well-being and mental health support.
- Attendance, in schools in particular, continues to be below pre-pandemic levels and persistent absence issues have increased

The cost of living crisis is effecting us all and families are facing significant pressures already, this type of idea, even if just a concept at this stage, is unhelpful, ill thought out and one that if carried through would may significantly harm our young people and will only add to home pressures.

In view of these negative findings from Estyn, the importance of supporting our young people, the recognition that budget / financial pressures are not only on the council and the need to ensure a full and proper impact assessment on the Welsh language and Welsh language education in accordance with Welsh Government's School Organisation Code is carried out before making any changes -

Council accepts the importance of a 5 day attendance at our schools and that no school in Powys should be asked to reduce their school week to 4 days as a result of the councils budget proposals."

In responding to the motion, the Cabinet Member for a Learning Powys advised that a 4 day school week had not been brought forward as a budget proposal. Other members felt that the Cabinet had been slow to rule this out as an option leading to uncertainty.

A proposal to suspend standing orders was moved by County Councillor Aled Davies and seconded by County Councillor Iain McIntosh was defeated by 23 votes to 29 with 4 abstentions.

The motion was put to the vote and by 55 votes to 0 with 1 abstention it was

RESOLVED that Council accepts the importance of a 5 day attendance at our schools and that no school in Powys should be asked to reduce their school week to 4 days as a result of the councils budget proposals.

County Councillor Ratcliffe indicated that he had returned to the meeting part way through the debate, but that as had missed part of the debate he was abstaining.

County Councillor G W Ratcliffe (Chair)

**COFNODION CYFARFOD Y CYNGOR SIR A GYNHALIWDY FEL CYFARFOD
HYBRID – ZOOM DDYDD IAU, 8 RHAGFYR 2022**

YN BRESENNOL

Y Cynghorydd Sir G W Ratcliffe (Cadeirydd)

Y Cynghorwyr Sir R G Thomas, B Baynham, D Bebb, M Beecham, S J Beecham, B Breeze, G Breeze, J Berriman, J Charlton, R Church, T Colbert, S Cox, A W Davies, A Davies, B Davies, B Davies, S C Davies, M J Dorrance, D Edwards, J Ewing, L George, J Gibson-Watt, I Harrison, K Healy, 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, I McIntosh, S McNicholas, DW Meredith, C Johnson-Wood, G Mitchell, G Morgan, G Morgan, WD Powell, G Preston, L Rijnenberg, L Roberts, P Roberts, C Robinson, E Roderick, D Selby, D A Thomas, J Brignell-Thorp, E Vaughan, C Walsh, J Wilkinson, A Williams, D H Williams, J M Williams a S L Williams

1. YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwyr Sir L Brighthouse, A Cartwright, G Pugh and J Pugh.

2. COFNODION

Awdurdodwyd y Cadeirydd i lofnodi cofnodion y cyfarfod diwethaf a gynhaliwyd ar 13 Hydref 2022 fel cofnod cywir.

3. DATGANIADAU O FUDDIANT

Ni chyflwynwyd unrhyw ddatganiadau o fuddiant.

4. CYHOEDDIADAU'R CADEIRYDD

Cafwyd saib i gofio Mr Gwyn Gwilym, y cyn Gynghorydd dros Abercraf, a fu farw'n ddiweddar.

Rhoddodd y Cadeirydd fanylion ei ymrwymadau gan gynnwys gosod torch ar ran y Cyngor ar Sul y Cofio a chynnal derbyniad yn y Ffair Aeaf ar Faes Sioe Frenhinol Cymru.

5. CYHOEDDIADAU'R ARWEINYDD

Nododd yr Arweinydd fod y Cyngor yn ymgynghori ar y Cynllun Corfforaethol drafft ar hyn o bryd ac anogodd ei gyd-gynghorwyr i gymryd rhan ac i annog eraill i wneud hynny. Gofynnodd hefyd i gydweithwyr roi cyhoeddusrwydd i dudalen we'r Cyngor yn cyfeirio'r cyhoedd at y cymorth sydd ar gael i helpu gyda'r argyfwng costau byw a lleoliad tua 36 o fannau cynnes yn y sir.

Dyweddod fod £27 miliwn o gyllid ar gyfer Powys o'r Gronfa Ffyniant Gyffredin wedi'i gadarnhau, er bod cyfyngiadau ar yr hyn y gellid defnyddio'r cyllid ar ei gyfer.

Diolchodd yr Arweinydd i'r staff a oedd wedi ymateb i lifogydd yn Ystradgynlais. Nododd fod yr academi iechyd a gofal newydd wedi agor ym Mronllys ar gyfer staff iechyd a gofal cymdeithasol a bod Cyfleuster Crynhoi Gwastraff Gogledd Powys ym Mharc Busnes Aber-miwl wedi cael trwydded i weithredu gan Gyfoeth Naturiol Cymru.

6. BRIFF Y PRIF WEITHREDWR

Adroddodd y Prif Weithredwr am y camau oedd yn cael eu cymryd mewn ymateb i gostau cynnal uwch y Cyngor o ganlyniad i chwyddiant. Yn y tymor hwy byddai angen i'r Cyngor ailfeddwl sut roedd gwasanaethau'n cael eu darparu. Roedd cydweithio agosach yn cael ei archwilio gyda Bwrdd Iechyd Addysgu Powys ac roedd trafodaethau'n cael eu cynnal gyda Freedom Leisure ynghylch mesurau brys i arbed costau.

