

# Public Document Pack



County Hall  
Rhadyr  
Usk  
NP15 1GA

Wednesday, 3 March 2021

## Notice of meeting

### County Council

Thursday, 11th March, 2021 at 2.00 pm,  
Remote Meeting

### AGENDA

Item No	Item	Pages
1.	Apologies for absence	
2.	Declarations of interest	
3.	Public Questions	
4.	Chairman's announcement and receipts of petitions	1 - 2
5.	Reports for Council:	
5.1.	COUNCIL TAX RESOLUTION and REVENUE AND CAPITAL BUDGETS FOR 2021/22	To Follow
5.2.	2021/22 TREASURY MANAGEMENT STRATEGY	3 - 32
5.3.	CAPITAL STRATEGY 2021/22 AND APPROVAL OF GRANT FUNDED ADDITIONS TO THE 2020/21 CAPITAL BUDGET	33 - 60
5.4.	APPOINTMENT TO WYE NAVIGATION ADVISORY COMMITTEE	61 - 62
5.5.	CONSTITUTION	63 - 620
6.	Notices of Motion:	

**6.1. Submitted by County Councillor D. Batrouni**

This Council applauds the Welsh Labour Government for its support, particularly financially, to the Council, its residents and our local businesses during the Covid-19 pandemic. In total, the Welsh Government has provided the Council and Monmouthshire businesses over £45m. It is also very pleasing that the Welsh Government have increased the Council's budget settlement by 3.9%, which is above the Welsh average. The council originally budgeted for a 0% increase, so this means the Council will roughly receive an extra £3.7m.

**6.2. Submitted by County Councillor J. Warkins**

Council notes that:

- a) At just £67.25 a week, Carer's Allowance is the lowest benefit of its kind.
- b) In response to the Covid-19 pandemic, the Government increased the Universal Credit standard allowance and the Working Tax Credit basic element by £20 a week above the planned uprating in April 2020, but it has not increased Carer's Allowance.
- c) Many unpaid carers are facing extreme financial hardship. A recent survey by Carers UK found that more than a third of those on Carer's Allowance are struggling to make ends meet. Many have been struggling for months, often relying on foodbanks to feed themselves and the people they care for. The Carers UK survey found that *"43% of carers felt that a rise in Carer's Allowance would help them, given the financial pressures they are facing."*

Council resolves that:

- a) We must stand up for carers, do more to support them, and build a more caring society as we emerge from the Covid-19 pandemic.

Council directs the Leader of the Council to:

- a) Write to the Chancellor of the Exchequer and the Secretary of State for Work and Pensions, urging them to raise Carer's Allowance by £20 a week immediately, in line with the increase in Universal Credit.
- b) Council resolves to put out a general communication to unpaid carers, third sector organisations and community councils to encourage carers to claim Carers Allowance.

**6.3. Submitted by County Councillor F. Taylor**

That in fulfilling its role to support sustainable communities, this council safeguards all public amenity space in the interests of future generations and in support of mitigating and addressing the declared climate emergency.

**6.4. Submitted by County Councillor R. John, Cabinet Member for Children and Young People and MonLife**

This council:

- a) Notes the significant improvement in the Covid-19 incidence rates both in Monmouthshire and across Wales since Alert Level Four restrictions began on 20th December.
- b) Welcomes the success and speed of the vaccination programme across the UK
- c) Calls on the Welsh Government to publish a detailed roadmap to ending

	Covid-19 restrictions in Wales	
<b>7.</b>	<b>Members Questions:</b>	
<b>7.1.</b>	<b>From County Councillor T. Thomas to County Councillor R. John, Cabinet Member for Children and Young People and MonLife</b>	
	Could the Cabinet Member inform council how confident he is that all pupils in Monmouthshire schools have laptops or iPads to ensure good access to 'blended learning' including free school meal pupils and pupils coming from homes that have lower incomes?	
<b>8.</b>	<b>Reports for Council:</b>	
<b>8.1.</b>	<b>STRATEGIC LEADERSHIP TEAM ADJUSTMENTS</b>	621 - 626
<b>8.2.</b>	<b>PUBLICATION OF PAY POLICY STATEMENT AS REQUIRED BY THE LOCALISM ACT</b>	627 - 640
<b>9.</b>	<b>To confirm the minutes of the meeting held on 14th January 2021</b>	641 - 644

**Paul Matthews**

**Chief Executive / Prif Weithredwr**

**MONMOUTHSHIRE COUNTY COUNCIL  
CYNGOR SIR FYNWY**

**THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:**

County Councillor Peter Clarke	Llangybi Fawr;	Welsh Conservative Party
County Councillor Dimitri Batrouni	St. Christophers;	Welsh Labour/Llafur Cymru
County Councillor Jeremy Becker	St. Mary's;	Liberal Democrats
County Councillor Debby Blakebrough	Trellech United;	Independent Group
County Councillor Louise Brown	Shirenewton;	Welsh Conservative Party
County Councillor Alan Davies	Green Lane;	Independent
County Councillor Lisa Dymock	The Elms;	Welsh Conservative Party
County Councillor Tony Easson	Dewstow;	Welsh Labour/Llafur Cymru
County Councillor Ruth Edwards	Llantilio Crossenny;	Welsh Conservative Party
County Councillor David Evans	West End;	Welsh Labour/Llafur Cymru
County Councillor Mat Feakins	Drybridge;	Welsh Conservative Party
County Councillor Peter Fox	Portskewett;	Welsh Conservative Party
County Councillor Robert Greenland	Devauden;	Welsh Conservative Party
County Councillor Martyn Groucutt	Lansdown;	Welsh Labour/Llafur Cymru
County Councillor Linda Guppy	Rogiet;	Liberal Democrats
County Councillor Roger Harris	Croesonen;	Welsh Labour/Llafur Cymru
County Councillor Jim Higginson	Severn;	Welsh Labour/Llafur Cymru
County Councillor Giles Howard	Llanfoist Fawr;	Welsh Conservative Party
County Councillor Simon Howarth	Llanelly Hill;	Independent Group
County Councillor Richard John	Mitchel Troy;	Welsh Conservative Party
County Councillor Dave Jones	Crucorney;	Independent Group
County Councillor Laura Jones	Wyesham;	Welsh Conservative Party
County Councillor Penny Jones	Raglan;	Welsh Conservative Party
County Councillor Sara Jones	Llanover;	Welsh Conservative Party
County Councillor Bryan Jones	Goytre Fawr;	Welsh Conservative Party
County Councillor Paul Jordan	Cantref;	Welsh Conservative Party
County Councillor Malcolm Lane	Mardy;	Welsh Conservative Party
County Councillor Phil Murphy	Caerwent;	Welsh Conservative Party
County Councillor Paul Pavia	Larkfield;	Welsh Conservative Party
County Councillor Maureen Powell	Castle;	Welsh Conservative Party
County Councillor Jane Pratt	Llanelly Hill;	Welsh Conservative Party
County Councillor Richard Roden	Dixton with Osbaston;	Welsh Conservative Party
County Councillor Val Smith	Llanbadoc;	Independent Group
County Councillor Brian Strong	Usk;	Welsh Conservative Party
County Councillor Frances Taylor	Mill;	Independent Group
County Councillor Tudor Thomas	Priory;	Welsh Labour/Llafur Cymru
County Councillor Jamie Treharne	Overmonnow;	Welsh Conservative Party
County Councillor Jo Watkins	Caldicot Castle;	Liberal Democrats
County Councillor Armand Watts	Thornwell;	Welsh Labour/Llafur Cymru
County Councillor Ann Webb	St Arvans;	Welsh Conservative Party
County Councillor Kevin Williams	Llanwenarth Ultra;	Welsh Labour/Llafur Cymru
County Councillor Sheila Woodhouse	Grofield;	Welsh Conservative Party

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**Welsh Language**

Mae'r Cyngor yn croesawu cyfraniadau gan aelodau'r cyhoedd trwy gyfrwng y Gymraeg neu'r Saesneg.  
Gofynnwn yn barchus i chi roi rhybudd digonol i ni er mwyn darparu ar gyfer eich anghenion  
The Council welcomes contributions from members of the public through the medium of Welsh or English.  
We respectfully ask that you provide us with adequate notice to accommodate your needs.

# Aims and Values of Monmouthshire County Council

## Our purpose

Building Sustainable and Resilient Communities

### Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

## Our Values

**Openness.** We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

**Fairness.** We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

**Flexibility.** We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

**Teamwork.** We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.



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## **Chairman's Report 27<sup>th</sup> December – 28<sup>th</sup> February 2020**

Wednesday 27 <sup>th</sup> December 4.30 p.m.	Holocaust Memorial Day Online Service
Wednesday 3 <sup>rd</sup> February 12.45 p.m.	Pride of Gwent Filming Newport
Thursday 18 <sup>th</sup> February 6.30 p.m.	H M Lord Lieutenant of Gwent Awards Ceremony
Monday 22 <sup>nd</sup> February 11 a.m.	Funeral Service - Councillor David Dovey St Mary's Church, Chepstow

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## REPORT

<b>SUBJECT:</b>	<b>2021/22 Treasury Management Strategy</b>
<b>DIRECTORATE:</b>	<b>Resources</b>
<b>MEETING:</b>	<b>Council</b>
<b>DATE:</b>	<b>11<sup>th</sup> March 2021</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>Countywide</b>

### 1. PURPOSE

- 1.1. The purpose of this report is to approve the Treasury Management Strategy including Minimum Revenue Provision policy for the 2021/22 financial year. The report summarises and highlights the key areas relating to the strategy, alongside those areas of key implications and risks resulting from it.

### 2. RECOMMENDATIONS

- 2.1. That Council approves the Treasury Management Strategy 2021/22 (**Appendix 1**) including the:

- 2021/22 Treasury Management policy statement
- 2021/22 Minimum Revenue Provision Policy Statement
- 2021/22 Investment & Borrowing Strategies

- 2.1 To approve the Prudential Indicators supplied in **Appendix 5** and that will be used in the performance monitoring of the treasury function during 2021/22.

- 2.2 That Council agrees that Audit Committee should continue to review the Council's treasury activities on behalf of the Council by receiving & scrutinising the mid-year report and year-end report and also scrutinising the Treasury Policy & Strategy before passing to Council for approval.

### 3. KEY ISSUES

- 3.1. The draft Treasury Management Strategy proposals and recommendations were presented to Audit Committee on the 25th February 2021 as part of its delegated responsibility to scrutinise the draft proposals. Audit Committee debated its content and were asked for its views and responses and the Chair of the committee has been asked to provide feedback to Council.

## Treasury Management Strategy

- 3.2. The treasury management strategy sets out the Council's longer term borrowing requirement and plans, which is driven mainly by the capital programme requirements and the resulting impact on the revenue budget.
- 3.3. It includes how it will manage and invest its surplus cash which also have various targets/limits set as part of prudential indicators and also includes additional guidance of the Welsh Government Investment Guidance and the Minimum Revenue Provision Policy.
- 3.4. The strategy is a requirement of CIPFA's Prudential Code which sets out the requirement to ensure, within the frameworks set, that capital expenditure plans are:
- **Affordable:** Capital spend and programmes are within sustainable limits. Councils are required to take into account of current and forecast funding available to them and the totality of their capital plans and their costs in assessing affordability.
  - **Prudent:** Councils need to set borrowing limits (called 'operational' and 'authorised limits' – as part of the suite of prudential indicators) which reflect the Councils plan for affordable capital plans and their financing costs. On investing activities, Councils need to consider the balance between security, liquidity and yield which reflects their own risk appetite but which prioritises security and liquidity over yield.
  - **Sustainable:** Council's capital plans and the revenue cost of financing the current and future forecast borrowing/debt taken out for that needs to be sustainable in terms of the Councils overall finances and its impact on that.
- 3.5. The Audit Committee in its role as the Council's delegated body must receive as a minimum a semi-annual report and an annual report after its close on treasury management activities.
- 3.6. Overall responsibility for treasury management remains with the full Council. In effect, that body delegates the execution and administration of treasury management decisions to the Section 151 officer or deputy who will act in accordance with the Treasury management strategy and Treasury management policy statement (**Appendix 1**) and treasury management practices and CIPFA's Standard of Professional Practice on treasury management.
- 3.7. The detailed Treasury strategy for 2021/22 is included at **Appendix 1**. Key points of interest are summarised below.

## Annual Minimum Revenue Provision (MRP) Policy Statement

- 3.8. The annual Minimum Revenue Provision is the mechanism used for spreading the capital expenditure financed by borrowing over the years to which benefit is provided. Regulations state that the authority must calculate for the current financial year an amount of minimum revenue provision which it considers to be prudent. In addition, there is the requirement for an Annual Minimum Revenue Provision Policy Statement to be drafted and submitted to full Council. This is attached in **Appendix 1**.

- 3.9. The Welsh Government issued revised MRP guidance in 2018. This is taken into account within the MRP Policy Statement.

### **Borrowing Strategy**

- 3.10. The current economic environment is unprecedented and very much represents the bottom of the treasury cost curve for an Authority like Monmouthshire who is a net borrower. Despite this, it remains very difficult to currently justify locking into longer term borrowing to provide additional certainty to long term treasury costs and budgets given the immediate negative impact it would have on the revenue budget.
- 3.11. However, the capacity for internal borrowing (where the Council utilises internal resources and cash balances to reduce net borrowing costs) is expected to reduce over the medium to long term as the Council is expected to undertake external borrowing both for the refinancing of maturing loans and to fund increasing capital spend in the existing capital programme. It will remain as much 'internally borrowed' as is possible and increase actual external borrowing only when needed to manage its cash requirements. However, the Council may, where it feels necessary to mitigate the risk of interest rate rises, undertake borrowing early to secure interest rates within agreed revenue budgets. This will be done in line with advice from our Treasury Advisors.

### **Investment Strategy**

- 3.12. Both the CIPFA Code and the WG Guidance require the Authority to invest its funds prudently, and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Authority's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income. Where balances are expected to be invested for more than one year, the Authority will aim to achieve a total return that is equal or higher than the prevailing rate of inflation, in order to maintain the spending power of the sum invested.
- 3.13. Given the increasing risk and very low returns from short-term unsecured bank investments, the Authority will look to increase its diversification into higher yielding asset classes, such as pooled funds, during 2021/22. The Authority continues to hold £10m of investments to meet the requirements of a professional client under the Mifid II regulations (Markets in financial instruments directive) and therefore consideration will be given to investing this balance with a more medium to long term outlook.
- 3.14. The approved counterparty list and limits are shown table 3 of **Appendix 1**.
- 3.15. Following review and advice from our treasury advisors, the investment limits proposed in the 2021/22 treasury strategy (shown in table 3 of **Appendix 1**) have been simplified quite significantly from the 2020/21 strategy. Over time the existing set of limits had become cumbersome and unworkable on a practical level and the revised criteria provide much needed clarity to the comparatively small treasury team making already complex investment decisions on a daily basis.
- 3.16. It is important to note that the counterparty rating limits and investment maturities act as limits and not targets and are further informed by bespoke periodic advice from our treasury advisers as to sustainability and financial robustness of specific counterparties.

## **Other Considerations influencing the strategy**

3.17. The impact on the UK from coronavirus, together with its exit from the European Union and future trading arrangements with the bloc, will remain a major influence on the Authority's treasury management strategy for 2021/22.

- The BoE also forecasts the economy will now take until Q1 2022 to reach its pre-pandemic level rather than the end of 2021 as previously forecast.
- Monthly GDP estimates have shown the economy is recovering but remains well below its pre-pandemic peak. Looking ahead, the BoE's November Monetary Policy Report forecasts economic growth will rise in 2021 with GDP reaching 11% in Q4 2021, 3.1% in Q4 2022 and 1.6% in Q4 2023.
- The Authority's treasury management adviser Arlingclose is forecasting that BoE Bank Rate will remain at 0.1% until at least the end of 2023. The risks to this forecast are judged to be to the downside as the BoE and UK government continue to react to the coronavirus pandemic and the Brexit transition period ends.

## **4. REASONS**

4.1. The Authority is required to produce a Treasury Management Strategy including a Treasury Management Policy Statement and annual investment and borrowing strategies in order to comply with the Chartered Institute of Public Finance and Accountancy's Code of Practice for Treasury Management in Public Services (the "CIPFA TM Code").

4.2. The Authority is required to produce an MRP policy statement in order to comply with the Local Authorities (Capital Finance and Accounting) (Wales) Regulations, last amended in 2018.

## **5. OPTIONS APPRAISAL**

5.1. Not applicable.

## **6. EVALUATION CRITERIA**

6.1. Not applicable

## **7. RESOURCE IMPLICATIONS**

7.1. In summary, the Treasury Strategy remains very similar to previous years, such that the Council remains a net borrower, and utilises internal resources to reduce net borrowing costs, known as internal borrowing.

7.2. In order to keep the Authority's borrowing costs lower, the external borrowing total is split fairly equally between long and short term recurrent borrowing. The short term borrowing achieves a reduction in cost but causes an increase in interest rate risk. Although interest rates could rise, it is not expected that short term rates over the MTFP window will exceed current long term rates. The Treasury team continues to optimise its loans and investments to reduce the net cost of borrowing while ensuring that security and liquidity levels are maintained at a suitable level and the various risks are properly managed.

- 7.3. The levels of Treasury debt and investments at the 31<sup>st</sup> December 2020 are provided in **Appendix 3**.
- 7.4. The medium-term treasury budgets, contained within the 2021/22 revenue budget proposals to be presented to Council shortly, were constructed in accordance with the strategy documents appended to this report. Consequently, there are no additional resource implications directly arising from this report.
- 7.5. The Council's indicative treasury budgets for the next 4 years are:

	Indicative Base Budget 2021/22	Indicative Base Budget 2022/23	Indicative Base Budget 2023/24	Indicative Base Budget 2024/25
Interest and Investment Income	(131,803)	(211,299)	(211,299)	(211,299)
Interest Payable on external debt	3,651,179	3,963,942	4,027,980	3,848,669
Charges required under Regulation	6,425,898	6,562,013	6,509,187	6,716,279
<b>Total Treasury Budgets</b>	<b>9,945,274</b>	<b>10,314,656</b>	<b>10,325,868</b>	<b>10,353,649</b>
<b>Proportion of Net Revenue budget</b>	<b>6.2%</b>	<b>6.1%</b>	<b>5.8%</b>	<b>5.6%</b>

- 7.6. However, there are some key future financial risks on medium-term treasury budgets concerning:
- The capital medium term financial plan for 2021/22 has been shared with members as part of the capital budget setting process which won't conclude until 11<sup>th</sup> March. Should additions be required that are funded from borrowing, then Treasury figures and consequences on capital financing requirement and external borrowing requirement would need to be updated.
  - The risks associated with rising interest rates as indicated in the Treasury Strategy by the Interest rate risk indicator & limit. Base and short-term interest rates are expected to remain at current low levels in the medium term and the Treasury strategy allows for the use of short term borrowing once investment funds are exhausted to take advantage of these low rates. However, the current and future economic environment is extremely uncertain in light of the UK Government response to the pandemic and the ongoing complexities around Brexit agreements and the ongoing position will need to continue to be closely monitored.
  - The Authority continues to make plans to assess the capital receipts which can be obtained from selling property assets. Without these receipts being available to fund capital expenditure, new capital programmes will have to be funded by additional borrowing.

**8. WELLBEING OF FUTURE GENERATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

- 8.1. There are no implications directly arising from the recommendations and decisions highlighted in this report.

**9. CONSULTEES:**

Chief Officer, Resources (Acting Section 151 officer)

Arlingclose – Treasury Management Advisors to Monmouthshire CC

Audit Committee

**10. BACKGROUND PAPERS:**

**Appendix 1** – Treasury Management Strategy Statement 2021/22 including the Treasury Management policy statement, Minimum Revenue Provision policy statement and Investment & Borrowing Strategies

**Appendix 2** – Arlingclose Economic & Interest Rate Forecast

**Appendix 3** - Existing Investment & Debt Portfolio Position

**Appendix 4** - Additional requirements of Welsh Government Investment Guidance

**Appendix 5** – Prudential Indicators

**11. AUTHORS:**

Jonathan Davies – Acting Assistant Head of Finance (Deputy S151 officer)

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**TREASURY MANAGEMENT STRATEGY STATEMENT 2021/22****1. Treasury Management Policy Statement**

- 1.1. The Council is required by law to have regard to CIPFA's Treasury Management in the Public Services: Code of Practice 2017 (The Code).
- 1.2. Accordingly, the Council will create and maintain, as the cornerstones for effective treasury management:
  - A treasury management policy statement, stating the policies, objectives and approach to risk management of its treasury management activities
  - Suitable treasury management practices (TMPs), setting out the manner in which the Council will seek to achieve those policies and objectives, and prescribing how it will manage and control those activities.
- 1.3. The revised code allows the Audit Committee to approve the treasury strategy providing the Authority produces a capital strategy, while being clear that overall responsibility remains with full Council. Full Council is required to approve the investment strategy which is currently included in the same document as the treasury strategy and treasury policy and the combined document will continue to be approved by full Council in the current year.
- 1.4. The Council delegates responsibility for the implementation, monitoring and scrutiny of its treasury management policy, strategy and practices to the Audit Committee and for the execution and administration of treasury management decisions to the Section 151 officer or deputy, who will act in accordance with the organisations policy statement and TMPs and CIPFA's Standard of Professional Practice on Treasury Management.
- 1.5. As a minimum, the Audit Committee will receive reports on its treasury management policies, practices and activities including, an annual strategy and plan in advance of the year, a semi-annual report and an annual report after its close.
- 1.6. **Policies and objectives of treasury management activities**
- 1.7. The Council defines its treasury management activities as: "The management of the Council's investments, borrowing and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks."
- 1.8. This Council regards the successful identification, monitoring and control of risk to be the prime criteria by which the effectiveness of its treasury management activities will be measured. Accordingly, the analysis and reporting of treasury management activities will focus on their risk implications for the organisation, and any financial instruments entered into to manage these risks.
- 1.9. This Council acknowledges that effective treasury management will provide support towards the achievement of its business and service objectives. It is therefore committed to the

principles of achieving value for money in treasury management, and to employing suitable performance measurement techniques, within the context of effective risk management.

1.10. **Borrowing Strategy:** The Council's borrowing will be affordable, sustainable and prudent and consideration will be given to the management of interest rate risk, refinancing risk and budgetary risk. The source from which the borrowing is taken and the type of borrowing should allow the Council transparency and control over its debt.

1.11. **Investment Strategy:** The Council's primary objective in relation to investments remains the security of capital. The liquidity or accessibility of the Authority's investments followed by the yield earned on investments remain important but are secondary considerations.

#### 1.12. **Approach to Risk Management**

1.13. This section identifies the risks that the Council faces as a result of it undertaking treasury management activities.

- Liquidity risk
- Credit (or counterparty) risk
- Interest rate risk
- Inflation rate risk
- Exchange rate risk
- Market risk
- Refinancing risk
- Procedural risk
- Legal and regulatory risk

1.14. The Council manages these down to an acceptable level within the regulatory framework through the consideration and application of its treasury strategy and appropriate monitoring against agreed treasury & prudential indicators and limits.

## 2. **MRP Policy Statement 2020/21**

2.1. Where the Authority finances capital expenditure by debt, it must put aside resources to repay that debt in later years. The Welsh Government's Guidance on Minimum Revenue Provision most recently issued in 2018 places a duty on local authorities to make a prudent provision for debt redemption. Local authorities are required to "have regard" to such Guidance under section 21(1A) of the Local Government Act 2003.

2.2. In line with WG guidance, this annual MRP Policy Statement will be submitted to Council before the start of the financial year it relates to. If it is ever proposed to vary the terms of the original MRP Policy Statement during the year, a revised statement should be submitted to Council.