Dyweddod y byddai'r Cyngor yn hysbysebu'n fuan am swyddi Pennaeth y Gwasanaethau Oedolion a Phennaeth y Gwasanaethau Plant. Roedd recriwtio yn gyffredinol yn profi'n anodd ac roedd camau wedi'u cymryd i symleiddio'r broses recriwtio ar gyfer staff rheng flaen.

Dyweddod y Prif Weithredwr wrth yr Aelodau fod y Cyngor yn gweithio'n agos gydag Iechyd Cyhoeddus Cymru a Bwrdd Iechyd Addysgu Powys ar achosion Strep. A a oedd ar hyn o bryd ar lefel uwch na'r cyffredin.

Nododd gyda siom y gostyngiad yn nifer y siaradwyr Cymraeg yn y Cyfrifiad, yn enwedig yn yr ystod oedran 3 – 15. Roedd y Cabinet yn ddiweddar wedi cryfhau'r ddarpariaeth cyfrwng Cymraeg ym Mro Hyddgen ac Ysgol y Cribarth, a byddai'n cymryd camau i gynyddu'r ddarpariaeth ymhellach.

7. TROSGLWYDDO INCWM

Ystyriodd y Cyngor drosglwyddiadau yn y gyllideb Priffyrdd, Trafnidiaeth ac Ailgylchu (HTR) yn ymwneud ag arbedion nas cyflawnwyd a fyddai'n cael eu disodli gan gynnydd mewn incwm. Addawodd Cyfarwyddwr Gweithredol yr Economi a'r Amgylchedd y byddai'n rhoi ymateb i'r Cynghorydd Sir G E Jones i'w gwestiwn ynghylch faint o'r arbedion nas cyflawnwyd a fyddai'n cael eu cyflawni yn 2023/24.

Cynigiwyd gan y Cynghorydd Sir David Thomas ac eiliwyd gan y Cynghorydd Sir Richard Church ac o 60 pleidlais i 1 gydag 1 yn ymatal

PENDERFYNWYD cymeradwyo'r trosglwyddiadau a nodwyd ym mharagraff 2.3.1 yr adroddiad.

8. CRYFACH, TECACH, GWYRDDACH

Cafwyd cyflwyniad ar y Cynllun Corfforaethol gan y Dirprwy Arweinydd a'r Aelod Cabinet dros Bowys Decach a'r Aelod Cabinet dros Bowys Gysylltiedig: Cryfach, Tecach, Gwyrddach. Eglurwyd mai gweledigaeth y Cabinet oedd creu Powys Gryfach, Tecach a Gwyrddach gan ddatblygu ar addewidion a wnaed gan eu pleidiau yn ystod yr etholiad fel a ganlyn:

Cryfach - Byddwn yn dod yn sir sy'n llwyddo gyda'n gilydd, gyda chymunedau a phobl sydd wedi'u cysylltu'n dda yn gymdeithasol, ac sy'n wydn yn bersonol ac yn economaidd.

Tecach - Byddwn yn gyngor agored sy'n cael ei gynnal yn dda lle mae lleisiau pobl yn cael eu clywed ac yn helpu i lunio ein gwaith a'n blaenoriaethau, gyda mynediad tecach, mwy cyfartal at wasanaethau a chyfleoedd. Byddwn yn gweithio i ymdrin â thlodi ac anghydraddoldeb i gefnogi llesiant pobl.

Gwyrddach - Rydym am sicrhau dyfodol gwyrddach i Bowys, lle mae ein llesiant yn gysylltiedig â lles byd natur, ac mae ein hymateb i'r argyfyngau hinsawdd a bioamrywiaeth wrth wraidd popeth a wnawn.

Amlinellodd y Dirprwy Arweinydd a'r Aelod Cabinet dros Bowys Decach y broses ymgynghori ac anogodd yr holl aelodau i gymryd rhan.

Heriwyd y Cabinet ar ei ymrwymiad i'r Gymraeg a chadarnhaodd y Dirprwy Arweinydd fod y Cabinet wedi ymrwymo i gynyddu nifer y siaradwyr Cymraeg, gan nodi ei fod newydd wneud penderfyniad i gyflwyno ffrwd cyfrwng Cymraeg yn Ysgol y Cribarth o fis Medi 2023. Cadarnhawyd y byddai targedau mesuradwy yn cael eu cynnwys yn y cynllun drafft. Cynigiodd yr Aelod Cabinet sicrhau bod copïau pdf o'r ddogfen ymgynghori ar gael i'r aelodau hynny nad ydynt yn defnyddio cyfryngau digidol. Mewn ymateb i gwestiwn a godwyd gan aelod ynghylch gwella hygyrchedd i wasanaethau pan oedd cynghorwyr a'r cyhoedd yn dweud eu bod yn cael anhawster wrth gysylltu â staff, dywedodd yr Aelod Cabinet dros Bowys Gysylltiedig ei fod yn cydnabod bod angen newid a bod gwaith yn cael ei wneud ar hyn. Cadarnhawyd hefyd bod y cyngor yn gweithio gyda phartneriaid eraill ar y Bwrdd Gwasanaethau Cyhoeddus a Chynghorau Tref a Chymuned i gynyddu lefelau ymateb. Roedd gweithdy wedi'i drefnu i'r Bwrdd Gwasanaethau Cyhoeddus ystyried y Cynllun Corfforaethol.

9. PENODIADAU I GYRFF ALLANOL

9.1. Penodi Ymddiriedolwyr Ymddiriedolaeth Amgueddfa Powysland

Cynigiwyd gan y Cynghorydd Sir Aled Davies ac eiliwyd gan y Cynghorydd Sir Heulwen Hulme ac yn unfrydol

PENDERFYNWYD penodi'r Cynghorydd Sir Benjamin Breeze, y Cynghorydd Sir Graham Breeze, y Cynghorydd Sir Amanda Jenner a Mrs Kath Roberts-Jones i Ymddiriedolaeth Amgueddfa Powysland.