- 2.3. Authorities are permitted discretion in terms of the charge levied, albeit within certain parameters. A “prudent” period of time for debt repayment is defined as being one which reflects the period over which the associated capital expenditure provides benefits or, in the case of borrowing supported by Government Revenue Support Grant, reasonably commensurate with the period implicit in the determination of that grant.
- 2.4. MRP options recommended in the Guidance include:
- Option 1: Regulatory Method
  - Option 2: CFR Method
  - Option 3: Asset Life Method
  - Option 4: Depreciation Method

*Note: This does not preclude other prudent methods.*

### **MRP in 2021/22:**

- 2.5. Options 1 and 2 can only be used for supported Non-HRA capital expenditure funded from borrowing (i.e. financing costs deemed to be supported through Revenue Support Grant from Welsh Government). Methods of making prudent provision for unsupported Non-HRA capital expenditure include Options 3 and 4 (which may also be used for supported Non-HRA capital expenditure if the Authority chooses).
- 2.6. ***MRP on Supported Borrowing funded Expenditure:*** The Authority’s policy is to apply Option 3, the Asset life method in respect of supported capital expenditure funded from borrowing. The charge will be 2% per annum, equivalent to equal instalments over a 50 year life.
- 2.7. ***MRP on Unsupported Borrowing funded Expenditure:*** The Authority’s policy is to apply Option 3, the Asset life method in respect of unsupported capital expenditure funded from borrowing. The MRP is calculated on an annuity basis within the asset life method, whereby the MRP element increases over time to reflect a consistent charge over life of the assets taking into account the real value of money. The first MRP charge will be in the year after the asset becomes operational. MRP on purchases of freehold land will be charged over 50 years. MRP on expenditure not related to fixed assets but which has been capitalised by regulation or direction will be charged over 20 years. These lives may be reduced if it is prudent to do so because the resultant income stream or useful life to the Authority is shorter.
- 2.8. ***MRP in respect of leases and PFI:*** MRP in respect of leases and Private Finance Initiative schemes brought on Balance Sheet under the CIPFA Accounting Code of Practice will match the annual principal repayment for the associated deferred liability.
- 2.9. For capital expenditure loans to third parties that are repaid in annual or more frequent instalments of principal, the Council may make nil MRP, but will instead apply the capital receipts arising from principal repayments to reduce the capital financing requirement instead. In years where there is no principal repayment, MRP will be charged in accordance with the MRP policy for the assets funded by the loan, including where appropriate, delaying

MRP until the year after the assets become operational. While this is not one of the options in the WG Guidance, it is thought to be a prudent approach since it ensures that the capital expenditure incurred in the loan is fully funded over the life of the assets.

2.10. The 2021/22 budget proposals reflect these positions.

### 3. Treasury Strategy

#### 3.1. Introduction

3.2. Treasury management is the management of the Authority's cash flows, borrowing and investments, and the associated risks. The Authority has borrowed and invested substantial sums of money and is therefore exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Authority's prudent financial management.

3.3. Treasury risk management at the Authority is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice 2017 Edition* (the CIPFA Code) which requires the Authority to approve a treasury management strategy before the start of each financial year. In addition, the Welsh Government (WG) issued revised Guidance on Local Authority Investments in November 2019 that requires the Authority to approve an investment strategy before the start of each financial year. This report fulfils the Authority's legal obligation under the *Local Government Act 2003* to have regard to both the CIPFA Code and the WG Guidance.

3.4. **Revised strategy:** In accordance with the WG Guidance, the Authority will be asked to approve a revised Treasury Management Strategy Statement should the assumptions on which this report is based change significantly. Such circumstances would include, for example, a large unexpected change in interest rates, in the Authority's capital programme or in the level of its investment balance, or a material loss in the fair value of a non-financial investment identified as part of the year end accounts preparation and audit process.

#### 4. External Context

4.1. **Economic background:** The impact on the UK from coronavirus, together with its exit from the European Union and future trading arrangements with the bloc, will remain a major influence on the Authority's treasury management strategy for 2021/22.

4.2. The Bank of England (BoE) maintained Bank Rate at 0.10% in November 2020 and also extended its Quantitative Easing programme by £150 billion to £895 billion. The Monetary Policy Committee voted unanimously for both, but no mention was made of the potential future use of negative interest rates. Within the latest forecasts, the Bank expects the UK economy to shrink -2% in Q4 2020 before growing by 7.25% in 2021, lower than the previous

forecast of 9%. The BoE also forecasts the economy will now take until Q1 2022 to reach its pre-pandemic level rather than the end of 2021 as previously forecast.

- 4.3. UK Consumer Price Inflation (CPI) for September 2020 registered 0.5% year on year, up from 0.2% in the previous month. Core inflation, which excludes the more volatile components, rose to 1.3% from 0.9%. The most recent labour market data for the three months to August 2020 showed the unemployment rate rose to 4.5% while the employment rate fell to 75.6%. Both measures are expected to deteriorate further due to the ongoing impact of coronavirus on the jobs market, particularly when the various government job retention schemes start to be unwound in 2021, with the BoE forecasting unemployment will peak at 7.75% in Q2 2021. In August, the headline 3-month average annual growth rate for wages were 0% for total pay and 0.8% for regular pay. In real terms, after adjusting for inflation, total pay growth fell by -0.8% while regular pay was up 0.1%.
- 4.4. GDP growth fell by -19.8% in the second quarter of 2020, a much sharper contraction from -2.0% in the previous three months, with the annual rate falling -21.5% from -1.6%. All sectors fell quarter-on-quarter, with dramatic declines in construction (-35.7%), services (-19.2%) and production (-16.3%), and a more modest fall in agriculture (-5.9%). Monthly GDP estimates have shown the economy is recovering but remains well below its pre-pandemic peak. Looking ahead, the BoE's November Monetary Policy Report forecasts economic growth will rise in 2021 with GDP reaching 11% in Q4 2021, 3.1% in Q4 2022 and 1.6% in Q4 2023.
- 4.5. GDP growth in the euro zone rebounded by 12.7% in Q3 2020 after contracting by -3.7% and -11.8% in the first and second quarters, respectively. Headline inflation, however, remains extremely weak, registering -0.3% year-on-year in October, the third successive month of deflation. Core inflation registered 0.2% y/y, well below the European Central Bank's (ECB) target of 'below, but close to 2%'. The ECB is expected to continue holding its main interest rate of 0% and deposit facility rate of -0.5% for some time with further monetary stimulus expected later in 2020.
- 4.6. The US economy contracted at an annualised rate of 31.7% in Q2 2020 and then rebounded by 33.1% in Q3. The Federal Reserve maintained the Fed Funds rate at between 0% and 0.25% and announced a change to its inflation targeting regime to a more flexible form of average targeting. The Fed also provided strong indications that interest rates are unlikely to change from current levels over the next three years.
- 4.7. Former vice-president Joe Biden won the 2020 US presidential election. Mr Biden is making tackling coronavirus his immediate priority and will also be reversing several executive orders signed by his predecessor and take the US back into the Paris climate accord and the World Health Organization.
- 4.8. **Credit outlook:** After spiking in late March as coronavirus became a global pandemic, credit default swap (CDS) prices for the larger UK banks have steadily fallen back to almost pre-pandemic levels. Although uncertainly around COVID-19 related loan defaults lead to banks provisioning billions for potential losses in the first half of 2020, drastically reducing profits,

reported impairments for Q3 were much reduced in some institutions. However, general bank profitability in 2020 is likely to be significantly lower than in previous years.

- 4.9. The credit ratings for many UK institutions were downgraded on the back of downgrades to the sovereign rating. Credit conditions more generally though in banks and building societies have tended to be relatively benign, despite the impact of the pandemic.
- 4.10. Looking forward, the potential for bank losses to be greater than expected when government and central bank support starts to be removed remains a risk, as does the UK not achieving a Brexit deal, suggesting a cautious approach to bank deposits in 2021/22 remains advisable.
- 4.11. **Interest rate forecast:** The Authority’s treasury management adviser Arlingclose is forecasting that BoE Bank Rate will remain at 0.1% until at least the end of 2023. The risks to this forecast are judged to be to the downside as the BoE and UK government continue to react to the coronavirus pandemic and the Brexit transition period ends. The BoE extended its asset purchase programme to £895 billion in November while keeping Bank Rate on hold. However, further interest rate cuts to zero, or possibly negative, cannot yet be ruled out but this is not part of the Arlingclose central forecast.
- 4.12. Gilt yields are expected to remain very low in the medium-term while short-term yields are likely remain below or at zero until such time as the BoE expressly rules out the chance of negative interest rates or growth/inflation prospects improve. The central case is for 10-year and 20-year to rise to around 0.5% and 0.75% respectively over the time horizon. The risks around the gilt yield forecasts are judged to be broadly balanced between upside and downside risks, but there will almost certainly be short-term volatility due to economic and political uncertainty and events.
- 4.13. A more detailed economic and interest rate forecast provided by Arlingclose is attached at Appendix 2.

## 5. Local Context

- 5.1. On 31<sup>st</sup> December 2020, the Authority held £171.3m of borrowing and £22.7m of treasury investments. This is set out in further detail at **Appendix 3**. Forecast changes in these sums are shown in the balance sheet analysis in table 1 below.
- 5.2. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The Authority’s current strategy is to maintain borrowing and investments below their underlying levels, sometimes known as internal borrowing.

Table 1: Balance sheet summary and forecast

	31.3.20 Actual £m	31.3.21 Estimate £m	31.3.22 Forecast £m	31.3.23 Forecast £m	31.3.24 Forecast £m

General Fund CFR	189.5	213.8	213.9	226.3	224.0
Less: Other debt liabilities *	(2.4)	(2.4)	(2.4)	(2.4)	(2.4)
<b>Loans CFR</b>	<b>187.0</b>	<b>211.4</b>	<b>211.5</b>	<b>223.9</b>	<b>221.6</b>
Less: External borrowing **	(183.8)	(176.5)	(90.0)	(96.9)	(93.8)
<b>Internal borrowing</b>	<b>3.3</b>	<b>34.9</b>	<b>121.6</b>	<b>127.0</b>	<b>127.8</b>
Less: Usable reserves	(18.5)	(21.8)	(22.0)	(20.6)	(20.4)
[Less/Plus]: Working capital	(9.3)	(13.1)	(13.1)	(13.1)	(13.1)
<b>(Investments) or External borrowing requirement</b>	<b>(24.5)</b>	<b>0.0</b>	<b>86.5</b>	<b>93.3</b>	<b>94.3</b>

\* leases and PFI liabilities that form part of the Authority's total debt

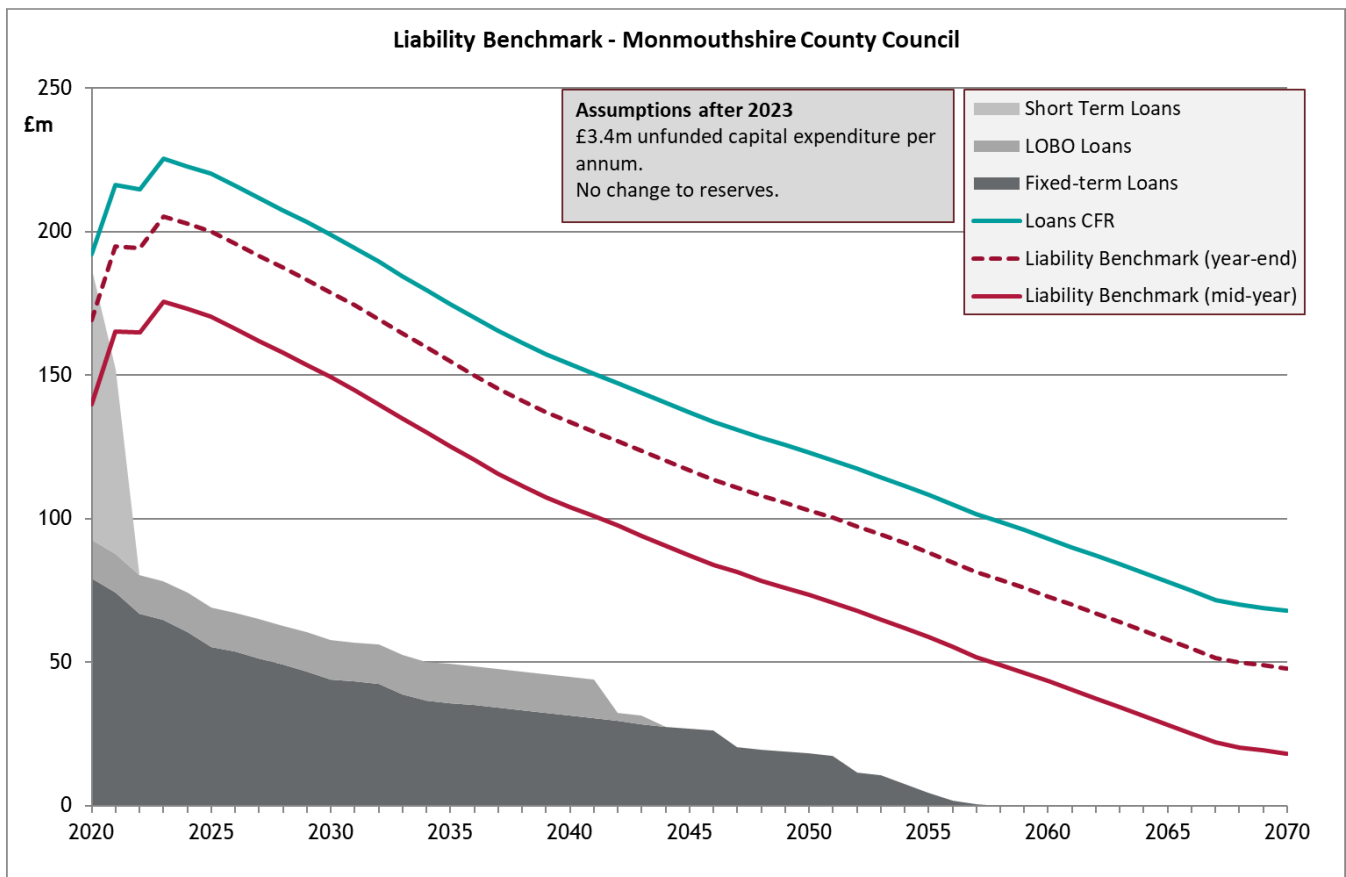
\*\* shows only loans to which the Authority is committed and excludes optional refinancing

- 5.3. The Authority has an increasing CFR due to the capital programme, but minimal investments and will therefore be required to borrow up to £94.3m over the forecast period.
- 5.4. CIPFA's *Prudential Code for Capital Finance in Local Authorities* recommends that the Authority's total debt should be lower than its highest forecast CFR over the next three years. Table 1 shows that the Authority expects to comply with this recommendation during 2021/22.
- 5.5. **Liability benchmark:** To compare the Council's actual borrowing against an alternative strategy, a liability benchmark has been calculated showing the lowest risk level of borrowing. This assumes the same forecasts as table 1 above, but that cash and investment balances are kept to a minimum level of £10m at each year-end to maintain sufficient liquidity but minimise credit risk.

Table 2: Liability benchmark

	31.3.20 Actual £m	31.3.21 Estimate £m	31.3.22 Forecast £m	31.3.23 Forecast £m	31.3.24 Forecast £m
Loans CFR	187.0	211.4	211.5	223.9	221.6
Less: Usable reserves	-18.5	-21.8	-22.0	-20.6	-20.4
Less: Working capital	-9.3	-13.1	-13.1	-13.1	-13.1
Plus: Preferred investments	10.0	10.0	10.0	10.0	10.0
<b>Liability benchmark</b>	<b>169.2</b>	<b>186.5</b>	<b>186.4</b>	<b>200.2</b>	<b>198.1</b>

- 5.6. Following on from the medium-term forecasts in Table 2 above, the long-term liability benchmark, below assumes capital expenditure funded by borrowing is as the 2021/22 capital MTFP and thereafter £3.4m per year, minimum revenue provision on new capital expenditure is based on asset life as in the MTFP or 25 years and, income, expenditure and reserves held are not increasing or decreasing beyond the MTFP window. This is shown in the chart below:



5.7. Our underlying need to borrow is shown by the top blue line. However, due to the use of reserves and working capital, the Authority is expected to need total external borrowing between the full red lower line and the dotted line above it. As our existing loans portfolio (shown in grey) reduce as loans mature, new loans will therefore be required to fill the gap between the grey area and the red lines over the longer term. The Authority intends to maintain about a 50% level of short term loans which will partly fill this gap, but we will still need to take out longer term loans, mainly to fund the capital investment built into the Capital MTFP.

## 6. Borrowing Strategy

- 6.1. The Authority currently holds £171.3m of loans, as part of its strategy for funding previous years' capital programmes. The balance sheet forecast in table 1 shows that the Authority expects to borrow up to a total £176.5m in 2021/22. The Authority may however borrow to pre-fund future years' requirements, providing this does not exceed the authorised limit for borrowing of £250.9m.
- 6.2. **Objectives:** The Authority's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans should the Authority's long-term plans change is a secondary objective.



- 6.3. **Strategy:** Given the significant cuts to public expenditure over recent years and in particular to local government funding, the Authority's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio. With short-term interest rates currently much lower than long-term rates, it is likely to be more cost effective in the short-term to either use internal resources, or to borrow short-term loans instead. A roughly equal balance of long and short term debt is, at the time of writing, taken as the right balance to maintain sufficient long term stability.
- 6.4. By doing so, the Authority is able to reduce net borrowing costs (despite foregone investment income) and reduce overall treasury risk. The benefits of internal / short-term borrowing will be monitored regularly against the potential for incurring additional costs by deferring borrowing into future years when long-term borrowing rates are forecast to rise modestly. Arlingclose will assist the Authority with this 'cost of carry' and breakeven analysis. Its output may determine whether the Authority borrows additional sums at long-term fixed rates in 2021/22 with a view to keeping future interest costs low, even if this causes additional cost in the short-term.
- 6.5. The Authority has previously raised the majority of its long-term borrowing from the PWLB but will consider long-term loans from other sources including banks, pensions and local authorities, and will investigate the possibility of issuing bonds and similar instruments, in order to lower interest costs and reduce over-reliance on one source of funding in line with the CIPFA Code. PWLB loans are no longer available to local authorities planning to buy investment assets primarily for yield; the Authority intends to avoid this activity in order to retain its access to PWLB loans.
- 6.6. Alternatively, the Authority may arrange forward starting loans, where the interest rate is fixed in advance, but the cash is received in later years. This would enable certainty of cost to be achieved without suffering a cost of carry in the intervening period.
- 6.7. In addition, the Authority may borrow short-term loans to cover unplanned cash flow shortages.
- 6.8. **Sources of borrowing:** The approved sources of long-term and short-term borrowing are:
- HM Treasury's PWLB lending facility (formerly the Public Works Loan Board)
  - any institution approved for investments (see below)
  - any other bank or building society authorised to operate in the UK
  - any other UK public sector body
  - UK public and private sector pension funds (except the Greater Gwent Pension Fund)
  - capital market bond investors
  - UK Municipal Bonds Agency plc and other special purpose companies created to enable local authority bond issues
  - CSC Foundry Ltd

**Other sources of debt finance:** In addition, capital finance may be raised by the following methods that are not borrowing, but may be classed as other debt liabilities:

- leasing
  - hire purchase
  - Private Finance Initiative
  - sale and leaseback
- 6.9. **Municipal Bonds Agency:** UK Municipal Bonds Agency plc was established in 2014 by the Local Government Association as an alternative to the PWLB. It issues bonds on the capital markets and lends the proceeds to local authorities. This is a more complicated source of finance than the PWLB for two reasons: borrowing authorities will be required to provide bond investors with a guarantee to refund their investment in the event that the agency is unable to for any reason; and there will be a lead time of several months between committing to borrow and knowing the interest rate payable. Any decision to borrow from the Agency will therefore be the subject of a separate report to full Council.
- 6.10. **LOBOs:** The Authority holds £13.6m of LOBO (Lender's Option Borrower's Option) loans where the lender has the option to propose an increase in the interest rate at set dates, following which the Authority has the option to either accept the new rate or to repay the loan at no additional cost. All of these LOBOs have options during 2021/22, and although the Authority understands that lenders are unlikely to exercise their options in the current low interest rate environment, there remains an element of refinancing risk. The Authority will take the option to repay LOBO loans at no cost if it has the opportunity to do so.
- 6.11. **Short-term and variable rate loans:** These loans leave the Authority exposed to the risk of short-term interest rate rises and are therefore subject to the interest rate exposure limits in the treasury management indicators below.
- 6.12. **Debt rescheduling:** The PWLB allows authorities to repay loans before maturity and either pay a premium or receive a discount according to a set formula based on current interest rates. Other lenders may also be prepared to negotiate premature redemption terms. The Authority may take advantage of this and replace some loans with new loans, or repay loans without replacement, where this is expected to lead to an overall cost saving or a reduction in risk.

## 7. Treasury Investment Strategy

- 7.1. The Authority holds invested funds, representing income received in advance of expenditure plus balances and reserves held. In the past 12 months, the Authority's treasury investment balance has ranged between £14.7m and £31.0m million, and similar levels are expected to be maintained in the forthcoming year.
- 7.2. Loans to organisations providing local public services and purchases of investment property are not considered to be treasury investments, and these are therefore covered separately in **Appendix 4**.
- 7.3. **Objectives:** Both the CIPFA Code and the WG Guidance require the Authority to invest its treasury funds prudently, and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Authority's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of

incurring losses from defaults and the risk of receiving unsuitably low investment income. Where balances are expected to be invested for more than one year, the Authority will aim to achieve a total return that is equal or higher than the prevailing rate of inflation, in order to maintain the spending power of the sum invested.

- 7.4. **Negative interest rates:** The COVID-19 pandemic has increased the risk that the Bank of England will set its Bank Rate at or below zero, which is likely to feed through to negative interest rates on all low risk, short-term investment options. Since investments cannot pay negative income, negative rates will be applied by reducing the value of investments. In this event, security will be measured as receiving the contractually agreed amount at maturity, even though this may be less than the amount originally invested.
- 7.5. **Strategy:** Given the increasing risk and very low returns from short-term unsecured bank investments, the Authority will look to increase its diversification into higher yielding asset classes, such as pooled funds, during 2021/22. The Authority continues to hold £10m of investments to meet the requirements of a professional client under the Mifid II regulations (Markets in financial instruments directive) and therefore consideration will be given to investing this balance with a more medium to long term outlook.
- 7.6. **Business models:** Under the new IFRS 9 standard, the accounting for certain investments depends on the Authority’s “business model” for managing them. The Authority aims to achieve value from its treasury investments by a business model of collecting the contractual cash flows and therefore, where other criteria are also met, these investments will continue to be accounted for at amortised cost.
- 7.7. **Approved counterparties:** The Authority may invest its surplus funds with any of the counterparty types in table 3 below, subject to the limits shown.

*Table 3: Treasury investment counterparties and limits*

Sector	Time limit	Counterparty limit	Sector limit
The UK Government	50 years	Unlimited	Unlimited
Local authorities & other government entities	5 years	£4m	Unlimited
Secured investments *	5 years	£4m	75%
Banks (unsecured) *	13 months	£2m (£3m total for the Councils operational bank)	50%
Building societies (unsecured) *	13 months	£2m	50%
Registered providers (e.g. Housing Associations) (unsecured) *	5 years	£2m	50%
Money market funds *	n/a	£4m	Unlimited

Sector	Time limit	Counterparty limit	Sector limit
Strategic pooled funds	n/a	£5m	£10m
Real estate investment trusts	n/a	£5m	£10m
Other Investments	13 months	£2m	£5m

Credit rating	Banks unsecured	Banks secured	Government	Corporates
UK Govt	n/a	n/a	£ Unlimited 50 years	n/a
AAA	£3m 13 months	£4m 5 years	n/a	£4m 5 years
AA+	£3m 13 months	£4m 5 years	n/a	£4m 5 years
AA	£3m 13 months	£4m 5 years	n/a	£4m 5 years
AA-	£3m 13 months	£4m 3 years	n/a	£4m 3 years
A+	£3m 13 months	£4m 2 years	n/a	£4m 2 years
A	£3m 13 months	£4m 2 years	n/a	£4m 2 years
A-	£3m 13 months	£4m 13 months	n/a	£4m 13 months

This table must be read in conjunction with the notes below

**\* Minimum credit rating:** Treasury investments in the sectors marked with an asterisk will only be made with entities whose lowest published long-term credit rating is no lower than [A-]. Where available, the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be taken into account.

**Government:** Loans to, and bonds and bills issued or guaranteed by, national governments, regional and local authorities and multilateral development banks. These investments are not subject to bail-in, and there is generally a lower risk of insolvency, although they are not zero risk. Investments with the UK Government are deemed to be zero credit risk due to its ability to create additional currency and therefore may be made in unlimited amounts for up to 50 years.

**Secured investments:** Investments secured on the borrower's assets, which limits the potential losses in the event of insolvency. The amount and quality of the security will be a key factor in the investment decision. Covered bonds and reverse repurchase agreements with banks and building societies are exempt from bail-in. Where there is no investment specific credit rating, but the collateral upon which the investment is secured has a credit rating, the higher of the collateral credit rating and the counterparty credit rating will be used. The combined secured and unsecured investments with any one counterparty will not exceed the cash limit for secured investments.

**Banks and building societies (unsecured):** Accounts, deposits, certificates of deposit and senior unsecured bonds with banks and building societies, other than multilateral development banks. These investments are subject to the risk of credit loss via a bail-in should the regulator determine that the bank is failing or likely to fail. See below for arrangements relating to operational bank accounts.

**Registered providers (unsecured):** Loans to, and bonds issued or guaranteed by, registered providers of social housing or registered social landlords, formerly known as housing associations. These bodies are regulated by the Regulator of Social Housing (in England), the Scottish Housing Regulator, the Welsh Government and the Department for Communities (in Northern Ireland). As providers of public services, they retain the likelihood of receiving government support if needed.

**Money market funds:** Pooled funds that offer same-day or short notice liquidity and very low or no price volatility by investing in short-term money markets. They have the advantage over bank accounts of providing wide diversification of investment risks, coupled with the services of a professional fund manager in return for a small fee. Although no sector limit applies to money market funds, the Authority will take care to diversify its liquid investments over a variety of providers to ensure access to cash at all times.

**Strategic pooled funds:** Bond, equity and property funds that offer enhanced returns over the longer term but are more volatile in the short term. These allow the Authority to diversify into asset classes other than cash without the need to own and manage the underlying investments. Because these funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Authority's investment objectives will be monitored regularly.

**Real estate investment trusts:** Shares in companies that invest mainly in real estate and pay the majority of their rental income to investors in a similar manner to pooled property funds. As with property funds, REITs offer enhanced returns over the longer term, but are more volatile especially as the share price reflects changing demand for the shares as well as changes in the value of the underlying properties.

**Other investments:** This category covers treasury investments not listed above, for example unsecured corporate bonds and company loans. Non-bank companies cannot be bailed-in but can become insolvent placing the Authority's investment at risk.

**Operational bank accounts:** The Authority may incur operational exposures, for example through current accounts, collection accounts and merchant acquiring services, to its own banker. These are not classed as investments but are still subject to the risk of a bank bail-in, and balances will therefore be limited to £3m. The Bank of England has stated that in the event of failure, banks with assets greater than £25 billion are more likely to be bailed-in than made insolvent, increasing the chance of the Authority maintaining operational continuity.

7.8. **Risk assessment and credit ratings:** Credit ratings are obtained and monitored by the Authority's treasury advisers, who will notify changes in ratings as they occur. The credit rating agencies in current use are listed in the Treasury Management Practices document.

Where an entity has its credit rating downgraded so that it fails to meet the approved investment criteria then:

- no new investments will be made,
  - any existing investments that can be recalled or sold at no cost will be, and
  - full consideration will be given to the recall or sale of all other existing investments with the affected counterparty.
- 7.9. Where a credit rating agency announces that a credit rating is on review for possible downgrade (also known as “negative watch”) so that it may fall below the approved rating criteria, then only investments that can be withdrawn on the next working day will be made with that organisation until the outcome of the review is announced. This policy will not apply to negative outlooks, which indicate a long-term direction of travel rather than an imminent change of rating.
- 7.10. **Other information on the security of investments:** The Authority understands that credit ratings are good, but not perfect, predictors of investment default. Full regard will therefore be given to other available information on the credit quality of the organisations in which it invests, including credit default swap prices, financial statements, information on potential government support, reports in the quality financial press and analysis and advice from the Authority’s treasury management adviser. No investments will be made with an organisation if there are substantive doubts about its credit quality, even though it may otherwise meet the above criteria.
- 7.11. When deteriorating financial market conditions affect the creditworthiness of all organisations, as happened in 2008 and 2020, this is not generally reflected in credit ratings, but can be seen in other market measures. In these circumstances, the Authority will restrict its investments to those organisations of higher credit quality and reduce the maximum duration of its investments to maintain the required level of security. The extent of these restrictions will be in line with prevailing financial market conditions. If these restrictions mean that insufficient commercial organisations of high credit quality are available to invest the Authority’s cash balances, then the surplus will be deposited with the UK Government, or with other local authorities. This will cause investment returns to fall but will protect the principal sum invested.
- 7.12. **Investment limits:** The Authority’s revenue reserves available to cover investment losses are forecast to be £21.8m on 31<sup>st</sup> March 2021. In order that no more than 25% of available reserves will be put at risk in the case of a single default, the maximum that will be lent to any one organisation (other than the UK Government) will be £5m. A group of entities under the same ownership will be treated as a single organisation for limit purposes.
- 7.13. Limits are also placed on fund managers, investments in brokers’ nominee accounts and foreign countries as below. Investments in pooled funds and multilateral development banks do not count against the limit for any single foreign country, since the risk is diversified over many countries.

*Table 4: Additional investment limits*

	Cash limit
Any group of pooled funds under the same management	£5m per manager
Negotiable instruments held in a broker's nominee account	£5m per broker
Foreign countries	£4m per country

7.14. **Liquidity management:** The Authority is a net borrower and does not have an overdraft set up due to the high cost to do so. The treasury team maintain a cashflow model which calculates the net cashflow movements expected per year based on the capital medium term financial plan and informs the timing and amount of any longer term investment and borrowing decisions. The aim of short term liquidity management is to borrow only when the need arises and therefore to minimise net borrowing costs. The amount of investments, with duration over one day, held at any one time is a balance between increased returns and the time taken/dealing costs of identifying and implementing those investments.

## 8. Treasury Management Indicators

8.1. The Authority measures and manages its exposures to treasury management risks using the following indicators.

8.2. **Security:** The Authority has adopted a voluntary measure of its exposure to credit risk by monitoring the value-weighted average credit rating / credit score of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Credit risk indicator	Target
Portfolio average credit rating / score	A- / 5.0

8.3. **Maturity structure of borrowing:** This indicator is set to control the Authority's exposure to refinancing risk. The upper and lower limits on the maturity structure of borrowing will be:

Refinancing rate risk indicator	Upper limit	Lower limit
Under 12 months	60%	0%
12 months and within 24 months	30%	0%
24 months and within 5 years	30%	0%
5 years and within 10 years	30%	0%
10 years and within 20 years	30%	0%
20 years and within 30 years	30%	0%
30 years and within 40 years	30%	0%
40 years and within 50 years	30%	0%
50 years and above	30%	0%

Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.

## 9. Related Matters

- 9.1. The CIPFA Code requires the Authority to include the following in its treasury management strategy:
- 9.2. **Financial derivatives:** In the absence of any explicit legal power to do so, the Authority will not use standalone financial derivatives (such as swaps, forwards, futures and options). Derivatives embedded into loans and investments, including pooled funds and forward starting transactions, may be used, and the risks that they present will be managed in line with the overall treasury risk management strategy.
- 9.3. **Markets in Financial Instruments Directive:** The Authority has opted up to professional client status with its providers of financial services, including advisers, banks, brokers and fund managers, allowing it access to a greater range of services but without the greater regulatory protections afforded to individuals and small companies. Given the size and range of the Authority's treasury management activities, the Section 151 officer or deputy believes this to be the most appropriate status.
- 9.4. **Government Guidance:** Further matters required by the WG Guidance are included in Appendix 4.

## 10. Financial Implications

- 10.1. The budget for investment income in 2021/22 is £132k, based on an average investment portfolio of £10m. The majority of returns are expected to come from pooled fund investments with returns from Government or secured/unsecured investments expected to be negligible. The budget for debt interest paid in 2021/22 is £3.65m, based on an average debt portfolio of £176.5m at an average interest rate of 2.07%. If actual levels of investments and borrowing, or actual interest rates, differ from those forecast, performance against budget will be correspondingly different.

## 11. Other Options Considered

- 11.1. The WG Guidance and the CIPFA Code do not prescribe any particular treasury management strategy for local authorities to adopt. The Section 151 officer believes that the above strategy represents an appropriate balance between risk management and cost effectiveness. Some alternative strategies, with their financial and risk management implications, are listed below.

Alternative	Impact on income and expenditure	Impact on risk management
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Invest in a narrower range of counterparties and/or for shorter times	Interest income will be lower	Lower chance of losses from credit related defaults, but any such losses may be greater
Invest in a wider range of counterparties and/or for longer times	Interest income will be higher	Increased risk of losses from credit related defaults, but any such losses may be smaller
Borrow additional sums at long-term fixed interest rates	Debt interest costs will rise; this is unlikely to be offset by higher investment income	Higher investment balance leading to a higher impact in the event of a default; however long-term interest costs may be more certain
Borrow short-term or variable loans instead of long-term fixed rates	Debt interest costs will initially be lower	Increases in debt interest costs will be broadly offset by rising investment income in the medium term, but long-term costs may be less certain
Reduce level of borrowing	Saving on debt interest is likely to exceed lost investment income	Reduced investment balance leading to a lower impact in the event of a default; however long-term interest costs may be less certain

**Arlingclose Economic & Interest Rate Forecast - November 2020****Underlying assumptions:**

- The medium-term global economic outlook remains weak. Second waves of Covid cases have prompted more restrictive measures and further lockdowns in Europe and the UK. This ebb and flow of restrictions on normal activity will continue for the foreseeable future, at least until an effective vaccine is produced and importantly, distributed.
- The global central bank and government responses have been significant and are in many cases on-going, maintaining more stable financial, economic and social conditions than otherwise.
- Although these measures supported a sizeable economic recovery in Q3, the imposition of a second national lockdown in England during November will set growth back and likely lead to a fall in GDP in Q4.
- Signs of a slowing economic recovery were already evident in UK monthly GDP and PMI data, even before the latest restrictions. Despite some extension to fiscal support measures, unemployment is expected to rise when these eventually come to an end in mid-2021.
- This situation will result in central banks maintaining low interest rates for the medium term. In the UK, Brexit is a further complication. Bank Rate is therefore likely to remain at low levels for a very long time, with a distinct possibility of being cut to zero. Money markets continue to price in a chance of negative Bank Rate.
- Longer-term yields will also remain depressed, anchored by low central bank policy rates, expectations for potentially even lower rates and insipid inflation expectations. There is a chance yields may follow a slightly different path in the medium term, depending on investor perceptions of growth and inflation, the development of a vaccine or if the UK leaves the EU without a deal.

**Forecast:**

- Arlingclose expects Bank Rate to remain at the current 0.10% level.
- Additional monetary loosening through increased financial asset purchases was delivered as we expected. Our central case for Bank Rate is no change, but further cuts to zero, or perhaps even into negative territory, cannot be completely ruled out.
- Gilt yields will remain low in the medium term. Shorter term gilt yields are currently negative and will remain around zero or below until either the Bank expressly rules out negative Bank Rate or growth/inflation prospects improve.
- Downside risks remain in the near term, as the government continues to react to the escalation in infection rates and the Brexit transition period comes to an end.

	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
<b>Official Bank Rate</b>													
Upside risk	0.00	0.00	0.00	0.15	0.15	0.15	0.15	0.30	0.30	0.30	0.30	0.30	0.30
Artingclose Central Case	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
Downside risk	-0.10	-0.20	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50
<b>3-month money market rate</b>													
Upside risk	0.05	0.05	0.05	0.10	0.10	0.15	0.20	0.30	0.30	0.30	0.30	0.30	0.30
Artingclose Central Case	0.10	0.10	0.15	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Downside risk	-0.40	-0.40	-0.45	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50
<b>5yr gilt yield</b>													
Upside risk	0.40	0.40	0.40	0.45	0.45	0.50	0.50	0.55	0.60	0.60	0.65	0.65	0.70
Artingclose Central Case	0.00	0.00	0.05	0.10	0.15	0.15	0.20	0.20	0.25	0.25	0.25	0.25	0.25
Downside risk	-0.30	-0.40	-0.50	-0.55	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60	-0.60
<b>10yr gilt yield</b>													
Upside risk	0.40	0.40	0.40	0.45	0.45	0.50	0.50	0.55	0.60	0.60	0.65	0.65	0.70
Artingclose Central Case	0.30	0.30	0.35	0.40	0.40	0.45	0.45	0.50	0.50	0.55	0.55	0.55	0.55
Downside risk	-0.30	-0.40	-0.50	-0.55	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-0.50
<b>20yr gilt yield</b>													
Upside risk	0.40	0.40	0.40	0.45	0.45	0.50	0.50	0.55	0.60	0.60	0.65	0.65	0.70
Artingclose Central Case	0.70	0.70	0.70	0.75	0.75	0.75	0.80	0.80	0.85	0.85	0.85	0.85	0.85
Downside risk	-0.20	-0.20	-0.25	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30
<b>50yr gilt yield</b>													
Upside risk	0.40	0.40	0.40	0.45	0.45	0.50	0.50	0.55	0.60	0.60	0.65	0.65	0.70
Artingclose Central Case	0.60	0.60	0.60	0.65	0.65	0.65	0.70	0.70	0.75	0.75	0.75	0.75	0.75
Downside risk	-0.20	-0.20	-0.25	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30	-0.30

PWLB Certainty Rate (Maturity Loans) = Gilt yield + 1.80%    PWLB HRA Rate = Gilt yield + 0.80%  
PWLB Infrastructure Rate (Maturity Loans) = Gilt yield + 0.60%

**Existing Investment & Debt Portfolio Position**

	31st Dec 2020 Actual Portfolio £m	Average Rate %
<b>External borrowing:</b>		
Public Works Loan Board	74.5	3.53
LOBO loans from banks	13.6	4.80
Welsh Government Loans	5.3	0.00
Local authority & other ST loans	77.9	0.15
<b>Total external borrowing</b>	<b>171.3</b>	<b>1.98</b>
<b>Treasury investments:</b>		
Banks & building societies (unsecured)	4.0	0.00
Government (incl. local authorities)	10.2	0.00
Money Market Funds	5.5	0.01
Strategic pooled funds	3.0	4.00
<b>Total treasury investments</b>	<b>22.7</b>	<b>0.53</b>
<b>Net debt</b>	<b>148.6</b>	

## Additional requirements of Welsh Government Investment Guidance

The Welsh Government (WG) published revised Investment Guidance in November 2019 which places additional reporting requirements upon local authorities that are not integral to this Authority's treasury management processes. The guidance also covers investments that are not part of treasury management, for example investment property and loans to local organisations.

**Contribution:** The Authority's investments contribute to its service delivery objectives and/or to promote wellbeing as follows:

- treasury management investments support effective treasury management activities,
- loans to local organisations provide financial support to those organisations to enable them to deliver local public services that would otherwise be provided directly by the Authority, and
- investment property provides a net financial surplus that is reinvested into local public services and supports economic regeneration.

**Climate change:** The Authority's investment decisions consider long-term climate risks to support a low carbon economy in line with its declaration of a Climate Emergency in 2019. The Authority's aim is to make the county of Monmouthshire zero carbon by 2030 and will revise the Corporate Plan, Well-being Plan, Local Development Plan and other relevant plans and policies in support of this. It will call on the Welsh Government and the UK Government to provide the necessary powers, resources and technical support to successfully meet the 2030 target.

**Specified investments:** The WG Guidance defines specified investments as those:

- denominated in pound sterling,
- due to be repaid within 12 months of arrangement unless the counterparty is a local authority,
- not defined as capital expenditure by legislation, and
- invested with one of:
  - the UK Government,
  - a UK local authority, parish council or community council, or
  - a body or investment scheme of "high credit quality".

The Authority defines "high credit quality" organisations and securities as those having a credit rating of A- or higher that are domiciled in the UK or a foreign country with a sovereign rating of AA+ or higher. For money market funds and other pooled funds "high credit quality" is defined as those having a credit rating of [A-] or higher.

**Loans:** The WG Guidance defines a loan as a written or oral agreement where the authority temporarily transfers cash to a third party, joint venture, subsidiary or associate who agrees a return according to the terms and conditions of receiving the loan, except where the third party is another local authority.

A local authority may choose to make loans & other investments in local enterprises, local charities, wholly owned companies and joint ventures where relevant to Council functions and to promote local economic growth.

The Authority uses an allowed ‘expected credit loss’ model for loans and receivables as set out in *International Financial Reporting Standard 9 Financial Instruments* as adopted by proper practices to measure the credit risk of its loan portfolio. Appropriate consideration is given to state aid rules and competition law. The Authority has appropriate credit control arrangements to recover overdue repayments in place.

**Non-specified investments:** Any financial investment not meeting the definition of a specified investment or a loan is classed as non-specified. Given the wide definition of a loan, this category only applies to units in pooled funds and shares in companies.

**Non-financial investments:** This category covers non-financial assets held primarily or partially to generate a profit, primarily investment property. Security is determined by comparing each asset’s purchase price to its fair value using the model in International Accounting Standard 40: Investment Property as adapted by proper practices. The Authority’s current Investment Property portfolio is divided into long held Investment Properties such as County Farms and the three more recently acquired commercial Investment Properties which support economic regeneration.

The total of the Authorities usable reserves forecast at 31<sup>st</sup> March 2021 is £21.8m. This represents 62% of the value of the Authorities Commercial Investment Properties acquired to date. Due to the due diligence process undertaken before Commercial Investments are entered into and the forecast income over the lifetime of the assets, these investments are considered to be prudent by the Authority.

**Liquidity:** The Authority’s liquidity management has been detailed in the main Treasury report with regard to treasury activities. Before supporting local entities or placing a commercial investment the impact on liquidity is fully addressed, most commonly by taking out loans of an appropriate maturity to ensure funds are available for the life of the activity. £40,000 of seed funding was placed with SRS Ltd in 2011/12 with the intention of it remaining there for the long term to support that entity.

Compared with other investment types, property is relatively difficult to sell and convert to cash at short notice and can take a considerable period to sell in certain market conditions. To ensure that the invested funds can be accessed when they are needed, for example to repay capital borrowed, the Authority will follow its Investment strategy for Commercial assets which ensures that any borrowed capital will be repaid with annual income earned from the investment or that an exit strategy identified during the due diligence will be followed.

**Yield (net profit):** The Authority utilises its profit generating investment activity to achieve a balanced revenue budget. Table 1 below details the proportion of treasury & property rental income to the net revenue budget and therefore its contribution to meeting the costs of delivery of the Authorities primary functions. Any Authority wide shortfall, including shortfalls resulting from lower than budgeted returns from Investments, will be addressed as part of that process to bring the Authority’s outturn position back to a balanced position.

*Table 1: Proportionality of Investments*

	<b>2020/21 Forecast</b>	<b>2021/22 Budget</b>	<b>2022/23 Budget</b>	<b>2023/24 Budget</b>
Net Revenue Budget	155.1	161.5	168.9	177.6

Investment income	3.3	3.3	3.3	3.3
Proportion	2.1%	2.1%	2.0%	1.9%

**Investment advisers:** The Authority has appointed Arlingclose Limited as treasury management advisers and has used Alder King as advisers for the last 2 Commercial investment Property Acquisitions. The quality of these services is controlled by the Internal Estates team and also the Investment Committee appointed to oversee the Commercial Investments.

**Borrowing in advance of need:** Welsh Government guidance is that local authorities must not borrow more than or in advance of their needs purely in order to profit from the investment of the extra sums borrowed. The Authority, after having regard to the provisions in this guidance has entered into its commercial investments utilising Local Authority investment powers, which allow for the prudent management of its financial affairs where carried out reasonably and in accordance with an authority's primary function to serve the public. Returns from commercial investments help to ensure there are sufficient funds to continue to provide public services and promote economic regeneration.

**Capacity and skills:** The Section 151 officer is responsible for ensuring that those elected members and statutory officers involved in the investment decision making process have appropriate capacity, skills and information to enable them to:

1. take informed decisions as to whether to enter into a specific investment;
2. assess individual investments in the context of the strategic objectives and risk profile of the local authority; and
3. understand how the quantum of these decisions have changed the overall risk exposure of the local authority.

The Audit Committee has a delegated responsibility to scrutinise the treasury management activity of the Authority, which ensures that elected members have the necessary opportunity to assess whether officers are operating within the boundaries of both the prudential framework and the internal boundaries approved within the TMSS. The Audit Committee is provided with training by the Authority's Treasury Management advisers periodically and have been presented with a questionnaire to assess further training requirements

**Commercial deals:** The investment committee is responsible for ensuring that those tasked with negotiating commercial deals have the appropriate skills and access to information to allow them to operate with regard to the principles of the prudential framework and regulatory regime within which the Authority operates.

**Prudential Indicators**

Capital Expenditure £m	2020/21 Forecast	2021/22 Budget	2022/23 Budget	2023/24 Budget	2024/25 Budget
Capital Fund Services	61.2	25.0	24.3	9.0	9.2

Capital Financing £m	2020/21 Forecast	2021/22 Budget	2022/23 Budget	2023/24 Budget	2024/25 Budget
External Sources (Grants & S106 Contributions)	25.9	15.6	2.4	2.4	2.5
Own Resources (Capital receipt and reserves)	5.1	2.9	2.9	1.2	1.2
Borrowing & other Debt	30.2	6.5	19.0	5.4	5.5
<b>Total</b>	<b>61.2</b>	<b>25.0</b>	<b>24.3</b>	<b>9.0</b>	<b>9.2</b>

Gross Debt Forecast compared to CFR £m	2020/21 Forecast	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Debt (Inc. PFI, leases, right of use assets)	176.5	168.5	175.4	172.3	164.3
Capital Financing Requirement (Total)	189.4	213.9	226.3	225.2	224.0

<b>Authorised &amp; Operational Borrowing Limits</b>	2020/21 Forecast	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Authorised limit - borrowing	247.0	246.5	259.8	258.7	257.5
Operational boundary - PFI, leases & right of use assets	4.4	4.4	4.4	4.4	4.4
<b>Authorised Limit - total external debt</b>	<b>251.5</b>	<b>250.9</b>	<b>264.2</b>	<b>263.1</b>	<b>261.9</b>
Operational Boundary - borrowing	216.8	216.3	229.6	228.5	227.3
Operational Boundary - PFI, leases & right of use assets	2.9	2.9	2.9	2.9	2.9
<b>Operational Boundary - total external debt</b>	<b>219.8</b>	<b>219.2</b>	<b>232.5</b>	<b>231.4</b>	<b>230.2</b>

Proportion of Financing Costs to net revenue stream	2020/21 Forecast	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Interest £m	4.0	3.5	3.7	3.8	3.6
MRP £m	6.1	6.4	6.6	6.5	6.7
<b>Total Financing costs £m</b>	<b>10.1</b>	<b>9.9</b>	<b>10.3</b>	<b>10.3</b>	<b>10.3</b>
Net Revenue Stream (£m)	155.1	161.5	168.9	177.6	185.0
<b>Proportion of net revenue stream %</b>	<b>6.54%</b>	<b>6.15%</b>	<b>6.08%</b>	<b>5.80%</b>	<b>5.58%</b>





<b>SUBJECT:</b>	<b>Capital Strategy 2021/22 and approval of grant funded additions to the 2020/21 Capital budget</b>
<b>DIRECTORATE:</b>	<b>Resources</b>
<b>MEETING:</b>	<b>Council</b>
<b>DATE:</b>	<b>11<sup>th</sup> March 2021</b>

## 1 Purpose

1.1 The purpose of the report is to:

- Present the 2021/22 Capital strategy for approval
- Approve the addition of grant funded budgets to 2020/21 capital programme

## 2 Recommendations

2.1 To review and approve the 2021/22 Capital Strategy (**Appendix 1**)

2.2 To approve the additions of the capital budgets financed entirely from external grants and contributions identified in **Appendix 2** to the 2020/21 capital budget

## 3 Key Issues

3.1 The Capital Strategy sets out the longer-term context in which capital investment decisions are made and demonstrates how/that the Authority takes capital investment decisions that are in line with its Corporate priorities, give consideration to both risk/reward and impact; as well as properly taking account of stewardship, value for money, prudence, sustainability and affordability.

3.2 The capital plans of the Authority are inherently linked with the treasury management activities it undertakes, and therefore this report is brought alongside the Treasury management strategy report to Council. Consideration will be given in future to combining both strategies into one report to Council.

3.3 The main considerations arising from the Capital strategy shown in **Appendix 1** are summarised in this report below.

### 3.4 Overview

- 3.5 The Capital strategy gives a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of local public services along with an overview of how associated risk is managed and the implications for future financial sustainability.
- 3.6 It highlights that in the current climate of financial constraints and a continued Medium Term Financial Projection (MTFP) revenue budget gap, that expenditure on capital needs to remain within affordable limits. Demand for capital resources remains high and therefore inevitably, prioritisation of projects, leveraging in other sources of funding and working with partners remain key to meeting this demand.
- 3.7 Within the context of significant demands for capital resources and limited availability, there is the need to develop our use of the various strategic plans across the organisation which drive the need for capital investment and develop alternative strategies to meet demand so the Councils own capital programme is prioritised within an affordable framework. This will include clearer and corporate visibility and assessment of demand for schools, highways and other operational assets.
- 3.8 **Capital Financing**
- 3.9 All capital expenditure incurred has to be physically financed. Once the finite available sources of internal (capital receipts, reserves/revenue) and external (grants) financing are extinguished the Authorities only recourse is to borrowing.

***Capital financing in £m***

	<b>2020/21 Forecast</b>	<b>2021/22 budget</b>	<b>2022/23 budget</b>	<b>2023/24 budget</b>	<b>2024/25 budget</b>
External sources	28.3	18.0	4.9	4.9	4.9
Internal resources	5.0	2.9	2.9	1.2	1.2
Borrowing	27.8	4.1	16.5	3.0	3.1
<b>TOTAL</b>	<b>61.2</b>	<b>25.0</b>	<b>24.3</b>	<b>9.0</b>	<b>9.2</b>

- 3.10 Approval of capital expenditure funded through borrowing locks the Council into committing revenue funding over a very long period (as long as 50 years+). Minimum Revenue Provision (MRP) is required to be funded from revenue budgets to cover expected borrowing repayments and the level of MRP is increasing over the medium-term so the Authority needs to ensure its capital plans remain affordable and sustainable.