Ymddiriedolaeth Neuadd y Farchnad a Marchnad Da Byw Rhaeadr Gwy

Cynigiwyd gan y Cynghorydd Sir Pete Roberts ac eiliwyd gan y Cynghorydd Sir Jake Berriman ac yn unfrydol

PENDERFYNWYD penodi'r Cynghorydd Sir Angela Davies i Ymddiriedolaeth Neuadd y Farchnad a Marchnad Da Byw Rhaeadr Gwy.

10. CYFLWYNIAD GAN Y PRIF SWYDDOG TÂN

Cafwyd cyflwyniad ar waith y gwasanaeth gan Roger Thomas y Prif Swyddog Tân a Sarah Mansbridge, Trysorydd Dros Dro Gwasanaeth Tân ac Achub Canolbarth a Gorllewin Cymru, ac fe wnaeth y ddau ateb cwestiynau gan yr Aelodau.

11. RHYBUDD O GYNNIG - YMRWYMO I WEINI CYNNYRCH CIG A LLAETH O ANSAWDD DA

Rhoddodd y Cyngor ystyriaeth i'r cynnig a ganlyn a gynigiwyd gan y Cynghorydd Sir Iain McIntosh ac a eiliwyd gan y Cynghorydd Sir Les George:

“Ar 14 Rhagfyr 2021, pasiwyd cynnig mewn cyfarfod llawn o'r cyngor gan gynghrair y Democratiaid Rhyddfrydol, Llafur a'r Blaid Werdd sy'n rheoli Cyngor Sir Swydd Rhydychen, yn gwahardd cig a chynnyrch llaeth rhag cael eu gweini mewn digwyddiadau swyddogol. Trosglwyddwyd y canlyniad hwn i'w Cabinet am benderfyniad terfynol, a gymeradwywyd wedi hynny ar 15 Mawrth 2022.

Denodd y penderfyniad hwn feirniadaeth gan ffermwyr cig a llaeth ledled y DU, ac enwogion amrywiol, newyddiadurwyr, Aelodau Seneddol a'r cyhoedd. Roedd y cynnig yn cynnwys honiadau amheus fod cynhyrchu cig a llaeth yn fyd-eang yn “cyfrannu'n sylweddol at allyriadau nwyon tŷ gwydr a datgoedwigo” a bod lleihau'r defnydd o'r bwydydd hyn yn “rhan allweddol o ymdrin â newid hinsawdd”. Dyfynnwyd un ffermwr o Swydd Rydychen a oedd wedi'i arswydo gan y penderfyniad ac a ddywedodd – “Maen nhw wedi cymryd y cyngor o wneud gostyngiad ac wedi mynd am 100% o symudiad, sy'n ymddangos i mi fel rhywun yn pedlera agenda wahanol”. Aeth ymlaen i ddweud “Mae'r holl ddadl am effaith amgylcheddol ffermio da byw yn cael ei herwgipio gan y ddadl am garbon ac mae'n anwybyddu unrhyw un o fanteision cig coch mewn cyfran synhwyrol ac o ansawdd gweddus yn y diet. Mae cig o dda byw sy'n cael eu bwydo ar laswellt sy'n cael eu magu yn y DU yn cael effaith amgylcheddol llawer is na chig sy'n cael ei ffermio'n ddwys o system porthiant soia ac india-corn yn Ne America.” Ffynhonnell newyddion; <https://www.fwi.co.uk/news/environment/fury-after-oxfordshire-council-moves-to-ban-meat-and-dairy>

Ers gwneud y penderfyniad hwn, bu pryder pellach ymhlith ffermwyr ledled gweddill y wlad, yn enwedig mewn siroedd lle mae cynghorwyr Llafur, Democratiaid Rhyddfrydol neu'r Blaid Werdd yn rheoli cynghorau yn weinyddol. Y pryder yw y gallai awdurdodau yn y siroedd hynny wneud yr un peth a chyflwyno gwaharddiadau tebyg, a fydd yn dangos diffyg cefnogaeth i ffermwyr, yn niweidio busnesau cig a llaeth lleol, yn anfon y neges anghywir i'r cyhoedd ac yn niweidio enw da ein sector amaeth.

Yn dilyn trafodaethau gyda llawer o ffermwyr, busnesau, ac aelodau'r cyhoedd, mae cryn bryder gan fod Cyngor Sir Powys o dan reolaeth Llafur a'r Democratiaid Rhyddfrydol, efallai y bydd gwaharddiad cig a llaeth yn cael ei gyflwyno yma ym Mhowys hefyd.

Mae'r cyngor hwn felly'n galw ar weinyddiaeth Llafur/Dem Rhydd Cyngor Sir Powys i:

Ymrwmo i weini cig a chynnyrch llaeth o ansawdd da (a ddarperir yn lleol lle bo modd) ym mhob cyfarfod a digwyddiad swyddogol lle mae bwyd i'w weini ac ym mhob adeilad sy'n cael ei gynnal gan y cyngor lle mae bwyd yn cael ei weini, i gynnwys holl ysgolion a cholegau Powys lle mae bwyd yn cael ei weini, am weddill y tymor gweinyddu hwn.

Ymrwmo i weini bwyd llysiuol a fegan fel opsiynau yn unrhyw un o'r lleoliadau a'r digwyddiadau uchod, am weddill y tymor gweinyddu hwn."

Eglurodd y Cyngorydd McIntosh ei fod yn cyflwyno'r cynnig gan fod ffermwyr a chynhyrchwyr wedi cysylltu ag ef yn dilyn penderfyniad gan Gyngor Sir Rhydychen i wahardd cig a chynnyrch llaeth rhag cael eu gweini mewn digwyddiadau swyddogol. Eglurodd y Cyngorydd Sir Jake Berriman, yr Aelod Cabinet â chyfrifoldeb am arlwyo a phrydau ysgol, nad oedd wedi gwneud unrhyw newidiadau i'r trefniadau presennol i weini cig a chynnyrch fegan o safon, ac o ffynonellau lleol. Cynigiodd welliant a eiliwyd gan y Cyngorydd Sir Angela Davies

"Gofyn i'r Cabinet: Ymrwmo i barhau i weini prydau maethlon iach sy'n cydbwyso maint y carbohydradau, cig o ansawdd da a chynhyrchion protein nad ydynt yn gig, ffrwythau, llysiu, diodydd, a chynhyrchion llaeth, a gynhyrchir ac a ddarperir trwy gadwyni cyflenwi lleol lle bo modd."

Pasiwyd y gwelliant o 39 pleidlais i 17 gyda 3 yn ymatal ac felly daeth yn brif gynnig. Rhoddwyd y prif gynnig i bleidlais ac o 53 pleidlais i 3 gydag 1 yn ymatal

PENDERFYNWYD gofyn i'r Cabinet ymrwmo i barhau i weini prydau maethlon iach sy'n cydbwyso maint y carbohydradau, cig o ansawdd da a chynhyrchion protein nad ydynt yn gig, ffrwythau, llysiu, diodydd, a chynhyrchion llaeth, a gynhyrchir ac a ddarperir trwy gadwyni cyflenwi lleol lle bo modd.

12.	RHYBUDD O GYNNIG - TEGWCH O RAN ADNODDAU YNNI A DŴR POWYS
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Rhoddodd y Cyngor ystyriaeth i'r cynnig canlynol a gynigiwyd gan y Cyngorydd Sir Jake Berriman ac a eiliwyd gan y Cyngorydd Sir Geoff Morgan

"Yn sgil COP 27 yn yr Aifft, a datganiad Powys o argyfyngau hinsawdd a natur, mae'r Cyngor hwn yn galw ar Lywodraethau'r DU a Chymru i roi'r fframweithiau deddfwriaethol a'r darpariaethau angenrheidiol ar waith i alluogi pobl Powys i gadw rhywfaint o'r budd ariannol sy'n deillio o'r adnoddau dŵr ac ynni a gipiwyd ac a gynhyrchwyd ym Mhowys i'w hallforio a'u defnyddio mewn mannau eraill.

Yn benodol, mae'r Cyngor hwn yn gofyn am y gallu i godi ardoll ar gwmnïau cynhyrchu/cyflenwi dŵr ac ynni ar ddŵr pibell ac ynni y bwriedir ei allforio, ac nid er budd uniongyrchol neu ddefnydd gan bobl Powys. Ni ddylai'r gyfradd enillion ar gyfer rhannu'r adnoddau hyn fod yn llai na £1 y mega litr ac £1 y megawat yr awr i ddechrau, wedi'i godi gan y gyfradd flynyddol ar gyfer chwyddiant (RPI). Yn gyfnewid am hyn, mae'r Cyngor hwn yn addo y bydd yr arian a godir yn cael ei wario gan Gyngor Powys i ymdrin â'r argyfwng sy'n ein hwynebu gyda'n gilydd yn sgil cynhesu byd-eang, a datblygu gwytnwch i'w wrthsefyll."

Nododd cynigydd y cynnig fod Powys yn allforiwr net sylweddol o ynni adnewyddadwy a dŵr. Nod y cynnig oedd i bobl ym Mhowys gadw rhywfaint o fanteision ariannol yr ynni a'r dŵr sy'n cael eu hallforio i'w defnyddio mewn mannau eraill. Mynegodd rhai Aelodau bryder y byddai'r tâl hwn yn cael ei ychwanegu at filiau defnyddwyr. Roedd eraill yn pryderu y gallai roi cynlluniau ffermydd gwynt sydd eisoes yn talu buddion cymunedol mewn perygl.

O 40 pleidlais i 19

PENDERFYNWYD yn sgil COP 27 yn yr Aifft, a datganiad Powys o argyfyngau hinsawdd a natur, mae'r Cyngor hwn yn galw ar Lywodraethau'r DU a Chymru i roi'r fframweithiau deddfwriaethol a'r darpariaethau angenrheidiol ar waith i alluogi pobl Powys i gadw rhywfaint o'r budd ariannol sy'n deillio o'r adnoddau dŵr ac ynni a gipiwyd ac a gynhyrchwyd ym Mhowys i'w hallforio a'u defnyddio mewn mannau eraill.

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Gadawodd y Cynghorwyr Sir Gareth Morgan a Gareth Ratcliffe y cyfarfod. Cymerodd y Cynghorydd Sir Beverley Baynham y Gadair.

13. RHYBUDD O GYNNIG - YSGOLION POWYS

Rhoddodd y Cyngor ystyriaeth i'r cynnig canlynol a gynigiwyd gan y Cynghorydd Sir Elwyn Vaughan ac a eiliwyd gan y Cynghorydd Sir Bryn Davies

"Mae pryderon wedi'u mynegi gan gyd-aelodau'r cyngor, rhieni ac aelodau'r cyhoedd yn dilyn y posibilrwydd fod cwtogi'r wythnos ysgol i 4 diwrnod yn unig wedi ac yn cael ei ystyried gan yr awdurdod fel cam lliniaru yn erbyn costau ynni cynyddol a phwysau cyllidebol.