***Proportion of financing costs to net revenue stream***

<b>Proportion of Financing Costs to net revenue stream</b>	<b>2020/21 Forecast</b>	<b>2021/22 Estimate</b>	<b>2022/23 Estimate</b>	<b>2023/24 Estimate</b>	<b>2024/25 Estimate</b>
Interest £m	4.0	3.5	3.7	3.8	3.6
MRP £m	6.1	6.4	6.6	6.5	6.7
<b>Total Financing costs £m</b>	<b>10.1</b>	<b>9.9</b>	<b>10.3</b>	<b>10.3</b>	<b>10.3</b>
Net Revenue Stream (£m)	155.1	161.5	168.9	177.6	185.0
<b>Proportion of net revenue stream %</b>	<b>6.54%</b>	<b>6.15%</b>	<b>6.08%</b>	<b>5.80%</b>	<b>5.58%</b>

3.11 The table above compares borrowing financing costs to the net revenue stream i.e. the amount of income from Council Tax, business rates and general government grants. There is a moderate reduction in the forecast proportion of financing costs over the MTFP window which is reflective of the total revenue stream increasing in line with expected inflationary impacts whilst the financing budgets remain broadly stable.

### 3.12 Capital Receipts

3.13 Any assets which are deemed to be surplus to service requirements will be identified for possible sale/income generation in consultation with the Estates department. The procedures governing disposals are captured in the Council's Surplus asset disposal policy.

#### *Forecast Capital receipts*

	<b>2020/21 forecast</b>	<b>2021/22 forecast</b>	<b>2022/23 forecast</b>	<b>2023/24 forecast</b>	<b>2024/25 forecast</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
Forecast Receipts	7.8	5.0	1.3	0.1	0.1

3.14 Traditionally receipts have been earmarked to finance the Authorities 21<sup>st</sup> Century schools investment. In a change from previous practice, whilst the Council has further 21<sup>st</sup> Century schools aspirations, it is not proposed to advocate a similar approach to members in respect of tranche B. Schools based assets commonly have a useful life of 50 years +, and as such traditional long term loan funding can be sourced at competitive rates with limited annual revenue volatility. The Council derives greater revenue benefit by using capital receipts in affording replacement of short life assets, given the avoidance of proportionately more significant minimum revenue provision.

### 3.15 Setting Capital Budgets

### **Capital Medium Term Financial Plan**

	<b>Indicative Budget 2021/22</b>	<b>Indicative Budget 2022/23</b>	<b>Indicative Budget 2023/24</b>	<b>Indicative Budget 2024/25</b>
Asset Management Schemes	1,929,276	1,929,276	1,929,276	1,929,276
School Development Schemes	14,383,334	13,681,287	50,000	50,000
Infrastructure & Transport Schemes	3,427,740	3,427,740	3,427,740	3,427,740
Regeneration Schemes	184,700	330,400	602,900	730,200
County Farms Schemes	300,773	300,773	300,773	300,773
Inclusion Schemes	1,150,000	1,150,000	1,150,000	1,150,000
ICT Schemes	361,000	203,000	0	0
Vehicles Leasing	1,500,000	1,500,000	1,500,000	1,500,000
Capitalisation Directive	2,207,500	2,207,500	507,500	507,500
Other Schemes	1,070,000	1,070,000	1,070,000	1,070,000
<b>TOTAL EXPENDITURE</b>	<b>26,514,323</b>	<b>25,799,977</b>	<b>10,538,190</b>	<b>10,665,490</b>

- 3.16 The capital MTFP and capital strategy seek to work towards a financially sustainable core capital programme, whilst balancing the need to deliver capital investment plans in line with policy commitment and need. When considering the relative merits of further capital investment, the Capital and Asset Management Working Group (CAMWG) will apply the priority matrix in the capital strategy, either endorsing or amending the proposal for onward consideration by SLT and Members through the agreed mechanisms in place.
- 3.17 The identified backlog capital budget pressures that currently sit outside of the above capital MTFP total £133m and indicates that there is a higher call for capital expenditure than the Authority considers it can affordably finance. This means that capital schemes will have to be prioritised or the capital available has to be spread more thinly than is ideal. All stakeholders must recognise that funding capital expenditure by borrowing only defers the charge to revenue budgets to future years, but at the same time if capital maintenance works are deferred then the total life costs of supporting an asset are likely to increase. This effect is often veiled in medium term financial planning as asset lives are much longer than four years.
- 3.18 Annual investment included in the capital programme for property maintenance, highways maintenance, relevant specific capital grants and the 21st Century Schools programme will assist in addressing the highest priority backlog issues, focussing on worst condition first and risk. However, estate rationalisation programmes, closure/disposal of assets, asset transfers and other capital projects to refurbish or replace operational properties will also be utilised to offset the backlog funding required. This will not address the specific total backlog, but is a way of targeting the main issues in an affordable manner.

### **3.19 Treasury Management**

- 3.20 The Treasury management strategy (TMS) for 2021/22 is considered alongside the Capital strategy at this Council and the figures within it the link directly to the impact of the borrowing resulting from the Capital strategy and the subsequent capital investment.
- 3.21 The Investment and borrowing strategies that the Authority will follow in 2021/22 are summarised in section 8 of **Appendix 1** alongside the limits and indicators that the Authority will apply in managing and mitigating ongoing treasury risks.

#### **4 Reasons**

- 4.1 The Authority is required to produce a Capital Strategy to satisfy the requirements of the Prudential Code of Capital Finance 2017. Many elements of the strategy are already in place and it is expected that in following an overall strategy that it will improve the process of managing the Authorities assets with the ultimate aim to ensure sustainability, and maximise the financial and social value of our assets for our communities. The ongoing challenging financial conditions mean we must have robust policies and programmes in place to ensure our estate is lean, efficient, meets the needs of service users and is fit for purpose.
- 4.2 Under the current Council constitution any additions to the capital budget that are financed entirely by external grant can be approved by Cabinet. However, given the late notification of many of the external grants it has not been administratively possible to bring a report to Cabinet within the necessary timescales, and therefore Council are asked to approve in this instance.

#### **5 Options Appraisal**

- 5.1 Not applicable.

#### **6 Evaluation Criteria**

- 6.1 Not applicable

#### **7 Resource Implications**

- 7.1 The proposed additions to the capital budget shown in **Appendix 2** are financed entirely by external grant and are to be added to the 2020/21 capital programme.

#### **8 Equality and Future Generations Evaluation (including social justice, safeguarding and corporate parenting)**

- 8.1 There is no equality and future generations impacts arising directly from this statutory report. Future generations assessments will continue to be undertaken on the capital MTFP budget report. The purpose of the Capital strategy is broadly

associated with sustainability aspects of Future Generations assessment and the requirement is to more closely align capital resourcing to need into the medium term.

8.2 There are no obvious social justice, safeguarding or corporate parenting aspects arising directly from this report

## **9 Consultees**

Chief Officer - Resources

## **10 Background Papers**

Appendix 1 – 2021/22 Capital Strategy

Appendix 2 – Grant funded additions to the 2020/21 Capital programme

## **11 Author**

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### 1 Introduction

- 1.1 This Capital strategy gives a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of local public services along with an overview of how associated risk is managed and the implications for future financial sustainability.
- 1.2 Decisions made this year on capital and treasury management will have financial consequences for the Authority for many years into the future. They are therefore subject to both a national regulatory framework and to local policy framework, summarised in this report.
- 1.3 It highlights that in the current climate of financial constraints and a continued Medium Term Financial Projection (MTFP) revenue budget gap, that expenditure on capital needs to remain within affordable limits. Demand for capital resources remains high and therefore inevitably, prioritisation of projects, leveraging in other sources of funding and working with partners remain key to meeting this demand.
- 1.4 The strategy highlights the key risks and considerations:
- Capital expenditure plans for the Council need to be affordable, prudent and sustainable.
  - The Council's Medium Term Financial Plan includes the revenue costs for the financing of the current capital programme to 2024/25. This will exclude any borrowing for any schemes which are self-financing over the life of the project.
  - If the level of capital expenditure funded by borrowing is required to be increased from that approved in the current programme it would need to be sanctioned by full Council.
  - Useable capital receipts provide a limited one-off resource to support financing of the capital programme. In recent years the Council has also made use of Welsh Government's guidance allowing flexible use of capital receipts to meet one-off costs associated with service reform. The Council has had to make use of this flexibility in 2019/20 and 2020/21 and plans to do similarly in 2021/22 and over the remaining three years of the MTFP. Useable capital receipts are forecast to reduce to £4.9m by the end of 2024/25 based on the capital MTFP. The continued use of capital receipts for this purpose is recognized as a necessary but unsustainable approach and has the added consequence of requiring the Council to fund any further and future capital investment through prudential borrowing where it cannot be met from other sources.
  - As per the agreed framework (detailed in the report) the current programme needs to be maintained within the agreed limits, therefore not putting additional pressure on the capital financing budgets that have been included in the 2021/22 revenue budget.

- Within the context of significant demands for capital resources and limited availability, there is the need to develop our use of the various strategic plans across the organisation which drive the need for capital investment and develop alternative strategies to meet demand so the Councils own capital programme is prioritised within an affordable framework. This will include clearer and corporate visibility and assessment of demand for schools, highways and other operational assets.
  - Approval of capital expenditure funded through borrowing locks the Council into committing revenue funding over a very long period (as long as 50 years+). With Minimum Revenue Provision (MRP) budgets increasing over the medium-term, the Authority needs to ensure its capital plans remain affordable and sustainable.
  - The prudential indicators, including borrowing limits, are in line with the final budget proposals presented to Cabinet and Council in March 2021.
- 1.5 The strategy will be reviewed and updated on an annual basis alongside the Treasury Management Strategy given both strategies are intrinsically linked. Consideration will be given in future to combining both strategies into one report to Council.

## 2 The Prudential Code

- 2.1 The objective of the Prudential Code is to ensure, within a clear framework, that the capital expenditure plans of local authorities are:
- **AFFORDABLE** - Total capital investment of the authority remains within sustainable limits. A local authority is required to consider the resources currently available to it and those estimated to be available in the future, together with the totality of its capital plans and income and expenditure forecasts in assessing affordability.
  - **PRUDENT** – The full Council set an authorised limit and operational boundary for external debt, these need to be consistent with the authority’s plans for affordable capital expenditure and financing, and with its treasury management policy statement and practices. Authorities should consider a balance between **security, liquidity and yield** which reflects their own risk appetite but which prioritises security and liquidity over yield.
  - **SUSTAINABLE** – taking into account the arrangements for repayment of debt (including through MRP) and consideration of risk and the potential impact on the authority’s overall financial sustainability in the medium to longer term.

And that treasury management decisions are taken in accordance with good professional practice and in full understanding of the risks involved and how these risks will be managed to levels that are acceptable to the organisation.



### **3 Capital Expenditure Management**

3.1 The Code requires the Capital strategy to set out the long term context for capital expenditure investment decisions.

#### **3.2 Property asset management**

3.3 The Corporate Landlord Division of the Resources Directorate is the custodian of the Council's Asset management strategy in place, to ensure that the assets forming the Council's Property Estate continue to meet the needs of the Authority in the long term. As asset lives could be 60 years or more, for practical purposes, expenditure requirements for a minimum of 10 years should be assessed to prevent any deferred repair work increasing the total life costs of the assets. The main elements of the Asset Management strategy which are key to the Capital strategy are:

- A complete and accurate asset register is held & will be maintained. This will include Land & Buildings, Community assets, Heritage assets, Investment Properties and operational structures such as Sewerage pumping works.
- The required functionality & operational life of assets will be identified as a benchmark for condition assessments (e.g. from Corporate Plan)
- An increasing use of Condition surveys information (5 year rolling programme on key assets) to improve liability and responsibility data and facilitate improved decision making
- Maintenance and major works are identified from the surveys with timings optimised in order to minimise total asset life costs including maintenance and running costs
- Health and Safety works are flagged as a priority
- The Capital and Revenue spend levels per year will be identified and fed into the budget setting processes with the aim of not deferring spend which would increase extent of emergency works and total life costs
- Where costs and/or timing cannot be predicted with a reasonably high level of certainty an average forecast cost / timing should be used for planning purposes. Where the likelihood of occurrence as well as cost is highly uncertain, accounting good practice advocates a contingency plan should be put in place e.g. a preliminary design & program of works prepared, the required budget spread over several years and an earmarked reserve built up from annual repair budget
- Where an asset is held purely to generate income, as part of the business case, the recurrent expenditure required on those assets to maximise net income, will be identified and proposed for addition to budgets.
- The cost profile generated from the above process will be fed into the 4 year Capital Budget decision making process.
- Surplus assets and part assets have & will continue to be identified and an option appraisal carried out to determine if the asset should be sold to generate a capital receipt, developed and sold for a higher receipt, used to generate revenue income or transferred to a 3<sup>rd</sup> party for the benefit of the community. Under any of these

scenarios, end of life costs will need to be more transparently determined and budgeted.

### 3.4 Infrastructure asset management

3.5 Unlike property assets, Infrastructure assets are managed by the various divisions of Enterprise Directorate. They will still need to assess what expenditure is required over a minimum of 10 years to minimise the total life cost of their assets. To ensure that the Highways Network and other Infrastructure assets held by the Authority continue to meet the long term needs of the County and the Authority, the Authority will:

- Look to maintain a complete and accurate asset register for Highways Network Assets & any other assets maintained by the team including adjacent land, flood alleviation facilities and substations. The Council's infrastructure database hasn't historically had the same corporate importance as the property asset register, as it isn't used to substantiate data or support revaluations in the annual statement of accounts. An exercise will be necessary to confirm quality of data within the Highways system to support 10 year reporting of works.
- For the majority of these assets, the expectation is for necessary repairs and maintenance to keep the assets in working condition for the foreseeable future i.e. well beyond 10 years. If this is not the case, the required operational life should be recorded.
- The minimum acceptable level of condition must be defined for each asset or part asset. This is likely to be the level of condition below which lifecycle costs start to increase.
- Service officers have traditionally forecast a backlog of highways repair of circa £80m, but without explicit review. Condition surveys are carried out periodically, by a mixture of Scrim testing (skid resistance) or inspections at a predefined frequency dependent upon the type of road so deterioration of assets below the minimum standard is documented and can be forecast. This information will also be used to indicate if the number of assets falling below the minimum standard is increasing year on year indicating that budgets available need to be increased. The impact of varying budgets over the last 10 years should also be investigated to inform this process.
- Traffic & pedestrian surveys will be carried out periodically to better assess the future life of the assets. It is acknowledged that weather has a significant impact on the life of assets and that weather patterns are changing. This cannot be controlled but must be taken into account.
- Ensure that Health and Safety works are prioritised.

- One off major works expected to be required will also be identified with a latest completion date and estimated cost. This may include large one offs which are outside the normal workload of the Operations & Design teams.
- The maintenance and major works required on an annual basis to minimise total asset life costs are identified from the surveys and used to propose budgets required for budget setting for the next 10 years. The impact on total life costs, should sufficient budget not be allocated, should also be reported to members to inform decision making, as an improvement to simply identifying an unsubstantiated backlog of repairs.
- Where costs and/or timing cannot be predicted with a high level of certainty, (similar to property assets), an average forecast cost / frequency for groups of similar assets is advocated, and use of contributions to earmarked reserve encouraged to afford the volatility of as yet unquantified significant one off future works

### 3.6 **Investments for Service Purposes**

3.7 The Council has historically incurred the majority of its capital expenditure on the assets required to provide its services such as schools and office space.

3.8 However it may also invest in other entities for the wider economic and societal benefits of its communities or businesses. This may include making loans or (more recently) considering taking an equity interest in local bodies or the Council's subsidiaries & joint ventures which in turn contribute to services to Monmouthshire residents. It may also include providing guarantees to other bodies. In light of the public service objective, the Council traditionally is willing to take more risk on these investments than it would with more traditional treasury investments, which are more highly regulated, however any such arrangement should only be entered into if such investments are assessed to break even after all costs are taken into account or if the benefits of the scheme are considered to be worth the net cost.

3.9 Decisions on service related investments (e.g. vibrant homes loans afforded through WG repayable grant or economic development loans) can be made by the relevant service manager provided a 100% loss can be covered by the managers existing budgets. Should additional budget/funding be required in the event of a default, then before making the service expense/investment, the Head of Finance is required to be consulted and where member approval is felt necessary that the details and risks involved presented to Cabinet for approval. The criteria and limits laid down in the strategy for treasury Investments can be used as a comparator to measure risks against. Most loans and shares are capital expenditure and unless undertaken through the Commercial Investment delegation to Investment Committee, such decision requires approval of full Council to be added to the capital programme.

- 3.10 A list of investments for service purposes including loans and guarantees will be maintained by the Treasury team and they will be assessed at least annually and reported as part of the annual accounts and include:
- £40,000 of seed share capital was provided to SRS Business Solutions Ltd in 2011/12 alongside an equal amount from Torfaen County Borough Council
  - Foster carer loans
  - Low cost home ownership equity interest.
- 3.11 **Commercial Activities**
- 3.12 Following a sustained period of financial austerity and with financial support for local public services declining, the Council has invested in commercial property and other commercial investments to support ongoing revenue budgets and promote wider economic regeneration within the County and its borders.
- 3.13 Early in 2017/18 the Authority completed the construction of a Solar Farm for £5m.
- 3.14 In 2018/19, as part of a wider approved commercial investment budget of £50m and following creation of an Investment Committee to oversee this, the Council purchased a large unit at Castlegate Business Park for £8m and completed the purchase of Newport Leisure Park for £21m.
- 3.15 Given the ongoing pressures, risks and challenges as a result of the Covid-19 pandemic, investment of the remaining £21m commercial investment budget has been paused for the short-term.
- 3.16 Commercial investments will be revalued at least annually as part of the ongoing review of the Commercial investment portfolio, and the performance of these assets assessed regularly through the service budget monitoring of Corporate Landlord service, via reporting to the Investment Committee and annually to Audit Committee.
- 3.17 With the increased financial returns on investment available from commercial investment, the Council naturally accepts higher risk compared with traditional treasury investments. Risk exposures for property investments include a fall in capital value, vacancies, poor tenant performance, rent increases below inflation, lack of market appeal/obsolescence/cost to rectify and changes in legislation. For other non-treasury investments such as loans and equity, risks also include – fall in market value, poor repayment performance and insolvency/costs of debt recovery.
- 3.18 The Council has adopted a very prudent approach to the financial management of its commercial assets, in ensuring that business cases are predicated on affording the related borrowing before providing a net return to assist with revenue budget setting. It has also elected to treat such investments as capital expenditure and incur an explicit annual minimum revenue provision in affording the related borrowing,

whereas draft Welsh Government guidance permits flexibility to defer financing considerations to when property is sold, providing that the selling price can reasonably be anticipated to be greater than purchase price.

- 3.19 To date, commercial investments have focused primarily on property acquisition so the risks are managed by corporate landlord service assisted by external professionals where necessary. They will manage asset maintenance and the tenant/landlord interface including collecting income. They will review cashflows and assess/forecast the value, quality and diversity of the investments in order to propose any modifications required to the portfolio to increase return and/or reduce risk.
- 3.20 In order that commercial investments remain proportionate to the size of the authority and in keeping with principles of affordability, prudence and sustainability, the approved commercial investment budget was limited to £50m.
- 3.21 In the event that a property holding is deemed to be underperforming or fails to meet the related debt repayment costs, a review will be undertaken to see if it is possible to:
- Retain the asset and increase net returns
  - Dispose of the asset at a net profit compared to purchase price
  - Retain the asset for future capital gains
  - Maximise return on capital in another way
- 3.22 The Authority will continue to identify any of its historical investment properties which could provide a valuable capital receipt over and above the value to the Authority of holding the asset.
- 3.23 The responsibility and accountability to manage the risks associated with any non-property related commercial investments will rest with the service that has advocated the investment case, and they will retain the responsibility to update Investment Committee periodically with performance against the business case presented, and assist in the annual report preparation to Audit Committee.
- 3.24 Decisions on commercial investments are made by the Investment Committee in line with the criteria and limits within the Asset Management Strategy.
- 3.25 Further details of the selection process for commercial investments, the limits agreed with Council and details of the identification and management of the risks associated with commercial investments are in the Asset Management Strategy, Asset Investment Policy and other supporting documents.
- 3.26 **Other assets**

3.27 In addition to the Council Property Estate and the Infrastructure Assets, the Authority also owns and rents Heritage Assets, Vehicles and Plant & Equipment:

3.28 Currently no formal review is undertaken to confirm the benefit of retaining the Heritage assets portfolio. The introduction of capital strategy applies a more regular assessment of need against liability. This is proposed to be an increasing element of the asset management plan, and as a minimum it is proposed to adopt a formal 5 year review period.

3.29 The Vehicles and Plant, both owned and leased, are reviewed regularly by the Head of Finance in conjunction with the Transport Manager to minimise total life costs.

#### 4 Capital Financing & the Capital Financing Requirement (our need to borrow)

4.1 All capital expenditure incurred has to be physically financed. The available sources of financing include:

- **Grants/External contributions** – these should be maximised but opportunities tend to be limited and specific to particular projects
- **Capital Support Grant** – this is fixed by the Welsh Government, is finite, but is at the discretion of Council how it is used.
- **Reserve/revenue funding** – the Authority currently forecasts Earmarked and total Council fund reserves to be £5.5m and £8.9m at 31<sup>st</sup> March 2021. Of the Earmarked reserves, only £609k is currently held for capital investment and therefore represents a limited source of capital financing
- **Capital receipts** - £6.5m of receipts are forecast to be generated over the MTFP window on top of the £7.4m forecast to be held at 31<sup>st</sup> March 2021. Of these, £9.5m has been allocated to finance capital expenditure over the MTFP window leaving only £4.4m forecast to be available to fund new schemes over the same period.

4.2 The planned financing of the capital expenditure is indicated in the table below:

**Table 1: Capital financing in £m**

	2020/21 Forecast	2021/22 budget	2022/23 budget	2023/24 budget	2024/25 budget
External sources	28.3	18.0	4.9	4.9	4.9
Internal resources	5.0	2.9	2.9	1.2	1.2
Borrowing	27.8	4.1	16.5	3.0	3.1
<b>TOTAL</b>	<b>61.2</b>	<b>25.0</b>	<b>24.3</b>	<b>9.0</b>	<b>9.2</b>

- 4.3 Borrowing is often the only source of funding available once the limited external and internal resources have been exhausted. All borrowing has to be repaid and this includes both the actual debt principal plus interest costs on the debt.
- 4.4 In the current economic environment, with interest rates remaining low, borrowing is a cheaper source of financing than 10 years ago, but it only delays the need to finance capital expenditure which is ultimately met from the revenue budget in the form of interest and Minimum Revenue Provision.
- 4.5 The Council's cumulative outstanding amount of borrowing finance is measured by the Capital Financing Requirement (CFR). This increases with new borrowing-financed capital expenditure and reduces with MRP and capital receipts used to replace the borrowing.
- 4.6 Based on current revenue and capital budgets, the Authorities CFR is expected to remain broadly similar during 2021/22. The Council's estimated CFR and related MRP charges over the medium term are as follows:

**Table 2: CFR and related MRP charges**

	2020/21 Forecast	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Capital Financing Requirement (Total in £m)	213.8	213.9	226.3	225.2	224.0
Minimum Revenue Provision (£m)	6.1	6.4	6.6	6.5	6.7

- 4.7 With the pending introduction of IFRS 16 Leases, the CFR and borrowing identified as relating to leases is likely to increase, due to the change in the way that finance leases for lessees are treated. CIPFA LASAAC has taken the decision to defer the implementation of IFRS 16 Leases until 2022/23 in response to the pressures on council finance teams as a result of the COVID-19 pandemic.
- 4.8 The Council's minimum revenue provision policy should remain prudent and not subject to annual change. This policy has been reviewed within last 5 years by Members, and is a feature of the annual Treasury management strategy report received at this same meeting.

## **5 Capital Disposals and Receipts**

- 5.1 The Council's Asset Management plan sets out the Council's vision, priorities and key actions associated with managing our assets. The aim is to ensure sustainability, and maximise the financial and social value of our assets for our communities. The ongoing challenging financial conditions mean we must have robust policies and

programmes in place to ensure our estate is lean, efficient, meets the needs of service users and is fit for purpose. The strategy also recognises the importance of maximising the income we can generate from our property assets and we have started to actively seek opportunities to increase revenue generation.

- 5.2 Any assets which are deemed to be surplus to service requirements will be identified for possible sale/income generation in consultation with the Estates department. The procedures governing disposals are captured in the Council’s Surplus asset disposal policy.
- 5.3 The Council anticipates the following capital receipts in the forthcoming financial years is as follows:

**Table 3: Forecast Capital receipts**

	2020/21 forecast	2021/22 forecast	2022/23 forecast	2023/24 forecast	2024/25 forecast
	£m	£m	£m	£m	£m
Forecast Receipts	7.8	5.0	1.3	0.1	0.1

- 5.4 Further specific details of planned asset disposals are included in the annual Capital MTFP deliberated by Members, with specific sales proposals being an exempt appendix from public reporting requirements due to potential to compromise of receipt maximisation.
- 5.5 Traditionally receipts have been earmarked to finance the Authorities 21<sup>st</sup> Century schools investment. In a change from previous practice, whilst the Council has further 21<sup>st</sup> Century schools aspirations, it is not proposed to advocate a similar approach to members in respect of tranche B. Schools based assets commonly have a useful life of 50 years +, and as such traditional long term loan funding can be sourced at competitive rates with limited annual revenue volatility. The Council derives greater revenue benefit by using capital receipts in affording replacement of short life assets, given the avoidance of proportionately more significant minimum revenue provision.

## 6 Setting Capital Budgets

**Table 4: Capital Medium Term Financial Plan**

	Indicative Budget	Indicative Budget	Indicative Budget	Indicative Budget



	2021/22	2022/23	2023/24	2024/25
Asset Management Schemes	1,929,276	1,929,276	1,929,276	1,929,276
School Development Schemes	14,383,334	13,681,287	50,000	50,000
Infrastructure & Transport Schemes	3,427,740	3,427,740	3,427,740	3,427,740
Regeneration Schemes	184,700	330,400	602,900	730,200
County Farms Schemes	300,773	300,773	300,773	300,773
Inclusion Schemes	1,150,000	1,150,000	1,150,000	1,150,000
ICT Schemes	361,000	203,000	0	0
Vehicles Leasing	1,500,000	1,500,000	1,500,000	1,500,000
Capitalisation Directive	2,207,500	2,207,500	507,500	507,500
Other Schemes	1,070,000	1,070,000	1,070,000	1,070,000
<b>TOTAL EXPENDITURE</b>	<b>26,514,323</b>	<b>25,799,977</b>	<b>10,538,190</b>	<b>10,665,490</b>

6.1 Member responsibility for assets rests with the Cabinet member for Whole Authority Resources. The main governance and approval process for capital investment is summarised as follows:

- Council approve the overall revenue and capital budgets following recommendations from Cabinet. They also approve the borrowing limits of which the capital programme will need to remain within (the Authorised limit). These limits are a key performance indicator for treasury management and ensure that capital expenditure is limited and borrowing remains within an affordable limit.
- Any variation of the Authorised borrowing limit can only be approved by Council.
- Council approve the Treasury Management, Investment & Borrowing strategies, which are intrinsically linked to capital expenditure and the capital strategy. Further details of these are provided in section 8.
- Items of capital investment are discussed and scrutinised at the Capital and Asset Management Working Group (CAMWG), which is made up of senior officers from all service areas. Discussion also includes asset disposals, where capital investment is required, prioritisation of that investment in line with the priority matrix and the overall asset management agenda.
- Recommendations on capital investment will be made by CAMWG to the Senior Leadership Team (SLT) following review of the project appraisal for onward inclusion in the capital budget and to be considered by Cabinet and Council.
- Monitoring of capital expenditure is reported to Cabinet, and includes update on capital receipts and impact on the revenue budget of the decisions made.
- The 2021/22 and forward capital budgets include investment in schemes which attract significant match funding from external bodies which services will be responsible for bidding for. The CAMWG will play a pivotal role in ensuring that this investment is properly aligned with the overall corporate plan priorities and is robustly assessed against the agreed priority matrix included below.

- 6.2 The identified backlog capital budget pressures that currently sit outside of the above capital MTFP total £133m and indicates that there is a higher call for capital expenditure than the Authority considers it can affordably finance. This means that capital schemes will have to be prioritised or the capital available has to be spread more thinly than is ideal. All stakeholders must recognise that funding capital expenditure by borrowing only defers the charge to revenue budgets to future years, but at the same time if capital maintenance works are deferred then the total life costs of supporting an asset are likely to increase. This effect is often veiled in medium term financial planning as asset lives are much longer than four years.
- 6.3 Annual investment included in the capital programme for property maintenance, highways maintenance, relevant specific capital grants and the 21st Century Schools programme will assist in addressing the highest priority backlog issues, focussing on worst condition first and risk. However, estate rationalisation programmes, closure/disposal of assets, asset transfers and other capital projects to refurbish or replace operational properties will also be utilised to offset the backlog funding required. This will not address the specific total backlog, but is a way of targeting the main issues in an affordable manner.
- 6.4 The below priority ranking matrix approved as part of the inaugural capital strategy assists the CAMWG and SLT with their considerations of future capital investment.

Aspect	Indicative Rank
Health & safety works (life & limb works)	1
Legal & regulatory obligations	1
Allow a balanced revenue budget to be set, or a net deficit in revenue spending to be positively addressed	2
Deliver corporate plan priorities	2
Attract significant 3 <sup>rd</sup> party or private match funding to the County	3
Spend to save transformational works (including flexible use of capital receipts)	3
Spend to earn net income – rents, interest and dividends	3

Create sustainable income streams – business rates and council tax	3
Asset management plan outcomes	4
Addresses major infrastructure investment	4

## 7 Revenue Budget Implications

7.1 Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. These net annual charges are known as financing costs. The table below compares these financing costs to the net revenue stream i.e. the amount of income from Council Tax, business rates and general government grants. There is a moderate reduction in the forecast proportion of financing costs over the MTFP window which is reflective of the total revenue stream increasing in line with expected inflationary impacts whilst the financing budgets remain broadly stable.

**Table 5: Proportion of financing costs to net revenue stream**

Proportion of Financing Costs to net revenue stream	2020/21 Forecast	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Interest £m	4.0	3.5	3.7	3.8	3.6
MRP £m	6.1	6.4	6.6	6.5	6.7
<b>Total Financing costs £m</b>	<b>10.1</b>	<b>9.9</b>	<b>10.3</b>	<b>10.3</b>	<b>10.3</b>
Net Revenue Stream (£m)	155.1	161.5	168.9	177.6	185.0
<b>Proportion of net revenue stream %</b>	<b>6.54%</b>	<b>6.15%</b>	<b>6.08%</b>	<b>5.80%</b>	<b>5.58%</b>

7.2 **Sustainability:** Due to the very long-term nature of capital expenditure and financing, the revenue budget implications of expenditure incurred in the next few years will extend for up to 50 years afterwards. The Director of Resources is satisfied that the proposed capital programme is prudent, affordable and sustainable because the financing costs have been spread over no more than, the lower of 50 years and the expected life of the resultant asset, so the assets will be paid for by the Council tax payers benefitting from them over the life of the assets. The financing costs for assets funded by borrowing are included in each annual revenue budget which is balanced before approval by Council.

## 8 Treasury Management

- 8.1 The Treasury management strategy (TMS) is considered alongside the Capital strategy at Council and the figures within it link directly to the impact of the borrowing resulting from the Capital strategy and the subsequent capital investment.
- 8.2 Treasury management is concerned with keeping sufficient but not excessive cash available to meet the Council's spending needs, while managing the risks involved. Surplus cash is invested until required, while a shortage of cash will be met by borrowing, to avoid excessive credit balances or overdrafts in the bank current account. The Council limits the need to take out actual borrowing by using positive cash flows, largely from reserves, to fund capital expenditure funded by borrowing, known as internal borrowing.
- 8.3 Based on historic capital expenditure and due to decisions taken in the past, the Council currently has £171.3m borrowing at a weighted average interest rate of 1.98% and £22.7m treasury investments at a weighted average rate of 0.53%.
- 8.4 **Borrowing strategy**
- 8.5 Whilst the Council has significant long term borrowing requirements, the Council's current strategy of funding capital expenditure is through utilising internal resources such as reserves (called 'internal borrowing') rather than undertaking new borrowing i.e. we defer taking out new long term borrowing and fund capital expenditure from day to day positive cash-flows for as long as we can.
- 8.6 By using this strategy, the Council can also minimise cash holding at a time when counterparty risk remains high. The interest rates achievable on the Council's investments are also significantly lower than the current rates payable on long term borrowing and this remains a primary driver for our current 'internally borrowed' strategy.
- 8.7 Whilst this strategy minimises investment counterparty risk, the risk of interest rate exposure is increased as the current low longer term borrowing rates may rise in the future. The market position is being constantly monitored in order to minimise this risk.
- 8.8 The Authority's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans should the Authority's long-term plans change is a secondary objective. These objectives are often conflicting, and the Council therefore seeks to strike a balance between cheap short-term loans (currently available at around 0.1%) and long-term fixed rate loans where the future cost is known but higher (currently 1.5% to 2.5%).

8.9 Projected levels of the Council’s total debt (which comprises borrowing, PFI liabilities & finance leases) are shown below, compared with the capital financing requirement.

**Table 6: Gross Debt and the Capital Financing Requirement in £m**

<b>Gross Debt Forecast compared to CFR £m</b>	<b>2020/21 Forecast</b>	<b>2021/22 Estimate</b>	<b>2022/23 Estimate</b>	<b>2023/24 Estimate</b>	<b>2024/25 Estimate</b>
Debt (Inc. PFI, leases, right of use assets)	176.5	168.5	175.4	172.3	164.3
Capital Financing Requirement (Total)	213.8	213.9	226.3	225.2	224.0

8.10 Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. As can be seen in the table above, the Council expects to comply with this in the medium term.

8.11 **Affordable borrowing limit:** The Council is legally obliged to approve an affordable borrowing limit (also termed the ‘authorised limit’ for external debt) each year.

8.12 The ‘Operational borrowing limits’ over the medium term, have been set in line with the expected borrowing required to finance the current capital programme to 2024/25 and these act as a key management tool. If any increase to the authorised limit is required, including to borrow for investment/income generation schemes or regeneration investment (loans) this will need to be brought to Council for approval. The ‘Authorised borrowing limits’, provide a buffer for (i) the ability to manage day to day cash requirements and (ii) to undertake a level of borrowing early where appropriate / affordable.

**Table 7: Authorised limit and operational boundary for external debt in £m**

<b>Authorised &amp; Operational Borrowing Limits £m</b>	<b>2020/21 Forecast</b>	<b>2021/22 Estimate</b>	<b>2022/23 Estimate</b>	<b>2023/24 Estimate</b>	<b>2024/25 Estimate</b>
Authorised limit - borrowing	247.0	246.5	259.8	258.7	257.5
Operational boundary - PFI, leases & right of use assets	4.4	4.4	4.4	4.4	4.4
<b>Authorised Limit - total external debt</b>	<b>251.5</b>	<b>250.9</b>	<b>264.2</b>	<b>263.1</b>	<b>261.9</b>
Operational Boundary - borrowing	216.8	216.3	229.6	228.5	227.3
Operational Boundary - PFI, leases & right of use assets	2.9	2.9	2.9	2.9	2.9
<b>Operational Boundary - total external debt</b>	<b>219.8</b>	<b>219.2</b>	<b>232.5</b>	<b>231.4</b>	<b>230.2</b>

8.13 **Investment strategy**

- 8.14 Treasury investments arise from receiving cash before it is paid out again. Investments made for service reasons or for pure financial gain are not generally considered to be part of treasury management.
- 8.15 The Councils strategy is to follow the priorities of security, liquidity and yield, in that order. Cash that is likely to be spent in the near term is invested securely, for example with the government, other local authorities or selected high-quality banks, to minimise the risk of loss. Money that will be held for longer terms is invested more widely, including in bonds, shares and property, to balance the risk of loss against the risk of receiving returns below inflation. Both near-term and longer-term investments may be held in pooled funds, where an external fund manager makes decisions on which particular investments to buy and the Council may request its money back at short notice. This reduces the risk of default by diversification and the use of dedicated and experienced fund managers and also can increase return.
- 8.16 The Council's strategy seeks to keep invested cash balances low and in doing so reducing external borrowing, which is more cost effective than chasing investment returns. The main exception to this approach is that the Council is required to demonstrate a commitment to keeping a £10m minimum investment balance to meet the requirements of a professional client under the Mifid II regulations (Markets in financial instruments directive).

**Table 8: Treasury management investments in £m**

	<b>31.3.2021 forecast</b>	<b>31.3.2022 forecast</b>	<b>31.3.2023 forecast</b>	<b>31.3.2024 forecast</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
Near-term	19.7	2.0	2.0	2.0
Longer-term	3.0	8.0	8.0	8.0
<b>TOTAL</b>	<b>22.7</b>	<b>10.0</b>	<b>10.0</b>	<b>10.0</b>

- 8.17 **Governance:** Decisions on treasury management investment and borrowing are made daily and are therefore delegated to the S151 Officer or Deputy and their staff, who must act in line with the treasury management strategy currently approved by Members. The 2021/22 Strategy was considered by Audit Committee in February 2021 and is presented alongside this report for approval by full Council. In addition mid-year and treasury outturn reports on treasury management activity are presented to Audit Committee which is responsible for scrutinising treasury management decisions.

## **9 Controlling Risk**

9.1 A significant aspect of the Capital strategy is involved with controlling & balancing various risks i.e.

- The credit risk of treasury investments – this is controlled using credit worthy institutions, diversification, limiting maturity, maximising the use of internal borrowing.
- The refinancing risk of treasury investments – controlling the profile of debt maturities.
- The interest rate risk of treasury activities. The Authority has opted to abide by an upper limit for the amount of net variable rate borrowing, but intends to adopt a simpler, more transparent indicator of variable rate borrowing as a proportion of total.
- The risks of providing loans and guarantees for service purposes need to be acknowledged and managed from the outset.
- The risks to the total net return on assets acquired for commercial income are expected to be higher than for assets acquired for service purposes and need to be fully assessed and managed from the outset.

9.2 In undertaking business loans to 3<sup>rd</sup> parties, commercial investment acquisition and proposing alternate business models there is an inherent risk that members and officers not having sufficient knowledge and skills of the sector concerned such that the risks and benefits may not be properly understood and managed. This is addressed by appropriate assessment, training and external advice.

## **10 Knowledge and Skills**

10.1 The Council employs professionally qualified and experienced staff in senior positions with responsibility for making capital expenditure, borrowing and investment decisions. For example, both the Director of Resources and Head of Commercial and Integrated Landlord Services are professionally qualified with longstanding senior practical experience. For both accountants and valuers, the Council offers particular training roles and also from a staff development perspective encourages and support wider staff to undertake study towards relevant professional qualifications and continuing professional development.

10.2 Where Council staff do not have the knowledge and skills required, use is made of external advisers and consultants that are specialists in their field. The Council currently employs Arlingclose Limited as treasury management advisors, and Alder King as property investment advisors. This approach is more cost effective than employing such staff directly, and ensures that the Council has access to knowledge

and skills commensurate with its risk appetite. Arlingclose's assistance has been sourced through competitive tendering, and their fees paid independent of their advice.

## 11 Glossary of terms

- 11.1 Capital and treasury accounting is an area which traditionally involves the use of complicated technical terms. The following glossary is provided as to assist Members in their understanding.
- 11.2 **Capital expenditure** is defined as where the Council spends money on assets, such as property or vehicles that will be used for more than one year. In local government this includes spending on assets owned by other bodies and loans and grants to other bodies enabling them to buy assets. To meet capital definitions such expenditure needs to either create an asset, significantly extend its useful life or significant enhance its use. The Council has some limited discretion on what counts as capital expenditure, for example assets costing below £10,000 do not need to be capitalised if charged to revenue in year.
- 11.3 **Capital receipts and disposals** When capital assets are sold, the proceeds, known as capital receipts, can only be used to finance capital expenditure or following the capitalisation directive can extraordinarily be used for service re-design, transformation, shared services etc. 3rd party loan and investments repayment are treated capital receipts where the original expenditure met capital definitions.
- 11.4 **Capital Financing Requirement.** The Council's cumulative outstanding amount of debt used to finance capital expenditure is measured by the capital financing requirement (CFR). This increases with new debt-financed capital expenditure and reduces with MRP and set-aside of capital receipts used to replace debt. The capital financing requirement isn't affected by capital expenditure afforded by receipts, grants or direct revenue financing.
- 11.5 **Supported and unsupported borrowing.** Welsh Government in their annual settlement calculation provide a degree of funding to assist with affording borrowing decisions. Any loans afforded through this route is termed "supported" borrowing. Councils will also afford extra "prudential" borrowing as part of business case evaluations, by allocating sufficient resources within their annual revenue budget to repay such debt. This is termed "unsupported" borrowing. Both sources make up the Council's debt position.
- 11.6 **Minimum Revenue Provision** Debt is only a temporary source of finance, since loans must be repaid, and this is therefore replaced over time by financing from the revenue budget which is known as the Minimum revenue provision (MRP).



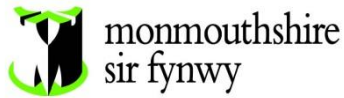
- 11.7 **Set aside of capital receipts.** Capital receipts can be used to finance new capital expenditure, to replace debt financing already in the capital program or to replace debt financing applied in earlier years. This reduces the Council's capital financing requirement (CFR). This is known as the set-aside of capital receipts and reduces future years' MRP (Minimum revenue provision) repayments, part of the cost of debt in revenue.
- 11.8 **Council Fund reserve.** At the end of each financial year, as a result of the difference between expenditure and income levels, the Council experiences a revenue surplus, breakeven or deficit position. These annual positions are amalgamated into the Council Fund reserve. From a prudent financial planning point of view, the Council fund, together with the net effect of schools reserves constitute the level of reserve resourcing available to deal with unanticipated financial contingencies. Members traditionally ascribe to this level being between 4%-6% of net expenditure budget.
- 11.9 **Earmarked reserves.** Conversely earmarked reserves are those created and held for a specific purpose e.g. service specific positions, insurance risk mitigation, and IT reserve. They do play their part in the prudent financial management, in mitigating volatility in activity between years, but as the use of them is for a specific purpose, these balance levels aren't included in general financial contingency planning assumptions.

## Appendix 2 – Additional 2020/21 Grant funded capital budgets

Reference	Capital Scheme	Amount	Funding Source
90321	Abergavenny Community Hub Development	100,000.00	Welsh Government
90330	Abergavenny Borough Theatre Works	50,000.00	Abergavenny Town Council
97206	Highways Refurbishment Grant	627,717.00	Welsh Government
97385	TRI – Dev Funding Caldicot Town Centre	125,000.00	Welsh Government
97393	LTF - Bus Stop Upgrades	290,000.00	Welsh Government
97396	Green Infrastructure – Caldicot Transforming Towns Grant	397,000.00	Welsh Government
98227	Schools Maintenance Grant 2020-21	1,217,453.00	Welsh Government
98850	Llanover Digital Hub Project	5,370.00	Welsh Government
98861	WELTEG Chepstow Transport Study 2020-21	37,500.00	Welsh Government
98897	LTF Agincourt Square Public Realm Project	328,336.78	Welsh Government
98910	WG Covid19 Grant - TRO & Signing and Lining	322,000.00	Welsh Government
98911	WG Covid19 Grant - Abergavenny Lion St Cycle Contraflow	40,000.00	Welsh Government
98912	WG Covid19 Grant - Cycling Initiatives - Facilities & E-Bikes	150,000.00	Welsh Government
98913	WG Covid19 Grant - Countryside & Heritage Sites and Attractions	10,000.00	Welsh Government
98914	WG Covid19 Grant - Tintern Destination Improvements	15,000.00	Welsh Government
98915	WG Covid19 Grant - Bus Station Adjustments	50,000.00	Welsh Government
98916	WG Covid19 Grant - Marketing Campaign & Public Responses	60,500.00	Welsh Government
99204	Chepstow Boxing Club Refurbishment	44,701.00	Sports Wales
99206	Enable – Support for Independent Living WG grant	105,600.00	Welsh Government
99207	SLSP Programme - AONB Office	150,700.00	Welsh Government
99208	ATF - Caldicot Greenway	165,800.00	Welsh Government
99209	ATF - Monmouth Wye Valley Path	35,000.00	Welsh Government
99210	ATF - Monmouth School/Leisure Link	60,000.00	Welsh Government
99211	ATF - Caldicot School/Leisure	60,000.00	Welsh Government
99212	ATF Core Counters	30,500.00	Welsh Government
99213	ATF Core Llanfoist Bridge & Meadow Links	80,000.00	Welsh Government
99214	ATF - Monmouth Scheme Co-ordination	15,000.00	Welsh Government

<b>Reference</b>	<b>Capital Scheme</b>	<b>Amount</b>	<b>Funding Source</b>
99215	ATF Core Consultation	65,000.00	Welsh Government
99216	ATF Core 20mph Schemes	30,000.00	Welsh Government
99217	ATF Core Small Scheme Development	27,000.00	Welsh Government
99218	ATF Core Cycling Infrastructure Usk Hub	4,500.00	Welsh Government
99219	ATF - Monmouth Wye AT Crossing	365,000.00	Welsh Government
99220	ATF - Monmouth Kingswood Gate AFL	103,000.00	Welsh Government
99221	ATF - Monmouth Monnow Street	50,000.00	Welsh Government
99222	ATF - Caldicot Newport Road	187,685.00	Welsh Government
99223	ATF - Caldicot Church Road Connections	543,515.00	Welsh Government
99226	WG – All Wales Play Opportunities Grant 2020-21	76,709.00	Welsh Government
99227	WG – Green Recovery Circular Economy Grant 2020-21	422,000.00	Welsh Government
99228	WG – Covid 19 Thematic Response Grant – The Basics	700,000.00	Welsh Government
99229	WG – Flood Recovery Grant 2021	1,973,224.96	Welsh Government
99230	WG – Garden Waste Service Improvements 2021 – Circular Economy	424,000.00	Welsh Government
99231	WG – Reuse Shop at Five Lanes Grant – Circular Economy	161,000.00	Welsh Government
99232	WG – Reducing Single Use Plastics Grant – Circular Economy	386,000.00	Welsh Government

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<b>SUBJECT:</b>	<b>APPOINTMENT TO WYE NAVIGATION ADVISORY COMMITTEE</b>
<b>MEETING:</b>	<b>COUNTY COUNCIL</b>
<b>DATE:</b>	<b>11 March 2021</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>All</b>

**1. PURPOSE:**

- 1.1 To appoint a representative to serve on the Wye Navigation Advisory Committee.

**2. RECOMMENDATIONS:**

- 2.1 That the Council seeks nominations and makes an appointment to the Wye Navigation Advisory Committee.

**3. KEY ISSUES:**

- 3.1 This is a committee of the Environment Agency and is responsible for the management, maintenance and improving the navigation of non-tidal Rivers Wye and Lugg.
- 3.2 The committee meets twice a year and its objectives are to:
- protect, maintain and enhance the unique conservation status of the waterway;
  - manage, improve and enhance navigation opportunities for the waterway;
  - protect the interests of those navigating and using the principal rivers;
  - encourage the appropriate use and enjoyment of the waterway by walkers, anglers and other recreational users;
  - promote better access and information for canoeists, rafters and small craft;
  - review facility provision and service delivery on the Rivers Wye and Lugg;
  - contribute to enhanced biodiversity, heritage and landscape value in the waterway;
  - develop the health, economic and social benefits of navigation, to the advantage of everyone.
- 3.2 Cllr Ann Webb previously held this position and has now served the maximum term permitted by the committee.

**4. OPTIONS APPRAISAL**

Not applicable for this report

**5. EVALUATION CRITERIA**

Not applicable for this report

**6. REASONS:**

6.1 To ensure that the authority is represented on outside bodies.

**7. RESOURCE IMPLICATIONS:**

7.1 Members will be able to claim travel allowances from the County Council.

**8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS  
(INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING  
AND CORPORATE PARENTING):**

8.1 None

**9. CONSULTEES:**

Senior Leadership Team  
Cabinet

**10. BACKGROUND PAPERS:**

None

**11. AUTHOR:**

Matthew Gatehouse, Head of Policy and Governance

**12. CONTACT DETAILS:**

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**E-mail:** matthewgatehouse@monmouthshire.gov.uk



<b>SUBJECT:</b>	<b>Constitution</b>
<b>MEETING:</b>	<b>Full Council</b>
<b>DATE OF REPORT:</b>	<b>11 March 2011</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>All</b>

## 1. PURPOSE

1.1 To consider the revised and updated MCC Constitution.

## 2. RECOMMENDATIONS

2.1 Full Council approve the reviewed and updated Constitution.

## 3. KEY ISSUES

3.1 Local Authorities operate under myriad laws and similarly exercise a raft of legal powers. The purpose of the Constitution is for Council to determine how it wishes the organisation to function.