Nodwn fod Estyn wedi nodi yn ei Adroddiad Blynyddol 2021-2022-

- Yn gyffredinol, mae sgiliau dysgwyr wedi cael eu heffeithio'n negyddol gan y pandemig. Mae hyn yn arbennig o wir o ran medrau rhifedd a llythrennedd, yn enwedig medrau llefaredd. Effeithiwyd hefyd ar sgiliau cymdeithasol a phersonol lleiafrif o ddysgwyr, yn enwedig y plant ieuengaf a'r rhai sydd wedi'i chael yn anodd setlo'n ôl i arferion addysgol mwy 'normal'.

- Gostyngodd defnydd dysgwyr o Gymraeg llafar yn gyffredinol o ganlyniad i'r pandemig.

- Mae cyfyngiadau wedi cael effaith negyddol ar ddysgu sy'n ymwneud ag elfennau ymarferol, gan gynnwys lleoliadau gwaith, asesiadau ymarferol ar gyfer cymwysterau galwedigaethol a phynciau fel cerddoriaeth, dylunio a thechnoleg ac addysg gorfforol.

- Yn gyffredinol, mae'r cynnydd y mae darparwyr yn ei wneud tuag at weithredu'r Cwricwlwm i Gymru yn amrywio gormod.

- Ar draws pob sector, bu cynnydd nodedig yn y galw am gymorth ar gyfer llesiant ac iechyd meddwl.

- Mae presenoldeb, mewn ysgolion yn arbennig, yn parhau i fod yn is na'r lefelau cyn y pandemig ac mae problemau absenoldeb parhaus wedi cynyddu

Mae'r argyfwng costau byw yn effeithio ar bob un ohonom ac mae teuluoedd eisoes yn wynebu pwysau sylweddol. Nid yw'r math hwn o syniad, hyd yn oed os mai cysyniad yn unig ydyw ar hyn o bryd, yn ddefnyddiol, nid yw wedi'i ystyried yn ddigonol ac o'i weithredu gallai niweidio ein pobl ifanc yn sylweddol a bydd ond yn ychwanegu at bwysau yn y cartref.

Yn wyneb y canfyddiadau negyddol hyn gan Estyn, pwysigrwydd cefnogi ein pobl ifanc, y gdnabyddiaeth bod pwysau cyllidebol / ariannol nid yn unig ar y cyngor a'r angen i sicrhau asesiad effaith llawn a phriodol ar y Gymraeg ac addysg Gymraeg yn unol â Chod Trefniadaeth Ysgolion Llywodraeth Cymru cyn gwneud unrhyw newidiadau -

Mae'r Cyngor yn derbyn pwysigrwydd presenoldeb 5 diwrnod yn ein hysgolion ac na ddylid gofyn i unrhyw ysgol ym Mhowys leihau eu hwythnos ysgol i 4 diwrnod o ganlyniad i gynigion cyllideb y cyngor."

Wrth ymateb i'r cynnig, dywedodd yr Aelod Cabinet dros Bowys yn Dysgu nad oedd wythnos ysgol 4 diwrnod wedi'i chyflwyno fel cynnig cyllideb. Teimlai aelodau eraill fod y Cabinet wedi bod yn araf i ddiystyru hyn fel opsiwn a oedd wedi arwain at ansicrwydd.

Cynigiwyd cynnig i atal rheolau sefydlog gan y Cynghorydd Sir Aled Davies a eiliwyd gan y Cynghorydd Sir Iain McIntosh ac fe'i trechwyd o 23 pleidlais i 29 gyda 4 yn ymatal.

Rhodddwyd y cynnig i bleidlais ac o 55 pleidlais i 0 gydag 1 yn ymatal

PENDERFYNWYD bod y Cyngor yn derbyn pwysigrwydd presenoldeb 5 diwrnod yn ein hysgolion ac na ddylid gofyn i

unrhyw ysgol ym Mhowys leihau eu hwythnos ysgol i 4 diwrnod o ganlyniad i gynigion cyllideb y cyngor.

Dyweddodd y Cyngorydd Sir Ratcliffe ei fod wedi dychwelyd i'r cyfarfod ran o'r ffordd drwy'r ddadl, ond gan iddo fethu rhan o'r ddadl ei fod yn ymatal.

Y Cyngorydd Sir G W Ratcliffe (Cadeirydd)

7.1

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
2 March 2023

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

SUBJECT: Question from Mike Hall

Can you tell me what all the spending budgets have been from 2010 to present and what services have been cut? You can include + or - percentages if that helps and could include council tax rises to give a rounded view of the question.

RESPONSE

Year	Total Budget	Council Tax increase	Savings	Further details on the budgets, including details of cuts to services can be found on the webpages linked below
2010/11	£232.945m	4.25%	£2.262m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2569&DF=28%2f01%2f2010&Ver=2
2011/12	£233.060m	2.99%	£5.365m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2580&DF=02%2f03%2f2011&Ver=2
2012/13	£233.841m	2.25%	£5.992m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2590&DF=01%2f03%2f2012&Ver=2
2013/14	£248.238m	2.75%	£21.985m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2600&DF=04%2f03%2f2013&Ver=2
2014/15	£242.430m	4.5%	£17.576m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2610&DF=05%2f03%2f2014&Ver=2
2015/16	£237.980m	4%	£11.634m	https://powys.moderngov.co.uk/CeListDocuments.aspx?Committeed=149&MeetingId=2617&DF=11%2f02%2f2015&Ver=2
2016/17	£237.100m	4.25%	£10.004m	https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&MIId=2800
2017/18	£240.600m	3.9%	£9.616m	https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&MIId=3268
2018/19	£247.215m	5%	£8.357m	https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&MIId=3966
2019/20	£255.186m	9.5%	£11.653m	https://powys.moderngov.co.uk/ieListDocuments.aspx?CId=149&MIId=4521