3.2 Fundamentally that means Council setting out the standards that it expects, the ways in which business will be conducted, the architecture of the organisation and the delegation of the powers that the Council has to enable effective and expedient decision making.

3.3 The Constitution was last brought to Council in December 2017 and so is out of date in terms of some legal changes that have taken place since, and in terms of the senior staff positions and the powers and responsibilities that are delegated to them. It has not made the continued operation of the authority unlawful, but it is not an optimum document.

3.4 A review of the constitution started in August 2019, seeking views of Members and Officers alike and, at the point of near completion in February 2020, suffered a hiatus as first flooding and then Covid took precedence. That work resumed recently, and draft versions of the Constitution were presented to the Democratic Services Committee on 18 Jan 21 and to an all-Members seminar on 24 Feb 21.

3.5 Amendments have been made as a result of those discussions and recorded in the appendix accordingly. Other amendments designed to incorporate the Local Government Act 2021 have also been included – these were not discussed in the consultation stages set out above so for transparency they are: the continuation of the amended remote attendance rules following the Covid 19 period, amendments to the family absence elements of the constitution to remove the previous time limitations and an acknowledgement of the introduction of Combined Joint Committees (CJCs) and the application of those specific regulations.

3.6 The review had 4 key aims:

- a. utility. The previous document was difficult to reference owing to the numbering and layout and so this document seeks to simply run consecutively through each different section from 1 to 43, with each heading hyperlinked in an index for ease of reference and use;
- b. currency. A review of out of date information, Committee details, Officer roles and delegations has been undertaken;
- c. decision making. Primarily contained at Part 3, this is the heart of any Constitution and so there is an increased degree of explanation in this section and articulation of where decision making powers lie;

d. lessons learned. This is based on the experience of Council meetings and representations made by Councillors regarding the functioning of the organisation, conduct of meetings etc. and seeks to address some of those concerns.

3.7 The result is a completely re-worked document and Enclosure 1 contains a draft version with all track changes recorded. While it has decreased from 354 to 274 pages, the word count has increased.

3.8 Appendix 1 contains a table that seeks to capture some of the more substantial changes that have been made throughout the process. It is not exhaustive, hence the need for the absolute clarity that Enclosure 1 provides – so that no change may go unhighlighted. Given the way that a track changed document presents, a ‘clean’ version is contained at Enclosure 2.

3.9 Appendix 2 attempts to capture a number of suggestions that were submitted and not included.

3.10 The editorial decisions throughout are that of the Monitoring Officer drawing upon observation of the activity of the organisation, consultation of the law, review of the model constitution commissioned by the Lawyers in Local Government and of a number of Constitutions of other Local Authorities. The final decision, where no ultra vires restrictions apply, has to be Council’s.

#### **4. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING)**

4.1 Stylistically the new draft seeks to be gender neutral. Given the nature of the document is to create the framework for the organisation’s conduct and decision making, rather than a specific decision, there are no specific equality, socio economic or future generations impacts identified.

#### **5. OPTIONS APPRAISAL**

5.1 Council could continue to operate under the previous version but it contains incorrect information and would increase risk of legal challenge if not addressed.

5.2 A new model constitution may be drafted soon to incorporate the changes introduced by the Local Government and Elections Act; however, to wait on an uncertain timeline would not be optimum and any model constitution takes considerable work to shape into a locally relevant document and would not reduce effort and further delay changes.

5.3 The existing Constitution, for comparison purposes, is [here](#). It will remain on the website Constitution page as an archive in order that it can be referred to when examining decisions made under its tenure.

#### **6. RESOURCE IMPLICATIONS**

6.1 There are no costs identified as part of the review.

#### **7. CONSULTEES**

7.1 The process started with a request to all Members and Managers seeking submissions of proposed amendments and, in the drafting, has consulted the model constitution and a number of other Local Authorities’ constitutions.

7.2 In 2021 consultation has been sought from:

Democratic Services Committee  
Group Leaders  
Cabinet



All-Member seminar  
SLT

**8. AUTHOR**

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Head of Law and Monitoring Officer

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Appendices:

1. The revised Constitution and key changes.
2. Additional submissions.

Enclosures:

1. Track changed constitution.
2. 'Clean' constitution – as it will appear on the website.

## Appendix One - The Constitution Explained and Key Changes

### Format

1. The revision seeks to provide a continuous and reference-friendly format with a hyperlinked contents page.
2. The Constitution is split into 6 'Parts':
  - a. Part 1 – Introduction. What the constitution is, how it should be used, and how to get involved;
  - b. Part 2 – Articles of the Constitution. The architecture – Councillors, Committees, roles and everything that makes up the organisation;
  - c. Part 3 – Responsibility for Functions. Where decision making powers lie and how they are delegated;
  - d. Part 4 – Rules of Procedure. How are meetings conducted, how is information accessed, budget and policy setting, the rules applicable to the Executive and to Select Committees and financial, contractual and employment rules;
  - e. Part 5 – Codes and Protocols. Code of Conduct, standards expected of Officers, bribery and corruption, disclosure of information, whistleblowing etc;
  - f. Part 6 – Schedule of Members' Remuneration.
3. Each part is split into sections, subsections, paras and sub-paras split thus:
4. Section.
  - 4.1 Sub-section.
    - 4.1.1 Para.
      - (a) Sub-para.
        - (i) Sub-para.
          - (1) Sub-para.
5. Sections and sub-sections are hyperlinked in the contents page.

### Key Changes

6. The table below seeks to set out some of the key changes, ie. changes that are not simply editorial or mandated in law, or raise questions on some inclusions. Given the scale not just of the change in the redrafting, but also the amount of legislation or policy that sits behind much of the Constitution, it is a best effort at capturing the changes, but for certainty Enclosure One should be referred to.

Section, Subsection or Para	What	Notes
2-4	Introduction Sections	Redrafted to try and make the Constitution more user friendly and accessible to constituents. A Constitution Guide will be required by the LGE Act 21 once the relevant section is commenced by WG decision.
3.5 (and others)	Amendments	Duty to report non-Council changes within 12 months of the date of change (amended as per members seminar proposal).
4	Getting Information and Getting involved	Moved out of Articles and into opening paras as per the intention above to make it more user friendly.
4.2.1	Speaking at meetings	Clarification that Public Open Forum is an agenda item for Select Committees, whereas in Council, Cabinet etc the format is for Public Questions as per the procedure Rules in Part 4
4.2.1(e)	Petitions	Working group discussions are ongoing as to how e-petitions, as set out in the LG and Elections Act, will operate. No change made as yet
6.2.2 33.15.3(g)	Capital Expenditure	Amended in line with the Council decision dated 19 Sep 19 that Cabinet may approve changes to the Capital expenditure plan in circumstances where the funding is wholly grant or s106 funded.
7.1.2	Removal of Chair	Removed a reference saying that the Chair can be voted out by Council as this is contrary to LGA72
8.3.4	Select reports to Council	Are these required?
8.3.10	Chairs	Expand on the legislation
9.3.2	Term of Office of the Leader	New criteria entered to better reflect the circumstances for removal
9.4.1	Term of Office of Deputy Leaders	New criteria as above
10.1.1	Regulatory and Other Committees	New table inserted to set out all such Committees SACRE added Investment Committee added Joint Advisory Group added
10.1.1	Investment Committee	<a href="https://democracy.monmouthshire.gov.uk/ieListDocuments.aspx?CId=143&amp;MIId=2366&amp;Ver=4">https://democracy.monmouthshire.gov.uk/ieListDocuments.aspx?CId=143&amp;MIId=2366&amp;Ver=4</a>
11.2	SC TORs	Whistleblowing and corporate complaints removed to avoid duplication with Audit Cttee.
16.5.1	Seal	Reduced from 2 people to one iaw with other LA practice and the practicalities experienced throughout CV.
17.1.2	Addition – Review of Financial Procedure Rules	Responsibility lies with s151
PART 3	Redrafting	This Part has required the most work as part of the review. This is because: <ol style="list-style-type: none"> <li>1. It aims to explain at each section who the decision maker is and what they can do.</li> <li>2. It aims to explain the nature of an Executive Council.</li> <li>3. A number of roles and responsibilities have changed since the last Constitution was approved and portfolios readjusted so there has been a lot of moving parts.</li> </ol>

19	Introduction to Functions and Part 3	A new section to just seek to set out and explain what Part 3 is all about. The old version somewhat charged into it in a very unstructured and difficult to navigate way.
19-	Part 3	<p>Completely new lay out to this section. Previously the contents page did not tally with the content, and tables were used for some functions whereas prose was used for others (officers). There was no distinguishable order/form to how the officer delegations were laid out nor any contents signposting allowing you to find the officer or function without scrolling through the whole document.</p> <p>This section draws a little on the model though it is largely silent on this part of the constitution as it makes it a local decision.</p> <p>This section has consulted Cardiff, Flintshire and Newport Constitutions, all of which differ in construct, for guidance.</p>
20	Council Function	Functions only with Council
21	Committees	Functions that have to be Council but can be delegated to committees. Now includes Investment and SACRE
21.1	Licensing Committee	Approval of rights of way matters as per Council Decision to change from 2-step process into ICMD.
22.1.3	Appeals Panel	Mentioned but I don't think it is defined elsewhere.
23	Exec functions	The list at 23.3 is taken from the previous constitution (table 3 of Part C).
23.4	Exec functions	This list is taken from the absence of such in the model constitution and so is modelled on Cardiff's - needs to be scrutinised by Cabinet and the Council.
25.2.3	Ex gratia payment	Upped to £1,000 following recent experience (dogs)
26	Officer Delegations	<p>Anything delegated to a Chief Officer maybe delegated further unless expressly prohibited - it is not intended to capture these standing delegations in the constitution but each Chief Officer should capture this locally in some way.</p> <p>This is also relevant to the deputy roles in the proper officer schedule.</p>
26.8	MonLife	Inclusion of the delegations to COO Monlife
26.10.4	Planning Delegations	Ward Members right to refer to Planning Cttee retained without recourse to the delegated panel, but any referring Member should attend Cttee to explain those reasons.
27.8.1	Chair	Consultation with MO to avoid accusation of unfettered action
27.10	Remote attendance	Amended to reflect the LGE Act and the ability to treat remote attendance in the same way as physical.
27.11.3	Public Question	Reduced to 3 days' notice to allow the public to see the agenda first (5 days before) and then frame questions on the basis of that.
27.13	Reports	Inserted given that the constitution is silent on the matter and there can be confusion regarding reports when it comes to amendments. It is a more complex matter than a motion (which by its nature is short), as a report often contains a lot of information within in thus making the debate of amendments difficult. Further, reports to Council are circulated in advance of the agenda so there is an opportunity for questions to be made of the author.
27.38	Family Absence	Amended in line with the LGE to remove limits on allowances and align with MCC employee policy (on time).

28.2.1	Access to Information	Reference to MCC's adoption of the ICO's model publication scheme.
30.1.9-10	Remote Attendance at Cabinet	Same as amendment made to Council Rules at 27.10
34	Contract Procedure Rules	Completely rewritten by Scott James
35.1.3	Recruitment of Chief Officers	Power of Council to nominate appropriate officers to short list (rather than Council having to do it) – change reflects practice
35.1.5	As above	Inclusion of stat officers in the definition of Council appointments and inclusion of non-stat officers as well
35.5	Stat Chief Officers	Deleted s151 from this section as it appears later
35.5	Chief Officers	Deleted from definitions as seemed incorrect/tautological
37.9.4	Politically Restricted Posts	Deputy Chief Officers – not all DRs to Chief Officers – those specifically designated thus.
38.19.1	Whistleblowing Review	MO reports changed to Head of People
38.19.2	Whistleblowing Review Reporting	SLT changed to Chief Officer
40.9.1	Disclosure of confidential information	Amended the ability to pass to a third party to potentially require a NDA via the MO
40.12.1	Limitations on employees	Note the LG Bill may change this
43.3	Members' Remuneration	Specific, annual statement removed as it is publicly available on MCC and IRPW websites (links now included)
	Organisation Diagram	Removed as it updates too frequently to be included in the Constitution

## Appendix Two – Other Submitted Change Proposals

1. The following table contains the additional proposals submitted throughout the period leading up to submission of the Constitution.
2. Only proposals not incorporated have been included.
3. The reason for being in this list will vary. Omissions may be for reasons of legality, practicality, for further examination or because determination would lie elsewhere (eg some Cabinet functions will be the preserve of the Leader, not Council).

Subject	Proposal	Issue
Committee Membership	Include lists of all Members on all Committees and bodies within the Constitution	Frequency of Change would result in too great a churn in Constitution and subsequent reporting to Council
Hyperlink	Include internal hyperlinks to all referenced sections within the document	Some introduced and the contents page is hyperlinked - remains an aspiration when time permits
CPR	Remove CPR and make a standalone document	Model constitution and practice in other LAs is to keep it embedded – a new CPR is included in this draft
Joint Groups	Some joint groups (JAG) are covered by Constitution and others not (transport)	Need to examine this matter further
Cabinet	Questions by Members by right	Leader's discretion that can't be overridden. Questions and attendance are already permitted – greater access than other LAs
Council Petitions	Feedback process	Need to examine this in line with the e-petition work being conducted under LGE Act 21
Cabinet	Call in periods to be extended to incorporate school holidays	Impractical – decision making would be crippled in the summer
Planning Committee	Too large leading to issues with quorum	Seats have been allocated since an issue with quorum at one meeting. This remains open to discussion and review though
Planning Committee	Written submissions by absent Members	Inappropriate (especially given advances in remote attendance). Members need to either attend or not as otherwise it gives rise to allegations of predetermination or influence/decision making divorced from the discussion.
Council	Chair must have voted already to then use a casting vote	Logical, but would require a recorded vote each time
Staffing-based reports to Cabinet	The need for restructures etc to be presented to Cabinet	Cabinet legally prohibited from dealing with appointments/dismissals. Will, however, deal with virement impacts
Additional Information	The ability to make use of additional materials in support of motions – for example sharing a screen when joining remotely.	Raised as a discussion point at members seminar. No support signalled.
Organisation Diagram	Use of a simplified Diagram	Still too prone to change – would be better hosted on the website. Diagram has been removed.
Remuneration	Payment per attendance not flat salary	Not within power of Constitution
Confidentiality	Members should be required to sign up to an overarching confidentiality agreement to prevent leaks etc	It is part of the Code of Conduct and a normal responsibility of public office so not deemed necessary

Officer Delegations	Inclusion of specific matters delegated to heads of Service and below	Delegations are made to Chief Officers and then it is for them within DMTs to record what is delegated and how decision making is to be conducted iaw the additional information in the revised Part 3.
Reporting from Outside Bodies	Discussion at members seminar on the lack of information flow from other bodies.	Determined not a matter for obligated reporting to Council, but that there could be more thought given to promulgation of minutes form other bodies.
Planning	Proposal that the change to Delegated Panel making decisions on Officer applications when there are no objections be removed and all such applications go to full cttee.	The reasons cited were operational issues with notice being provided to neighbouring properties, rather than a specific issue with the proposal. The action to rectify should therefore be operational and not resolved through the constitution.

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monmouthshire  
sir fynwy

# Constitution 11 March 2021

As agreed by the County Council at its meeting on 11th March 2021

# 1 CONTENTS PAGE

1	CONTENTS PAGE .....	2
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## PART 1 - INTRODUCTION

2	INTRODUCTION .....	12
2.1	Purpose and Content of the Constitution.....	12
2.2	How the Council Operates .....	12
3	SUMMARY AND EXPLANATION .....	13
3.1	Purpose of the Constitution.....	13
3.2	Definitions.....	13
3.3	Interpretation of the Constitution .....	15
3.4	Protocol for Monitoring and Review of Constitution by Monitoring Officer .....	15
3.5	Changes to the Constitution.....	16
3.6	Suspension of the Constitution .....	16
3.7	Publication .....	16
4	GETTING INFORMATION AND GETTING INVOLVED .....	17
4.1	Getting Information .....	17
4.2	Getting Involved.....	17
4.3	Making Comments/Complaints .....	18

## PART 2 - ARTICLES OF THE CONSTITUTION

5	MEMBERS OF THE COUNCIL.....	19
5.1	Composition and Eligibility .....	19
5.2	Election and terms of councillors.....	19
5.3	Information Available to Members of the Council .....	19
5.4	Getting Involved.....	20
5.5	Comments and Complaints.....	20
5.6	Conduct .....	21
5.7	Allowances .....	21
6	THE FULL COUNCIL.....	21
6.1	Introduction.....	21
6.2	Meanings.....	21
6.3	Functions of the Full Council.....	22
6.4	Membership.....	22
6.5	Council meetings .....	23
6.6	Responsibility for functions .....	23
7	CHAIRING THE COUNCIL .....	23
7.1	Role and function of the Chair of the council.....	23
8	SELECT COMMITTEES .....	24
8.1	Introduction.....	24
8.2	Select Committees.....	24
8.3	Specific Functions.....	25
9	THE EXECUTIVE (CABINET).....	27

9.1	Introduction.....	27
9.2	Form and Composition of the Cabinet.....	27
	Leader .....	27
9.3	27	
9.4	Deputy Leader .....	28
9.5	Other Cabinet Members.....	28
9.6	Delegation of Functions .....	28
9.7	Rules of Procedure and Debate.....	29
10	REGULATORY COMMITTEES.....	29
10.1	Regulatory and other committees .....	29
10.2	The Audit Committee .....	30
10.3	The Democratic Services Committee.....	30
10.4	Other Committees and Sub-Committees.....	31
10.5	Rules of Procedure and Debate.....	31
11	THE STANDARDS COMMITTEE .....	31
11.1	Composition.....	31
11.2	Role and Function.....	32
12	AREA COMMITTEES AND FORUMS.....	32
12.1	Area committees.....	32
13	JOINT ARRANGEMENTS .....	33
13.1	Arrangements to promote well being.....	33
13.2	Joint arrangements .....	33
13.3	Access to information.....	34
13.4	Delegation to and from other local authorities .....	34
13.5	Contracting Out.....	34
14	OFFICERS.....	34
14.1	Management structure .....	34
14.2	Functions of the Head of Paid Service .....	35
14.3	Functions of the Monitoring Officer .....	36
14.4	Functions of the s151 Officer .....	36
14.5	Functions of the Head of Democratic Services.....	37
14.6	Duty to provide sufficient resources to the Monitoring Officer, s151 Officer and Head of Democratic Services .....	37
14.7	Conduct.....	38
14.8	Employment.....	38
14.9	Information Available to Officers .....	38
15	DECISION MAKING .....	38
15.1	Responsibility for decision making .....	38
15.2	Principles of decision making .....	38
15.3	Decision Making by Full Council .....	38
15.4	Decision making by the Executive.....	39
15.5	Decision making by select committees.....	39
15.6	Decision making by other committees and sub-committees established by the Council..	39
15.7	Decision making by Council bodies acting as tribunals .....	39

16	FINANCE, CONTRACTS AND LEGAL MATTERS .....	39
16.1	Financial management.....	39
16.2	Contracts .....	39
16.3	Legal proceedings .....	39
16.4	Authentication of documents.....	39
16.5	Common Seal of the Council .....	40
17	REVIEW AND REVISION OF THE CONSTITUTION.....	40
17.1	Duty to Monitor and Review the Constitution .....	40
18	SUSPENSION, INTERPRETATION AND PUBLICATION OF THE CONSTITUTION .....	40
18.1	Suspension of the Constitution .....	40
18.2	Interpretation .....	41
18.3	Publication .....	41

### **PART 3 - RESPONSIBILITY FOR FUNCTIONS**

19	INTRODUCTION TO FUNCTIONS.....	42
19.1	Purpose .....	42
19.2	Who can be Decision Makers? .....	42
19.3	Executive Councils .....	42
19.4	Functions .....	42
19.5	Other Bodies.....	43
19.6	Removal of Delegation.....	43
19.7	Who May Exercise Officer Delegations? .....	43
20	FULL COUNCIL.....	43
20.1	Functions Only to be Exercised by Full Council .....	43
21	COMMITTEES OF COUNCIL .....	44
21.1	Committees .....	44
22	LOCAL CHOICE FUNCTIONS.....	47
22.1	What are they? .....	47
23	EXECUTIVE .....	50
23.1	What are they? .....	50
23.2	The Functions.....	50
23.3	Delegation of Functions .....	50
23.4	Executive Functions List .....	51
24	OFFICERS.....	52
24.1	Introduction.....	52
24.2	Definitions.....	53
24.3	Obligations.....	53
24.4	Overall Limitations .....	54
24.5	Further Provisions.....	55
25	GENERAL DELEGATIONS .....	55
25.1	Introduction.....	55
25.2	Delegations to Chief Executive, Chief Officers and Chief Operating Officer MonLife .....	55
26	SPECIFIC DELEGATIONS .....	57
26.1	Chief Executive.....	57

26.2	Chief Officer Resources .....	58
26.3	Chief Officer Enterprise.....	59
26.4	Chief Officer Social Care and Health .....	61
26.5	Chief Officer Children & Young People .....	79
26.6	Monitoring Officer .....	82
26.7	Section 151 Officer .....	83
26.8	Chief Operating Officer MonLife.....	84
26.9	Proper Officers.....	86
26.10	Scheme of Delegation to Officers – Planning Service .....	89

**PART 4 - RULES OF PROCEDURE**

27	COUNCIL PROCEDURE RULES (Standing Orders) .....	94
27.1	Application .....	94
27.2	Annual Meeting of the Council .....	94
27.3	Ordinary Meetings .....	95
27.4	Extraordinary Meetings .....	95
27.5	Appointment of members of committees and sub-committees .....	96
27.6	Time, Place and Duration of Meetings .....	96
27.7	Notice of and Summons to Meetings .....	96
27.8	Chair of Meeting .....	97
27.9	Quorum.....	97
27.10	Remote Attendance .....	97
27.11	Questions by the Public .....	97
27.12	Questions by Members.....	98
27.13	Reports.....	99
27.14	Motions on Notice .....	100
27.15	Motions without Notice.....	100
27.16	Rules of Debate .....	101
27.17	Amendments to Motions .....	102
27.18	Alteration of Motion.....	102
27.19	Withdrawal of Motion .....	102
27.20	Right of Reply .....	102
27.21	Motions which may be Moved During Debate .....	103
27.22	Closure Motions.....	103
27.23	Point of Order .....	104
27.24	Personal Explanation.....	104
27.25	State of the County Debate.....	104
27.26	Previous Decisions and Motions .....	104
27.27	Voting .....	105
27.28	Minutes.....	105
27.29	Record of Attendance .....	105
27.30	Presentation of Petitions .....	105
27.31	Exclusion of Public.....	106
27.32	Members' Conduct.....	106

27.33	Disturbance by Public .....	106
27.34	Filming and Use of Social Media During Meetings .....	107
27.35	Suspension and Amendment of Council Procedure Rules .....	107
27.36	Application to Committees and Sub-Committees .....	107
27.37	Appointment of Substitute Members on Council Bodies .....	107
27.38	Procedure Rules for Family Absence for Members .....	108
27.39	Continuing Duties .....	110
27.40	Members' Salaries .....	110
28	ACCESS TO INFORMATION PROCEDURE RULES .....	110
28.1	Scope .....	110
28.2	Additional Rights to Information .....	110
28.3	Right to Attend Meetings.....	111
28.4	Notice of Meeting.....	111
28.5	Access to Agenda and Reports before the Meeting .....	111
28.6	Supply of Copies.....	111
28.7	Access to Minutes after the Meeting .....	111
28.8	Background Papers .....	112
28.9	Summary of Public's Rights .....	112
28.10	Exclusion of Access by the Public to Meetings.....	112
28.11	Public Interest Test .....	114
28.12	Disclosure by Members .....	114
28.13	Public Interest.....	114
28.14	Exclusion of Access by the Public to Reports .....	115
28.15	The Forward Work Programme.....	115
28.16	Consultation on Proposals to be Considered by the Executive .....	115
28.17	Record of Decisions of the Executive.....	116
28.18	Decisions by an Individual Member of the Executive .....	117
28.19	Select Committee Members' Access to Documents .....	117
28.20	Additional Rights of Access for Members.....	117
29	BUDGET AND POLICY FRAMEWORK PROCEDURE .....	118
29.1	Rules .....	118
30	EXECUTIVE PROCEDURE RULES .....	121
30.1	How does the Executive Operate?.....	121
30.2	How are the Executive Meetings Conducted?.....	123
31	SELECT COMMITTEE PROCEDURE RULES .....	124
31.1	What will be the number and arrangements for select committees?.....	124
31.2	Specific functions of Select Committees .....	125
31.3	Who chairs Select Committee Meetings?.....	126
31.4	Who may sit on Select Committees? .....	126
31.5	Meetings of the Select Committees.....	126
31.6	Quorum.....	126
31.7	Agenda Items .....	127
31.8	Policy Review and Development.....	127
31.9	Reports from the Select Committees.....	127

31.10	Making sure that Overview and Scrutiny Reports are considered by the Cabinet.....	127
31.11	Rights of Members of the Select Committees to Documents.....	128
31.12	Members and Officers Giving Account.....	128
31.13	Attendance by Others.....	129
31.14	Call-In.....	129
31.15	Call-In and Urgency.....	130
31.16	The Party Whip.....	130
31.17	Procedure at Select Committee Meetings.....	131
31.18	Matters within the Remit of more than one Select Committees.....	131
31.19	Councillor Call for Action.....	131
32	COUNCILLOR CALL FOR ACTION – GUIDANCE FOR COUNCILLORS.....	132
32.1	Introduction.....	132
32.2	How Should I Normally Attempt to Resolve a Local Issue in my Area?.....	132
32.3	What is a Councillor Call for Action?.....	133
32.4	How and When Should I Make a CCFA?.....	133
32.5	Criteria to be Followed by a Select Committee.....	133
32.6	Potential Outcomes from a CCFA.....	134
32.7	Timescales for Dealing with a CCFA.....	135
32.8	Review of this Guidance.....	136
33	FINANCIAL PROCEDURE RULES.....	140
33.1	Contents.....	140
33.2	Status.....	140
33.3	Financial Management.....	141
33.4	Managing Expenditure.....	144
33.5	Treatment of Year End Balances.....	148
33.6	Accounting Policies.....	148
33.7	Accounting Records and Returns.....	149
33.8	Annual Statement of Accounts.....	151
33.9	Financial Planning Overview.....	151
33.10	Performance Plans.....	152
33.11	Revenue Budgeting and Monitoring.....	153
33.12	Revenue Budget Preparation and Medium-Term Financial Planning.....	153
33.13	Resource Allocation.....	155
33.14	Revenue Budget Monitoring and Control.....	156
33.15	Capital Budgeting and Monitoring.....	158
33.16	Maintenance of Reserves.....	160
33.17	Risk Management and Control of Resources.....	160
33.18	Risk Management.....	160
33.19	Internal Controls.....	162
33.20	Internal Audit.....	164
33.21	External Audit.....	165
33.22	Preventing Fraud and Corruption.....	166
33.23	Security of Assets.....	168
33.24	Security of Assets – Land and Buildings.....	169

33.25	Security of Assets - Vehicles, Furniture and Equipment.....	169
33.26	Security of Assets - Stocks and Stores (including products).....	171
33.27	Security of Assets – Cash.....	171
33.28	Security of Assets - Information and Communication Technology.....	172
33.29	Security of Assets - Intellectual Property.....	173
33.30	Security of Assets – Clients’ Private Property .....	173
33.31	Treasury Management and Trust Funds .....	174
33.32	Financial Systems and Procedures.....	175
33.33	Income.....	177
33.34	Banking.....	180
33.35	Ordering and Paying for Work, Goods and Services.....	182
33.36	Imprest Accounts .....	190
33.37	Payments to Employees and Members.....	191
33.38	Internal Charges .....	195
33.39	Taxation.....	196
33.40	External Arrangements .....	197
33.41	Partnerships .....	198
33.42	External Funding.....	200
33.43	Work for Third Parties.....	201
34	CONTRACT PROCEDURE RULES .....	202
34.1	Definitions and Interpretations .....	202
34.2	General Considerations .....	203
34.3	Sustainable Procurement Planning.....	206
34.4	Procurement Tendering Process .....	212
34.5	Contract Award.....	215
34.6	Contract Management .....	216
35	OFFICER EMPLOYMENT PROCEDURE RULES.....	218
35.1	Recruitment and appointment.....	218
35.2	Disciplinary Action and Investigations .....	219
35.3	Definitions.....	221

**PART 5 - CODES AND PROTOCOLS**

36	MONMOUTHSHIRE COUNTY COUNCIL CODE OF CONDUCT FOR MEMBERS AND CO- OPTED MEMBERS .....	223
36.1	Introduction.....	223
36.2	The Code of Conduct.....	223
37	CODE OF CONDUCT FOR EMPLOYEES .....	233
37.1	The Statutory Employee Code of Conduct.....	233
37.2	The MCC Code of Conduct for Employees .....	235
37.3	Introduction.....	235
37.4	Nolan Principles.....	235
37.5	Standards .....	236
37.6	Social Media .....	236
37.7	Relationships .....	237



37.8	Appointment and Employment .....	237
37.9	Politically Restricted Posts .....	238
37.10	Political Neutrality .....	239
37.11	Outside Commitments .....	239
37.12	Personal interests .....	239
37.13	Disclosure of Information .....	239
37.14	Separation of roles during Tendering .....	240
37.15	Bribery and Corruption.....	240
37.16	Surveillance .....	241
37.17	Use of Financial Resources .....	241
37.18	Hospitality .....	241
37.19	Sponsorship - Giving and Receiving .....	241
38	WHISTLEBLOWING POLICY .....	242
38.1	Introduction.....	242
38.2	Aim and Scope of Policy .....	242
38.3	Types of Issues/Disclosures that can be Raised.....	243
38.4	Relevant Legislation .....	244
38.5	Policy Scope .....	245
38.6	Who Can Raise a Concern? .....	245
38.7	Safeguarding Whistleblowers – Our Assurances To You .....	245
38.8	Your Legal Rights .....	245
38.9	Harassment and Victimisation.....	246
38.10	Confidentiality .....	246
38.11	Anonymous Allegations .....	246
38.12	Untrue Allegations .....	247
38.13	Support For You .....	247
38.14	How to Raise a Concern .....	247
38.15	Procedure for Making a Whistleblowing Allegation.....	248
38.16	What the Council/School Governing Body Will Do .....	248
38.17	Timescales .....	249
38.18	How the Matter can be Taken Further.....	250
38.19	Review of the Policy.....	251
39	SCRUTINY AND EXECUTIVE PROTOCOL .....	252
39.1	Introduction.....	252
39.2	Monmouthshire County Council’s Scrutiny Arrangements.....	252
39.3	General Roles.....	252
39.4	Specific Functions.....	252
39.5	Setting the Work Programme and Agenda.....	253
39.6	Evidence Gathering .....	254
39.7	Attendance at Select Committees .....	254
39.8	Select Committee Meeting Procedure.....	255
39.9	Attending Call-in Meetings .....	255
39.10	Responding to Scrutiny’s Recommendations.....	256
39.11	Appendix A .....	257

40	PROTOCOL ON MEMBER AND OFFICER RELATIONS .....	258
40.1	Introduction.....	258
40.2	Roles of Members.....	258
40.3	Roles of Employees.....	258
40.4	Respect and Courtesy .....	259
40.5	Undue Pressure.....	259
40.6	Familiarity .....	259
40.7	Breach of Protocol .....	259
40.8	Provision of Advice and Information to Members .....	260
40.9	Confidentiality .....	261
40.10	Provision of Support Services to Members .....	262
40.11	The Council's Role as Employer .....	262
40.12	Political Activity .....	262
40.13	Sanctions.....	263
40.14	Conclusion.....	264
41	LOCAL MEMBER CONSULTATIVE CHARTER .....	264
42	PROTOCOL FOR SELF REGULATION OF MEMBER CONDUCT .....	265
42.1	General Principles .....	265
42.2	Working to avoid problems.....	265
42.3	Role of Group Leaders.....	266
42.4	Unaffiliated Members .....	266
42.5	Persistent Breaches.....	266
42.6	Standards Committee .....	267
42.7	Protocol - Standard of Conduct Expected of Members.....	267

## **PART 6 - SCHEDULE OF MEMBER REMUNERATION**

43	MEMBERS' SCHEDULE OF REMUNERATION .....	269
43.1	Introduction.....	269
43.2	Basic Salary.....	269
43.3	Senior Salaries & Civic Salaries.....	269
43.4	Election to Forgo Entitlement to Allowance .....	269
43.5	Suspension of a Member .....	270
43.6	Repayment of salaries, allowances or fees .....	270
43.7	Payments.....	270
43.8	Care Allowance.....	270
43.9	Family Absence .....	271
43.10	Co-optees' payments .....	271
43.11	Travel and Subsistence Allowances General Principles .....	272
43.12	Travel by Private Vehicle .....	272
43.13	Travel by Public Transport .....	272
43.14	Travel Abroad .....	273
43.15	Other Travel Expenses .....	273
43.16	Overnight Accommodation.....	273
43.17	Subsistence Allowance .....	273

43.18 Claims and Payments.....	273
43.19 Pensions.....	274
43.20 Compliance.....	274

## PART 1 - INTRODUCTION

### 2 INTRODUCTION

#### 2.1 Purpose and Content of the Constitution

- 2.1.1 The Constitution is at the heart of the Council's business and describes the various bodies that make up the Council, their functions, Membership and procedural rules. It is divided between articles and rules of procedure and associated material. Articles are intended to set the overall framework and in general will not be subject to frequent change. They are about what is to be done and by whom. Procedure rules, codes of conduct and the other material located after the articles are broadly about how the articles will be put into effect. They may be subject to more frequent change.
- 2.1.2 Section 4 provides information for members of the public on how you can get information about the Council, and how you can get involved. We hope that this will help people who have an interest in the Council's work, or a particular matter it is dealing with, understand where they can get more information, and how they can contribute to Council activities.
- 2.1.3 You can get a better understanding of what each of the Council's bodies do in the Articles of the Constitution at Part 2, including Full Council, Cabinet, Select Committees, Standards Committee and Regulatory Committees. Section 14 provides information on the management and Officer structures of the Council. Some Officers have a specific duty to ensure that the Council operates within the law and uses resources wisely. Responsibility for functions is at Part 3 and details which Council bodies, and which Officers, have authority to make which decisions.
- 2.1.4 The procedural rules that apply to the different Council bodies are contained in Part 4 in the sections relating to those bodies, e.g. Full Council (Standing Orders), the Cabinet (Executive Procedure Rules) and Overview and Scrutiny (Select Committee Procedure Rules). You may find these useful if you want to attend a meeting, particularly if you want to be able to ask questions, have a matter discussed, or put your point of view.
- 2.1.5 Part 5 has the Codes of Conduct and Protocols with which Officers and Members have agreed to comply. They set the standards of behaviour.

#### 2.2 How the Council Operates

- 2.2.1 The Council comprises 43 Councillors elected every 5 years except as otherwise directed by the Welsh Government. Each Councillor is democratically accountable to the residents of their electoral division as well as all of those who live in Monmouthshire. The overriding duty of Councillors is to the whole community, but they have a special duty to their constituents, including those that did not vote for them.
- 2.2.2 All Councillors have agreed to follow a Code of Conduct, to ensure high standards in the way they undertake their duties. The Standards Committee is responsible for training and advising on the Code of Conduct.
- 2.2.3 All Councillors meet together regularly as the Council. Meetings of the Council are normally open to the public. Here Councillors decide the Council's overall Policy Framework and set the budget each year. The Council appoints the Leader of the Council annually. The Leader then decides the size and Membership of the Cabinet i.e. the role of individual Members of the Cabinet and arrangements for the exercise and delegation of Executive Functions. The Cabinet is appointed to carry out all of the Council's functions which are not the responsibility of any other part of the Council, whether by Law or under this Constitution, together with making decisions within the Budget and Policy Framework set by the Council.
- 2.2.4 If you need any further help please do not hesitate to contact us:

### **3 SUMMARY AND EXPLANATION**

#### **3.1 Purpose of the Constitution**

3.1.1 The purpose of the Constitution is to:

- (a) enable the Council to provide clear leadership to the Community in partnership with citizens, businesses and other organisations;
- (b) support the active involvement of citizens in the process of local authority decision making;
- (c) help Councillors represent their constituents more effectively;
- (d) enable decisions to be taken efficiently and effectively;
- (e) create a powerful and effective means of holding decision makers to public account;
- (f) ensure that no one will scrutinise a decision in which they are directly involved;
- (g) ensure that those responsible for decision making are clearly identifiable to local people and that they explain the reasons for decisions; and
- (h) provide a means of improving the delivery of services to the community.

#### **3.2 Definitions**

3.2.1 This Constitution and all its appendices is the Constitution of Monmouthshire County Council.

3.2.2 Within the Constitution the following words and phrases have the meaning set out below unless the context specifically or otherwise requires:

Budget	the overall revenue and capital budget approved by Full Council (Article 4);
Chief Officer	any Officer (other than a person whose duties are solely secretarial or administrative or whose duties are otherwise in the nature of support services) who reports directly to the Head of Paid Service in respect of all or most of their duties or for whom the Head of Paid Service is directly responsible;
Councillor	a person elected to the Council to represent an area (called an electoral division) within Monmouthshire County Council;
Executive	when exercising Executive Functions; the Cabinet or a Member or Members of the Cabinet
Executive Decision	any decision taken by the Cabinet to exercise or refrain from exercising an Executive Function. It also includes decisions made by persons or Member bodies to whom the Cabinet has delegated Executive Functions to exercise or refrain exercising those functions;
Executive Function	(a) Executive Functions are defined by the Local Government Act 2000, subsidiary legislation and associated guidance. Any function that is not exercisable only by Full Council or delegated to another Member body is an Executive Function;

(b) contractual matters, the acquisition and disposal of land and financial support to organisations and individuals are also Executive Functions;

it should be noted that Regulatory functions such as planning licensing and building control, are not Executive Functions;

Forward Work Programme	the document that lists all of the decisions that the Council and the Cabinet intend to take and when those matters will be discussed. This does not prevent urgent or unforeseen matters being considered;
Full Council	the body where all Councillors act to exercise functions of the Council;
Head of Democratic Services	an Officer who must be appointed by law to carry out certain functions. See Section 14 for a description of those functions. The Officer will usually have other duties and a different job title.
Head of Paid Service	an Officer who must be appointed by law to carry out certain functions. See Section 14 for more details. The Officer will usually have other duties and a different job title. See Section 14 for which Officer is the Head of Paid Service;
Strategic Leadership Team	the senior leadership and management body for Officers. It comprises the Head of Paid Service, all Chief Officers, the Monitoring Officer and s151 Officer. It may also include those Officers designated by the Head of Paid Service as desired;
Local Government (Wales) Measure 2011	also referred referred to as "The Measure". Legislation introduced, inter alia, to strengthen local democracy, deal with changes to executive arrangements, overview and scrutiny, county councils and Member payments;
Member	a Councillor or a person chosen by the Council to serve on one of its Member Bodies (called "a Co-Opted Member");
Member Body	any of the following:  Full Council; Cabinet; a Select Committee; Licensing Committee; Standards Committee (or one of its sub-committees); Planning Committee; Audit Committee; Democratic Services Committee; Investment Committee SACRE Joint Advisory Group  Note - references to Committee also includes Sub-Committee;
Monitoring Officer	an Officer who must be appointed by law to carry out certain functions. See Section 14 for a description of those functions. The Officer will usually have other duties and a different job title;
Non-Executive Functions	any function which may only be exercised by Full Council (whether by local choice or as a matter of law) or which is delegated to a Member body other than the Cabinet;

Planning Application any of the following:

application for planning permission (including renewal);  
application for approval of reserved matters;  
application for listed building consent; application relating to trees;  
proposal to serve an urgent works notice or acquire a listed building  
in need of repair;  
application for conservation area consent;  
application for advertisement consent;  
application to vary or remove conditions on a planning condition;

Policy Framework see Section 6;

Section 151 Officer an Officer who must be appointed by law to carry out certain  
functions in relation to financial administration. See Section 14  
for a description of those functions. The Officer will usually have  
other duties and a different job title;

Service one of the services provided by the Council.

### **3.3 Interpretation of the Constitution**

3.3.1 We have tried to make the Constitution as clear and as easy to understand as possible. Inevitably, people will have different views about what certain passages mean.

3.3.2 The following structure and terminology is used throughout this document:

- (a) 'Part'. The Constitution is split into major parts defined thematically. You are currently in Part 1 – Introduction, the next Part is Part 2 – Articles of The Constitution and so on;
- (b) 'Section'. The Constitution is numbered consistently and sequentially throughout into bold, capitalised Sections. You are currently in Section 3 – Summary and Explanation;
- (c) 'Subsection'. Each Section is then split into 'Subsections' defined in bold, lower case titles. You are currently in Subsection 3.3 – Interpretation of the Constitution;
- (d) 'Paragraph' or 'Para'. Each Subsection is split into 'Paras' which generally are untitled and simply constitute written paragraphs. You are currently in Para 3.3.2;
- (e) 'Sub-paragraph' or 'sub-para'. Where required, Paras are split into 'sub-paras' which are generally untitled and simply constitute written sentences, often as part of a list. You are currently in sub-para 3.3.2(e), and you may see some further sub-paras such as:

(i) sub-para 3.3.2(e)(i)

and so on.

3.3.3 During meetings, the person chairing or presiding at the meeting may interpret the relevant procedure rules. The Chair will call on the Monitoring Officer's assistance where required.

3.3.4 In all other situations, the Monitoring Officer will determine the interpretation and application of the Constitution.

### **3.4 Protocol for Monitoring and Review of Constitution by Monitoring Officer**

- 3.4.1 A key role for the Monitoring Officer is to make recommendations for ways in which the Constitution could be amended in order to better achieve the purposes set out in this Section. In undertaking this task, the Monitoring Officer may:
- (a) observe meetings of different parts of the Member and Officer structure;
  - (b) undertake an audit trail of a sample of decisions;
  - (c) record and analyse issues raised with them by Members, Officers, the public and other relevant stakeholders; and,
  - (d) compare practices in this Council with those in comparable authorities, or national examples of best practice.

### **3.5 Changes to the Constitution**

3.5.1 Approval. Subject to paragraphs 3.5.2 and 3.5.3 below, changes to the Constitution will only be approved by the Full Council after consideration of a proposal by the Monitoring Officer or on recommendation of the Cabinet.

3.5.2 Minor Changes. If, in the reasonable opinion of the Monitoring Officer, a change is:

- a. a minor variation; or
- b. required to be made to remove any inconsistency, ambiguity or typographical correction; or
- c, required to be made so as to put into effect any decision of the Council or its committees or the Cabinet;

the Monitoring Officer may make such a change. Any such change made by the Monitoring Officer shall come into force with immediate effect. Such changes shall be reported to Full Council for information and within 12 months of any change.

3.5.3 Legislative Change. Any part of the Constitution may be amended by the Monitoring Officer where such amendment is required to be made so as to comply with any legislative provision. Such amendments shall take effect when the Monitoring Officer so decides or the legislation (where relevant) so provides. Such changes shall be reported to Full Council for information and within 12 months of any change.

### **3.6 Suspension of the Constitution**

3.6.1 Limit to Suspension. Any of the procedure rules contained in the Constitution may be suspended to the extent permitted within these rules and the law.

3.6.2 Procedure to Suspend. A motion to suspend any Rules will not be moved without notice unless at least one half of the whole number of councillors is present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in this Section.

### **3.7 Publication**

3.7.1 The Monitoring Officer will ensure that copies of this Constitution are available for inspection at Council offices and on the Council's website.

3.7.2 The Monitoring Officer will provide a link to a copy of this Constitution to each Member of the Council upon delivery to them of that individual's declaration of acceptance of office on the Member first being elected to the Council and thereafter ensure that an up to date version is available for inspection and published on the Council's website.



3.7.3 The Monitoring Officer will ensure that the Constitution is updated as necessary.

## **4 GETTING INFORMATION AND GETTING INVOLVED**

### **4.1 Getting Information**

4.1.1 When Meetings of the Member Bodies Will Take Place. A programme of meetings is available by contacting the Council direct or via the *Meeting Calendar* on the website.

4.1.2 Forward Work Programme. The Forward Work Programme sets out a mid-term view of what decisions will be taken by the Cabinet or Council and what issues the Select Committees will be considering and when these matters will be discussed prior to the stipulated agenda publication dates.

4.1.3 Information Available Prior to a Meeting. Five clear working days before a meeting, the agenda, any report likely to be discussed and background papers to that report shall be available for inspection at the offices of the Council and on the website. If an item is added to the agenda later, the revised agenda will be open to inspection from the time when the item is added to the agenda and any report will be made available to the public as soon as it is available and sent to Councillors.

4.1.4 Information Available at a Meeting. On request, the Council will make available to the public present at a meeting a reasonable number of copies of the Agenda and of the Reports for the meeting (save during any part of the meeting to which the public are excluded).

4.1.5 Information Available After a Meeting. For a period of 6 years the agenda, reports and the minutes of the meeting shall be available for inspection. The background papers shall remain open for inspection for a period of 4 years.

4.1.6 Council's Accounts. Inspect the Council's accounts and make views known to the external auditor (sections 29 and 30 Public Audit (Wales) Act 2004). Under the Accounts and Audit (Wales) Regulations 2005, the accounts will be available for public inspection for 20 working days after the date appointed by the auditor.

4.1.7 Information which is confidential or exempt (as defined in the Access to Information Rules (Part 4)) will not be disclosed to members of the public at any time.

### **4.2 Getting Involved**

4.2.1 Members of the public can get involved in the following ways:

- (a) voting for Councillors if they are over 18 years and registered as a local elector with the Council;
- (b) suggesting Items of Business for Meetings. A member of the public can seek to get a matter included in an agenda by:
  - (i) asking the Chair of any Member Body to add an item to the agenda;
  - (ii) attending a meeting of the body and suggesting that it looks at an issue when it is considering "items of future business relating to the functions of the Member Body";
  - (iii) by contacting their local representative or other County Councillor;
- (c) taking Part in Meetings:
  - (i) members of the public can attend and speak at any meeting which the Council has resolved should include participation by members of the public. The rules on when you may speak and for how long are contained in Part 4;

(ii) you can also ask Formal Questions at meetings of Full Council (Part 4);

(d) views of the Public. Under the arrangements put in place by the Authority under section 62 of the Local Government (Wales) Measure 2011, to bring to the attention of the relevant Select Committees their views on any matter under consideration by the relevant Select Committee, the relevant Select Committee must take into account any views brought to their attention under these arrangements. This is done via the Public Open Forum standing agenda item in Select Committees;

(e) Petitions. As per para 27.30.

4.2.2 When are Meetings Open to the Public? Meetings will be open to the public wherever possible. The public must be excluded from meetings whenever it is likely that confidential information will be disclosed. The public may be excluded from meetings where it is likely that exempt information will be disclosed. (See Access to Information Rules for definition of 'exempt information' and 'public interest'.)

### **4.3 Making Comments/Complaints**

4.3.1 A member of the public may comment or complain about Council services by:

- (a) contacting their local councillor;
- (b) contacting the Member of the Cabinet responsible for the service;
- (c) contacting the Officer responsible for delivering the service or their manager;
- (d) using the Council's complaints procedure;
- (e) contacting the Public Services Ombudsman for Wales at 1 Ffordd Yr Hen Gae, Pen-coed, CF35 5LJ. Telephone: 0845 601 0987 or via the website [www.ombudsman-wales.org.uk](http://www.ombudsman-wales.org.uk).

4.3.2 Comments or complaints can be made about an Officer or Member by:

- (a) Officer. Contacting the Officer or the Officer's manager.
- (b) Members. If the complaint is against a Member then the complaint should be referred to the Monitoring Officer (see 2.2.3) or the Public Services Ombudsman for Wales (see 4.3.1(e)).

4.3.3 Engage with Overview and Scrutiny. All members of the public who live or work in the area of the Council may bring to the attention of a Select Committee their views on any matter under consideration by that Select Committee. Select Committees must take into account any views brought to its attention by a member of the public.

## PART 2 - ARTICLES OF THE CONSTITUTION

### 5 MEMBERS OF THE COUNCIL

#### 5.1 Composition and Eligibility

5.1.1 Composition. The Council comprises 43 Councillors, otherwise called Members. Councillors will be elected by the voters of each electoral division in accordance with a scheme drawn up by the Boundary Commission in Wales and approved by the Senedd.

5.1.2 Eligibility. Only registered voters of the county council or those living or working in the area will be eligible to hold the office of councillor. Full criteria is set out in legislation.

#### 5.2 Election and terms of councillors

5.2.1 The regular election of councillors will be held on the first Thursday in May every 5 years except as otherwise directed by the Welsh Government. The next regular elections will take place in 2022. The terms of office of Councillors will start on the fourth day after being elected and will finish on the fourth day after the date of the next regular election.

5.2.2 Key roles of all councillors. All councillors will:

- (a) collectively be the ultimate policy-makers and carry out a number of strategic and corporate management functions;
- (b) represent their communities and bring their views into the Council's decision-making process, i.e. become the advocates of and for their communities;
- (c) deal with individual casework and act as an advocate for constituents in resolving particular concerns or grievances;
- (d) balance different interests identified within the electoral division and represent the electoral division as a whole;
- (e) contribute to the continual improvement of council services through the Best Value process;
- (f) be involved in decision-making;
- (g) be available to represent the Council on other bodies; and
- (h) maintain the highest standards of conduct and ethics.