2020/21	£269.440m	4.8%	£10.797m	https://powys.moderngov.co.uk/ieListDocuments.aspx?Clid=149&MId=5459
2021/22	£280.664m	2.9%	£11.829m	https://powys.moderngov.co.uk/ieListDocuments.aspx?Clid=149&MId=6442
2022/23	£302.323m	3.39%	£7.668m	https://powys.moderngov.co.uk/ieListDocuments.aspx?Clid=149&MId=7070
2023/24	£326.554m	5%	£16.516m	https://powys.moderngov.co.uk/ieListDocuments.aspx?Clid=149&MId=7702

7.2

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
2 March 2023

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

SUBJECT: Question from Nigel Williams

How, at time when the council is struggling to cover its statutory obligations, does the council justify spending £300,000 of tax payers money on “reimagining” the council? The public want services not snappy catch phrases which mean nothing.

Response

Growing financial and workforce pressures are having an impact on the ability of public services to meet the needs of the population. A radical transformation of Powys County Council is needed, making use of a reduced number of assets across the County, breaking down silos between services and reducing fragmentation in service delivery.

We must become more effective, perform better and be more connected to the population we serve.

We need to reimagine Powys County Council in 2025, the type and volume of services that we can offer to put the organisation on a more sustainable footing, moving away from annual service cuts.

There is no doubt the organisation will be smaller and more efficient using technology where appropriate to improve service delivery. It will need to hold less assets whilst providing accessible services across community areas.

Once we have identified the type and volume of service that the Council will provide, we will ensure it is of quality whilst also being the best value option for the people of Powys.

It is for these reasons it is felt necessary to use the COVID recovery fund to put in the temporary additional capacity. This will mean the appointment, into temporary roles, to programme manage, support and cost the future Council.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

7.3

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
2 March 2023

REPORT AUTHOR: County Councillor Jake Berriman
Cabinet Member for a Connected Powys

SUBJECT: Question from James Holloway

Is Powys County Council supportive of Land based Wind Turbine Farms and if so has the Council considered the means i.e. infrastructure required to convey the energy to the National Grid?

Response

Powys County Council has declared climate and nature emergencies and has just adopted its stronger fairer greener corporate plan in which our collective responsibilities in meeting the net zero target by 2030 and commitments to the natural environment run through like a golden thread. The Council is therefore supportive of the principle of generating renewable and low carbon energy to meet future energy needs in line with Welsh Government's renewable energy targets. This will include onshore wind as part of a range of renewable solutions. Where wind farm or transmission infrastructure proposals come forward for the Authority's consideration or determination, these will be considered on their own merits in accordance with relevant planning policies and material considerations.

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol

7.4

CYNGOR SIR POWYS COUNTY COUNCIL

County Council
2 March 2023

REPORT AUTHOR: County Councillor David Selby
Cabinet Member for a More Prosperous Powys

SUBJECT: Question from David Balmer-Cribb

What progress has the PCC made in reviewing the Leisure Centres in the County and putting in place a plan to improve facilities and ensure their long-term future? Leisure Centres are right at the heart of remote communities providing education, social interaction and wellbeing. As part of this question, I refer to the review promised in December 2022.

<https://en.powys.gov.uk/article/13732/Statement-on-a-review-of-leisure-services>

Response

The planning stages of the comprehensive Leisure Review has commenced, with draft Terms of Reference for the Project Group established. The ToR will be considered by a Scrutiny Working Group, due to be established within coming weeks. The Leisure Review will have a number of officers who will make up a project board and will -

- Agree the scope and intended outcomes / outputs of the review.
- Co-ordinate the work and the agreed workstreams.
- Support and progress the Leisure Review process in Powys County Council – providing consistent detail to inform the review and any recommendations.
- Be open and transparent with regards all undertakings, demonstrating positive, proactive, professional and appropriate collaboration / sharing of information.
- Manage and provide consistent, appropriate communications through agreed channels.
- Ensure public engagement is undertaken in a timely and professional manner, involving a wide range of stakeholders and interested parties.
- Raise issues as soon as they arise and work collaboratively to reach a solution.
- Seek assurance / challenge from Council Scrutiny on a periodic basis.
- Ensure roles and responsibilities and levels of commitment to the project are understood by those involved/required.
- Escalate matters to senior leadership within the Council.
- Regularly report to Powys involving Freedom Leisure where appropriate.

The purpose/outcome of the review is to - determine the long-term, sustainability of leisure provision in Powys and ensure fit for purpose facilities for communities in the

future - which will support, contribute and align to the Corporate Plan's objectives, outcomes and priorities.

It is also intended that a full public engagement exercise is undertaken over coming months, with details of how to contribute to this being available shortly. The timescale for the project is expected to last for around seven months with options / recommendations presented to Cabinet. Further consultation will then be undertaken with all interested parties and stakeholders.

CYNGOR SIR POWYS COUNTY COUNCIL**County Council****02 March 2023****REPORT AUTHOR: Chief Executive****SUBJECT: Pay Policy Statement 2023/24**

REPORT FOR: Information

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 2023-24.

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.”

Members' Interests

Recommendation:	Reason for Recommendation:
To approve the attached pay policy statement.	Ensure compliance with section 38 (1) of the Localism Act 2011. 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

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

Relevant Local Member(s):	Cllr David Thomas Cllr Jake Berriman
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Person(s) To Implement Decision:	Graham Evans – Professional Lead, Employment Services
Date By When Decision To Be Implemented:	1 st April 2023

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**

Mae'r dudalen hon wedi'i gadael yn wag yn fwriadol



POWYS COUNTY COUNCIL

Pay Policy Statement 2023/24

POWYS COUNTY COUNCIL

Pay Policy Statement 2023/24

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POWYS COUNTY COUNCIL

Pay Policy Statement 2023/24

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 2023, this pay policy statement will come into effect from 1 April 2023 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 2022, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2022.

The NJC pay agreements, effective from 1 April 2023, 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 1st 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 31st 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 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	National Living Wage (Age 23+)	21-22 Year Old Rate	18-20 Year Old Rate	16-17 Year Old Rate	Apprentice Rate
1st April 2022	£9.50	£9.18	£6.83	£4.81	£4.81
1st April 2023	£10.42	£10.18	£7.49	£5.28	£5.28

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 2023, the lowest paid staff and apprentices will see their pay increase to a minimum of £10.90 per hour (£21,030 per annum full time equivalent). The 2022 rate was £9.90 per hour.

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 Vision 2025. 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.

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. The current occupied Council posts falling within the statutory definition are set out below:

- Chief Executive
- Executive Director Economy & Environment
- Director of Social Services and Housing

- Director of Education and Children
- Director of Corporate Services
- Head of Commissioning & Partnerships (Social Services)
- Head of Legal and Monitoring Officer
- Head of Transformation and Democratic Services
- Head of Childrens Services
- Head of Finance (Section 151 Officer)
- Head of Highways, Transport and Recycling
- Head of Workforce and Organisational Development
- Head of Adult Services
- Head of Housing
- Head of Community Services
- Head of Property, Planning and Public Protection
- Head of Economy & Digital Services
- Head of Education

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 2022/23 nationally agreed pay awards applied a £1925 uplift to salaries from 1st April 2022 (agreed in November 2022). The JNC pay agreements, effective from 1 April 2023, 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 The total remuneration (including employers pension contributions) to Chief Officers listed in 8.1, as at February 2023, are as follows:

Chief Officer Position	Grade	Current Salary	Employers Pension	Total Remuneration
Chief Executive	Chief Executive	£148,919	£38,123	£187,042
Executive Director Economy & Environment	Strategic Director	£113,228	£28,986	£142,214
Director of Social Services and Housing	Director 2	£98,443	£25,201	£123,644
Director of Education and Children	Director 2	£98,443	£25,201	£123,644
Director of Corporate Services	Director 2	£98,443	£25,201	£123,644
Head of Commissioning & Partnerships (Social Services)	HoS 1	£82,523	£21,126	£103,649
Head of Legal and Monitoring Officer	HoS 1	£89,636	£22,947	£112,583
Head of Transformation and Democratic Services	HoS 1	£82,523	£21,126	£103,649
Head of Childrens Services	HoS 1	£82,523	£21,126	£103,649
Head of Finance (Section 151 Officer)	HoS 1	£89,636	£22,947	£112,583

Head of Highways, Transport and Recycling	HoS 1	£87,267	£22,340	£109,607
Head of Workforce and Organisation Development	HoS 1	£89,636	£22,947	£112,583
Head of Adult Services	HoS 1	£89,636	£22,947	£112,583
Head of Housing	HoS 2	£73,042	£18,699	£91,741
Head of Community Services	HoS 2	£73,042	£18,699	£91,741
Head of Property, Planning and Public Protection	HoS 1	£89,636	£22,947	£112,583
Head of Economy & Digital Services	HoS 1	£89,636	£22,947	£112,583
Head of Education	HoS 2	£75,415	£19,306	£94,721

Please note that the 2022/23 Employers Local Government Pensions Scheme rate of 25.6% has been applied as basing figures on February 2023 pay rates. The Employers rate is reducing to 23.8% for 2023/24.

8.3 The number and gender profile of such officers is set out below (information as at February 2023):

Level	Female	Male	All
Chief Executive	1	0	1
Strategic Director	0	1	1
Director	3	0	3
Head of Service	7	6	13
Total	11	7	18

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 1st September 2022. The pay award effective from 1st September 2023 is yet to be discussed at national level. Soulbury have yet to settle the September 2022 pay agreement therefore 2021 rates continue to apply.

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.

Exceptions – Misconduct or Lack of Capability Cases

- 10.10 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 1st April 2022 this is spinal column point 1, currently £20,258 FTE per annum (£10.50 per hour) until the 2023 pay awards are agreed. From 1st April 2023, 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 £10.90 per hour (£21,030 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 1st April 2023 their rates of pay will be uplifted to the Real Living Wage rate of £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 31st 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	To be confirmed by 30/03/2023	To be confirmed by 30/03/2023

- 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, 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 (£20,258) and the chief executive (£148,919) is 1:7.35 (based on current confirmed rates for 2022/23)
 2. The multiple between the lowest paid employee (£20,258) and mean average chief officer including the Chief Executive (£91,757) is 1:4.53 (*mean average Chief Officer includes Chief Executive*)

3. The multiple between the lowest paid employee (£20,258) and mean average chief officer excluding the Chief Executive (£88,394) is 1:4.36 (*mean average Chief Officer excludes Chief Executive*)
4. The multiple between the median (average) full time equivalent earnings (£25,409) (excluding schools) and the chief executive (£148,919) is 1:5.86
5. The multiple between the median (average) full time equivalent earnings (£25,409) (excluding schools) and mean average chief officer including the Chief Executive (£91,757) is 1:3.61
6. The multiple between the median (average) full time equivalent earnings (£25,409) (excluding schools) and mean average chief officer excluding the Chief Executive (£88,394) is 1:3.48

14. Publication

- 14.1 Upon approval by the full Council, this statement will be published on the Council's website before 31 March 2023.
- 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 – applicable from 1 April 2023*

(*2022 rates shown, 2023 National Pay Awards not yet confirmed)

The Council adopts the Living Wage Foundation (LWF) rate of £10.90 per hour

NEW Scale Point (SCP)	Grade	FTE Salary	Hourly Rate
1	Grade 1	20,258 (LWF) 21,030	10.5003 10.9000
1	Grade 2	20,258 (LWF) 21,030	10.5003 10.9000
2		20,441 (LWF) 21,030	10.5951 10.9000
3	Grade 3	20,812 (LWF) 21,030	10.7874 10.9000
4		21,189	10.9828
5	Grade 4	21,575	11.1829
6		21,968	11.3866
7	Grade 5	22,369	11.5944
8		22,777	11.8059
9		23,194	12.0221
11	Grade 6	24,054	12.4678
12		24,496	12.6969
13		24,948	12.9312
14		25,409	13.1702
15	Grade 7	25,878	13.4133
16		26,357	13.6615
17		26,845	13.9145
18		27,344	14.1731
19		27,852	14.4364
19	Grade 8	27,852	14.4364
20		28,371	14.7054
21		28,900	14.9796
22		29,439	15.2590
23	Grade 9	30,151	15.6281
24		31,099	16.1194
25		32,020	16.5968
27	Grade 10	33,820	17.5298
28		34,723	17.9979
29		35,411	18.3545
30	Grade 11	36,298	18.8142
31		37,261	19.3134
32		38,296	19.8498
33	Grade 12	39,493	20.4703
34		40,478	20.9808
35		41,496	21.5085
37	Grade 13	43,516	22.5555
38		44,539	23.0857
39		45,495	23.5813
41	Grade 14	47,573	24.6583
42		48,587	25.1839
43		49,590	25.7038

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 2023*

(* 2022 rates shown, 2023 National Pay Award not yet confirmed)

Senior Manager 2	SM2	003	£53,285
		004	£55,309
		005	£55,919
		006	£57,337
Senior Manager 1	SM1	009	£60,782
		010	£62,402
		011	£64,024
		012	£65,646
Heads of Service 3	HS3	013	£67,360
		014	£68,963
		015	£70,552
		016	£72,152
Heads of Service 2	HS2	017	£73,042
		018	£75,415
		019	£77,782
		020	£80,155
Heads of Service 1	HS1	021	£82,253
		022	£84,895
		023	£87,267
		024	£89,636
Director 2	D2	025	£91,094
		026	£93,544
		027	£95,993
		028	£98,443
Director 1	D1	029	£103,074
		030	£105,523
		031	£107,973
		032	£110,421
Strategic Director	SD1	033	£110,776
		034	£113,228
		035	£113,446
		036	£115,847
Chief Executive	CE1	037	£139,626
		038	£142,723
		039	£145,821
		040	£148,919

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 (2022 yet to be agreed) National Pay Rates applicable from 1 September 2021 Educational Improvement Professionals (EIPs)

Spinal point	Rates effective from 1-Sep-21
001	37,056
002	38,383
003	39,636
004	40,907
005	42,168
006	43,431
007	44,758
008	46,035
009	47,522
010	48,849
011	50,158
012	51,425
013	52,861
014	54,140
015	55,554
016	56,831
017	58,113
018	59,371
019	60,668
020	61,338
021	62,626
022	63,749
023	64,985
024	66,093
025	67,278
026	68,434
027	69,617
028	70,815
029	72,016
030	73,215
031	74,404
032	75,611
033	76,819
034	78,057
035	79,290
036	80,560
037	81,809
038	83,071
039	84,316
040	85,560
041	86,812
042	88,061
043	89,309
044	90,564
045	91,815
046	93,069
047	94,328
048	95,574
049	96,825
050	98,079

Educational Psychologists

SCALE A

SCP	01-Sep-21
1	38,866
2	40,839
3	42,811
4	44,782
5	46,755
6	48,727
7	50,584
8	52,440
9	54,179
10	55,921
11	57,543

SCALE B

SCP	01-Sep-21
1	48,727
2	50,584
3	52,440
4	54,179
5	55,921
6	57,543
7	58,210
8	59,455
9	60,690
10	61,946
11	63,176
12	64,431
13	65,707
14	66,941
15	68,234
16	69,514
17	70,803
18	72,090

Young People's / Community Service Managers Spine

SCP	01-Sep-21
1	38,433
2	39,691
3	40,947
4	42,231
5	43,535
6	44,806
7	46,107
8	47,585
9	48,401
10	49,660
11	50,912
12	52,166
13	53,412
14	54,669
15	55,928
16	57,191
17	58,460
18	59,722
19	60,976
20	62,256
21	63,562
22	64,898
23	66,259
24	67,650

APPENDIX E

**JNC for Youth & Community Workers
National Pay Rates applicable from 1 September 2022*
(*2023 national pay award yet to be agreed)**

Support Worker Range

SCP	01/09/2022
1 - 4	obsolete
5	21,571
6	21,900
7	22,196
8	22,874
9	23,739
10	24,416
11	25,509
12	26,577
13	27,681
14	28,825
15	29,603
16	30,416
17	31,216

Professional Range

SCP	01/09/2022
13	27,681
14	28,825
15	29,603
16	30,416
17	31,216
18	32,021
19	32,820
20	33,622
21	34,522
22	35,542
23	36,536
24	37,534
25	38,540
26	39,545
27	40,550
28	41,568
29	42,577
30	43,588
31	44,270
32	45,391