#### 5.3 Information Available to Members of the Council

5.3.1 Members can see any information, which is available to a member of the public. In addition, all reports (including those that are "exempt" or "confidential" by virtue of Schedule 12A Local Government Act 1972 as amended) to all decision making bodies are available to all members.

5.3.2 A Member may also see any information that they need to know in order to fulfil their role as a Member of the Council (otherwise known as "need to know"). The Chief Executive or Monitoring officer will adjudicate any such requests.

5.3.3 A Member will not make public information which is confidential or exempt (as defined in the Access to Information Procedure Rules in Part 4)) without the consent of the Council or divulge information given in confidence to anyone other than a Councillor or person(s) or organisation(s) entitled to know it.

5.3.4 A Member of a Select Committee may also see any document containing material relating to:

- (a) any business transacted at or meeting of the Cabinet;
- (b) any decision taken by an individual Member of the Cabinet.

5.3.5 A Select Committee Member is not entitled to:

- (a) any document in draft form;
- (b) any part of a document which contains confidential or exempt information unless that information is relevant to an action or decision they are reviewing or scrutinising or intending to scrutinise and is included in the Committee's Forward Work Programme.

5.3.6 No Member is entitled to see any information relating to a matter in which they have a prejudicial interest.

## **5.4 Getting Involved**

5.4.1 Agendas. A Member of the Council has the same rights as members of the public to suggest items of business for an agenda. In addition, they also have the following rights:

- (a) Members of the Democratic Services Committee may request Council considers or reconsiders an issue;
- (b) Members of a Select Committee may request Cabinet or a Cabinet Member considers or reconsiders an issue.
- (c) Members can submit a Notice of Motion to Council;
- (d) Members can ask questions at Council.

5.4.2 Meetings. Members of the Council are entitled to attend any formal meeting of the Council, its committees or sub-committees or the Cabinet at the discretion of the Chair of the body.

5.4.3 Speaking. Members of the Council may attend and speak at any meetings where they are a Member of that body. Where they are not a Member of that body, their attendance and right to speak is at the discretion of the Chair of the body.

5.4.4 Cabinet. Members of the Cabinet have a special role to play within the Council. They are entitled to exercise any Executive Function provided the Executive Function has been delegated to them by the Leader of the Council.

## **5.5 Comments and Complaints**

5.5.1 Members may comment, subject to restrictions in the Code of Conduct for Members on any aspect of Council business by:

- (a) talking to Officers;
- (b) talking to the Leader or Member of the Cabinet;
- (c) talking to the Chair of a Select Committee.

5.5.2 If a Member wishes to complain about an Officer, the procedure set out in the Protocol on Member/Officer Relations may be used.

5.5.3 If a Member wishes to complain about another Member, the procedure set out in the protocol for Self-regulation of Member Conduct may be followed.

## **5.6 Conduct**

5.6.1 Councillors will at all times observe the Members' Code of Conduct and the Protocol on Member/Officer Relations set out in Part 5 of this Constitution.

## **5.7 Allowances**

5.7.1 Councillors will be entitled to receive allowances in accordance with the Member Remuneration Schedule set out in Part 6 of this Constitution.

# **6 THE FULL COUNCIL**

## **6.1 Introduction**

6.1.1 Full Council is a formal meeting of all Councillors. The Full Council is required by law to take certain important decisions including setting the Council's budget and Council Tax and approving a number of key plans and strategies, which together form the Policy Framework (listed below). It is responsible for all of the functions not the responsibility of the Cabinet. It will carry out some functions itself, but others will be delegated to Committees or named Officers.

## **6.2 Meanings**

6.2.1 Policy Framework. The policy framework means the following plans and strategies:

- (a) Well-being Plan;
- (b) Social Services Area Plan;
- (c) Well-being Statement and Objective;
- (d) Corporate Plan;
- (e) Medium Term Financial Plan;
- (f) Asset Management Strategy;
- (g) Local Development Plan;
- (h) Strategic Equality Plan;
- (i) Welsh Language Strategy;
- (j) Welsh in Education Strategic Plan;
- (k) Chief Officers Annual Reports;
- (l) Armed Forces Covenant;
- (m) Corporate Parenting Strategy;
- (n) Safeguarding Policy.

Together with such other plans and strategies which from time to time the Council may decide should be adopted as a matter of local choice.

- 6.2.2 The Budget. The budget includes the allocation of financial resources to different services and projects, proposed contingency funds, the Council Tax base, setting the Council Tax and decisions relating to the control of the Council's borrowing requirement, the control of its capital expenditure and the setting of virement limits. The Full Council will decide the Council's overall revenue budget and overall capital budget and any changes to these, save where capital schemes are fully grant or s106 funded. (See the Budget and Policy Framework Procedure Rules in Part 4 for how the Council can change the Policy Framework or Budget referred to it for approval by the Cabinet.)
- 6.2.3 Housing Land Transfer. Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the Senedd for approval of a programme of disposal of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993 or to dispose of land used for residential purposes where approval is required under section 32 or 43 of the Housing Act 1985.

### **6.3 Functions of the Full Council**

6.3.1 Only the Full Council will exercise the following functions:

- (a) adopting and changing the Constitution;
- (b) approving or adopting the Corporate Plan, Wellbeing Plan, Policy Framework, the budget and any application to the Senedd in respect of any Housing Land Transfer;
- (c) subject to the urgency procedure contained in the Access to Information Procedure Rules of this Constitution, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;
- (d) appointing and removing the Leader;
- (e) agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
- (f) changing the name of the area or conferring the title of freedom of the County;
- (g) making or confirming the appointment of the Head of Paid Service and other Chief Officers;
- (h) making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Personal Bills;
- (i) all Local Choice Functions set out in this Constitution which the Council decides should be undertaken by itself rather than the Cabinet;
- (j) all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
- (k) appointing representatives to outside bodies unless the appointment has been delegated by the Council or is exercisable only by the Cabinet.

### **6.4 Membership**

6.4.1 All Members of the Council shall be Members of Full Council.

6.4.2 Substitution is not possible at meetings of the Council.

## **6.5 Council meetings**

6.5.1 There are three types of Council meeting:

- (a) the annual meeting;
- (b) ordinary meetings;
- (c) extraordinary meetings.

and they will be conducted in accordance with the Council Procedure Rules in Part 4 of this Constitution.

## **6.6 Responsibility for functions**

6.6.1 The Council will maintain the tables in Part 3 of this Constitution setting out the responsibilities for the Council's functions which are not the responsibility of the executive.

## **7 CHAIRING THE COUNCIL**

### **7.1 Role and function of the Chair of the council**

7.1.1 The Councillor elected annually by the Council as its chair will be called the "Chair".

7.1.2 The Chair will cease to be Chair if they resign, cease to be a Member of the Council, or are unable to act as a Member of the Council. They continue to act as Chair after an election until their successor has been appointed.

7.1.3 The Chair of the Council and, in their absence, the Vice Chair will have the following roles and functions:

- (a) Ceremonial Role. The Chair of the Council:
  - (i) is the civic leader of Monmouthshire County Council;
  - (ii) promotes the interests and reputation of the Council and Monmouthshire County Council as a whole and acts as an ambassador for both; and
  - (iii) undertakes civic, community and ceremonial activities and fosters community identity and pride.

7.1.4 Responsibilities of the Chair:

- (a) to uphold and promote the purposes of the Constitution, and to interpret the Constitution when necessary;
- (b) to preside over meetings of the Council so that its business can be carried out efficiently and with regard to the rights of councillors and the interests of the community;
- (c) to ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which members who are not on the executive are able to hold the executive and committee Chair to account;
- (d) to promote public involvement in the Council's activities;
- (e) to be the conscience of the Council;
- (f) to attend such civic and ceremonial functions as the Council and he/she determines appropriate; and

- (g) to carry out duties as required under the Family Absence for Members of Local Authorities (Wales) Regulations 2013.

## 8 SELECT COMMITTEES

### 8.1 Introduction

- 8.1.1 The Council is required by Law to discharge certain overview and scrutiny functions. These functions are an essential component of local democracy. Select Committees (also referred to as Overview and/or Scrutiny Committees) should be powerful committees that can contribute to the development of Council policies and also hold Cabinet to account for its decisions. Another key part of the overview and scrutiny role is to review existing policies, consider proposals for new policies and suggest new policies.
- 8.1.2 Overview and scrutiny should be carried out in a constructive way and should aim to contribute to the delivery of efficient and effective services that meet the needs and aspirations of local inhabitants. Select Committees should not shy away from the need to challenge and question decisions and make constructive criticism.

### 8.2 Select Committees

- 8.2.1 In order to achieve this, the Council have appointed 5 Select Committees which between them will:
- (a) review or scrutinise decisions made or actions taken in connection with the discharge of any of the Council's functions whether by the Cabinet or another part of the Council;
  - (b) make reports or recommendations to the Council or the Cabinet in connection with the discharge of any functions;
  - (c) consider any matter which affects the Council's area or its inhabitants; and
  - (d) exercise the right to call in for reconsideration decisions made but not yet implemented by the Cabinet and Officers.
- 8.2.2 Role, Scope and Membership. The role, scope and Membership of the Select Committees are described in the table below:

Committee	Membership	Role and Scope
Adult Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of adults.
Children and Young People Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of children and young people.
Economy and Development Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of economy and development.
Strong Communities Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of strong communities including crime and disorder
Public Services Select	- 9	- to review and scrutinise the decisions made - actions taken by the Public Services Board;



	<ul style="list-style-type: none"> <li>- Comprising the 4 Select Chairs plus 5 other members</li> <li>- Up to 5 co-opted</li> </ul>	<ul style="list-style-type: none"> <li>- to review and scrutinise the board's governance arrangements;</li> <li>- to make reports and recommendations to the board regarding its functions or governance;</li> <li>- to consider matters relating to the board as the Welsh Ministers may refer to it and to report to the Welsh Ministers accordingly;</li> <li>- to carry out other functions in relation to the board that are imposed on it by the Act.</li> </ul>
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### 8.3 Specific Functions

#### 8.3.1 Policy Development and Review. The Select Committees may:

- (a) assist the Council and the Cabinet in the development of its Budget and Policy Framework by in depth analysis of policy issues;
- (b) conduct research, community and other consultation in the analysis of policy issues and possible options;
- (c) question Members of the Cabinet and/or Committees and Chief Officers from the Council about their views on issues and proposals affecting the area;
- (d) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interest of local people are enhanced by collaborative working; and
- (e) consider the impact of policies to assess if they have made a difference.

#### 8.3.2 Scrutiny. The Select Committees may:

- (a) review and scrutinise the decisions by and performance of the Cabinet and/or Committees and Council Officers in relation to individual decisions and over time;
- (b) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (c) question Members of the Cabinet and/or Committees and Chief Officers from the Council about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or project;
- (d) make recommendations to the Cabinet and/or appropriate Committee and/or Council arising from the outcome of the scrutiny process;
- (e) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the Select Committees and local people about their activities and performance; and
- (f) question and gather evidence from any person (with their consent).

#### 8.3.3 Crime and Disorder Functions and the Strong Communities Select Committee. This Committee:

- (a) may review and scrutinise decisions made or other actions taken in connection with the discharge of crime and disorder functions by Responsible Authorities under Sections 5 & 6 of the Crime & Disorder Act 1998. The Committee may make reports or recommendations to full Council or the Cabinet with respect to the discharge of crime and disorder functions, in which case it must provide a copy to each of the

Responsible Authorities and those co-operating persons and bodies referred to in the Police & Justice Act 2006;

- (b) must consider any local crime and disorder matter (as defined by Section 19 of the Police & Justice Act 2006 (included on the agenda for the meeting where the matter has been referred to the Committee by a member of the Council)). It must consider whether to make a report or recommendations to full Council and/or the Cabinet with respect to that local crime and disorder matter, having regard to any representations made by the member concerned. If the Committee decides not to make a report or recommendations it must notify the member concerned of its decision and the reasons for it. If the Committee does make a report or recommendations to full Council and/or Cabinet then it must provide a copy of the report or recommendations to the member concerned and such of the Responsible Authorities and co-operating persons or bodies, as it thinks appropriate;
- (c) whenever it provides a copy of the report or recommendations to a Responsible Authority or a co-operating person or body, must remind that authority/body of its statutory duty to have regard to the report or recommendations in exercising its functions, to consider the report or recommendations and to respond to the Committee indicating what (if any) actions that person or body proposes to take.

- 8.3.4 Annual Report. The Select Committees may report annually to the Full Council on their workings.
- 8.3.5 Head of Democratic Services. One of the roles of the Head of Democratic Services under section 8 of The Local Government (Wales) Measure 2011 is to promote the role of the Council's Select Committees and to promote support and guidance to Council Members and Officers generally about the functions of the Select Committees.
- 8.3.6 Membership. All Councillors except Members of the Cabinet may be Members of the Select Committees. However, no Member may be involved in scrutinising on decisions in which they have been directly involved.
- 8.3.7 Co-Optees. Each Select Committee shall be entitled to recommend to Council the appointment of a maximum of 5 people as non-voting co-optees. In exercising or deciding whether to exercise a co-option, the Authority must, under section 76 of the The Local Government (Wales) Measure 2011, have regard to guidance given by the Welsh Ministers and comply with directions given by them.
- 8.3.8 Education Representatives. The Children and Young People Select Committee shall include in its Membership voting representatives of religious faiths and of parent governors, as required by law and guidance from the Senedd.
- 8.3.9 Crime and Disorder Representatives. In discharging its crime and disorder functions, the Strong Communities Select Committee may co-opt officers, employees or members of Responsible Authorities or Co-operating Persons or Bodies (as defined by section 5 of the Crime and Disorder Act 1998.) Co-optees cannot be members of the Council's Executive and no co-optee is entitled to vote, unless the Committee allows it. Co-optees may be appointed for a particular matter or type of matter and membership may be withdrawn at any time by the Committee.
- 8.3.10 Chairs. The arrangements included in sections 66-75 of the Local Government (Wales) Measure 2011 will be followed for appointing persons to chair Select Committees.
- 8.3.11 Role of the Chair and the Select Committees. The role of the Chair of the Select Committees will be essential in implementing the new method of working. The Chairs will liaise with the Cabinet and supervise the Work Programme and identify cross cutting themes arising from the various Select Committees. In summary, therefore, the Chair will:
  - (a) be accountable for delivering the new way of working for scrutiny;

- (b) will meet regularly to monitor Work Programmes; and
- (c) will liaise with the Cabinet on issues affecting the Scrutiny Work Programme.

8.3.12 Work Programme. The Select Committees will be responsible for setting their own Work Programme and in doing so they should take into account wishes of Members who are not Members of the largest political group on the Council. It may also consider urgent and unforeseen matters not included in the Work Programme.

8.3.13 Meetings. The Select Committees will have 8 meetings a year, with the exception of the Public Services Select Committee that meets 4 times a year. Extraordinary meetings may be called from time to time in order to deal with call-ins (Select Committee Procedure Rules) where the Chair of a Select Committee agrees it is necessary for that Select Committee to consider the called in decision before the Select Committee's next programmed meeting. The quorum of a Select Committee will be 3 Members.

8.3.14 Joint Select Committees. Under s58 of The Local Government (Wales) Measure 2011, regulations may be made to permit 2 or more local authorities to appoint a joint Select Committee. This is set out in the Local Authority (Joint Overview and Scrutiny) (Wales) Regulations 2012.

8.3.15 Proceedings of select committees. Select committees will conduct their proceedings in accordance with the Select Procedure Rules set out in Part 4 of this Constitution.

## **9 THE EXECUTIVE (CABINET)**

### **9.1 Introduction**

9.1.1 The Cabinet is appointed to carry out all of the Council's functions which are not the responsibility of any other part of the Council, whether by Law or under this Constitution.

### **9.2 Form and Composition of the Cabinet**

9.2.1 The Cabinet will consist of:

- (a) the Leader of the Council (the "Leader"); and
- (b) at least 2 but not more than 9 other Councillors appointed to the Cabinet by the Leader.

### **9.3 Leader**

9.3.1 Election. The Leader will be a Councillor elected to the position of Leader by the Council.

9.3.2 Term of Office. The Leader is appointed on an annual basis at the annual meeting of the Council until:

- (a) they resign from the office by writing to the Chair; or
- (b) they are suspended from being a Councillor or from being Leader or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (c) they are no longer a Councillor; or
- (d) they are removed from office by resolution of the Council; or
- (e) the day of the next regular election.

9.3.3 Role of the Leader. The Leader will Chair meetings of the Cabinet and determine the portfolios of Members of the Cabinet. Further information is contained in the Executive Procedure Rules.

#### **9.4 Deputy Leader**

9.4.1 The Leader will appoint up to 2 Deputy Leaders, one of whom to act as Leader in the Leader's absence. Deputy Leaders will hold that position until:

- (a) they resign from the office by writing to the Leader; or
- (b) they are suspended from being a Councillor or from being Leader or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (c) they are no longer a Councillor; or
- (d) the day of the next regular election.

The Leader may remove the Deputy Leaders from Office at any time.

9.4.2 The Deputy Leader may exercise all of the functions of the Leader where the position is vacant or where the Leader is absent or otherwise unable to act. For the avoidance of doubt the Leader may, at their absolute discretion and at any time remove and/or appoint any member of the Council as deputy leader for this purpose.

#### **9.5 Other Cabinet Members**

9.5.1 Other Cabinet Members will be Councillors elected to the position of Cabinet Member by the Leader. Each Cabinet Member shall hold office until:

- (a) they resign from that office by writing to the Leader; or
- (b) they are removed from that office by the Leader upon such notice (if any) as the Leader considers appropriate; or
- (c) they are suspended from being a Councillor or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (d) they are no longer a Councillor; or
- (e) the day of the next regular election.

9.5.2 The Leader may at any time appoint a Cabinet Member to fill any vacancies.

#### **9.6 Delegation of Functions**

9.6.1 The Leader may exercise Executive Functions themselves or may otherwise make arrangements to delegate responsibility for their discharge. The Leader may delegate Executive Functions to:

- (a) the Cabinet as a whole;
- (b) a Committee of the Cabinet (comprising executive Members only);
- (c) an individual Cabinet Member;
- (d) a joint committee;
- (e) another local authority or the executive of another local authority;

(f) a delegated Officer.

## 9.7 Rules of Procedure and Debate

9.7.1 The proceedings of the Cabinet shall take place in accordance with the Executive Procedure Rules in [Section 30](#) below.

## 10 REGULATORY COMMITTEES

### 10.1 Regulatory and other committees

10.1.1 The Council will appoint committees in accordance with the below table:

Committee	Membership
Planning	16
Licensing and Regulatory	12
Standards	3 Members of Council (other than the Leader) 1 Town/Community Council co-optee Up to 5 Independent Members (co-optees with no Council nexus)
Democratic Services	12
Audit	11 1 lay member
Investment Committee	Leader Deputy Leader Cabinet Member for Resources Leaders of the 2 next largest Groups
Standing Advisory Council on Religious Education	<p>SACRE shall consist of representation from:</p> <ul style="list-style-type: none"> <li>- Christian denominations and other religions and religious denominations, to broadly reflect the proportionate strength of the denomination in the area. It is recognised that there will be occasions when the interests of efficiency override the requirement for directly proportionate representation;</li> <li>- Such associations representing teachers as, in the opinion of the authority, ought to be represented; and</li> <li>- The local education authority.</li> </ul> <p>It may also appoint co-opted members if required although these members have no voting rights.</p> <p>It is for the LEA to appoint the members of the three groups.</p> <p>Each group has a single vote on any matter to be decided by SACRE.</p> <p>It is open to the authority to appoint the chairperson, or to allow a SACRE to appoint its own chair from its members.</p> <p>Composition:</p> <p>LEA - 6 places representing Monmouthshire County Council</p> <p>Religions and denominations - 12 places:</p> <p>Representing the Church in Wales (1) Representing the Roman Catholic Church (1) Representing the Free Church Council (4) Representing the Bahai'i Faith (1) Representing the Buddhist Faith (1)</p>

	<p>Representing the Hindu Faith (1)  Representing the Muslim Faith (1)  Representing the Jewish Faith (1)  Representing the Sikh Faith (1)</p> <p>Representing the Teachers Associations 7 places</p> <p>Co-opted Members 2 places</p> <p>Membership of WASACRE</p> <p>Monmouthshire SACRE is a member body of the Welsh Association of SACREs. Four SACRE representatives are nominated for attendance at WASACRE but these may be substituted as required.</p> <p>The RE Adviser to SACRE shall act for the LEA at WASACRE meetings.  Supply cover and travel expenses will be paid to teacher representatives attending meetings.</p> <p>Religious representatives may claim expenses from their respective organisations.</p> <p>Any member who has not attended three consecutive meetings without apology will lose the right to his/her place.  Supply cover will be paid for teachers' attendance at meetings.  Religious representatives may claim expenses from their respective organisations.</p>
<p>Joint Advisory Group</p>	<p>9 County Council Members  Employee representatives nominated by the TUs (including teaching employees); numbers will be determined by the TUs  Chair - Cabinet Member responsible for personnel  Vice Chair – Cabinet Member responsible for lifelong learning  Head of People or nominated representative as advisor  Officers and Officials as required by Members of the Committee</p>

## 10.2 The Audit Committee

- 10.2.1 The Council will appoint an audit committee to discharge the functions described in Part 3 of this Constitution and in accordance with sections 81-87 of The Local Government (Wales) Measure 2011.
- 10.2.2 The Committee shall comprise of Councillor Members (being at least two thirds of the Membership) and at least one Member who is not a Member of the Council (lay Member) and no more than one Member of the Cabinet (which Cabinet Member must not be the Leader).
- 10.2.3 The Chair of the Audit Committee is appointed by it and cannot be a Member of the Cabinet but can be a lay Member and can only be a Member of an executive group if there are no opposition groups.
- 10.2.4 Members of the Audit Committee may vote on any matter that falls to be decided by the Committee.

## 10.3 The Democratic Services Committee

- 10.3.1 The Council will appoint a Democratic Services Committee to discharge the functions described in Part 3 of this Constitution

10.3.2 The Committee shall comprise of Councillor Members but no more than one Member of the Cabinet (which Cabinet Member must not be the Leader).

10.3.3 The Chair of the Democratic Services Committee is appointed by Full Council and must not be a Cabinet Member.

#### **10.4 Other Committees and Sub-Committees**

10.4.1 The Council will appoint such other Committees as it considers appropriate to the exercise of its functions. These will include a Planning and Licensing Committee.

10.4.2 Any Committee appointed by the Council may at any time appoint additional Sub-Committees and panels throughout the year. The terms of reference and delegation of powers to them shall be explicit and within the appointment Committee's terms of reference.

#### **10.5 Rules of Procedure and Debate**

10.5.1 The Council Procedure Rules in Part 4 will apply.

### **11 THE STANDARDS COMMITTEE**

#### **11.1 Composition**

11.1.1 Membership. The Standards Committee will be composed of 9 members. Its membership will include:

- (a) 5 independent members, who are not either a councillor or an officer or the spouse of a councillor or an officer of this council or any other relevant authority as defined by the Act, appointed in accordance with the procedure set out in the Standards Committees (Wales) Regulations 2001 (as amended);
- (b) 3 county councillors other than the Leader and not more than one member of the executive;
- (c) one member of a town or community council wholly or mainly in the Council's area (a 'community committee member').

11.1.2 Term of office:

- (a) independent members are appointed for a period of not less than 4 nor more than 6 years and may be reappointed for one further consecutive term not exceeding 4 years;
- (b) members of the local authority who are members of the Standards Committee will have a term of office of no more than 5 years or the period until the next ordinary local government election following their appointment, whichever is the shorter. They may be reappointed for one further term;
- (c) a community committee member will have a term of office of no more than 5 years or the period until the next ordinary local government election following their appointment, whichever is the shorter. They may be reappointed for one further term.

11.1.3 Quorum. A meeting of the standards committee shall only be quorate when:

- (a) at least 3 members, including the Chairman, are present, and
- (b) at least half the members present (including the Chairman) are independent members.

- 11.1.4 Voting. Independent members and community committee members will be entitled to vote at meetings.
- 11.1.5 Community committee members. A community committee member shall not take part in the proceedings of the standards committee when any matter relating to their town or community council is being considered.
- 11.1.6 Chairing the Committee:
- (a) only an independent member of the standards committee may be the Chairman;
  - (b) the Chairman will be elected by the members of the standards committee for a period not exceeding one year. The Chairman is eligible for re-election;
  - (c) the election of a Chairman will be the first item of business for the standards committee at the commencement of each municipal year.

## **11.2 Role and Function**

11.2.1 The Standards Committee will have the following roles and functions:

- (a) promoting and maintaining high standards of conduct by councillors, co-opted members and church and parent governor representatives;
- (b) assisting the councillors, co-opted members and church and parent governor representatives to observe the Members' Code of Conduct;
- (c) advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) monitoring and from time to time reviewing the operation of the Members' Code of Conduct and protocols which apply to members of the Council, employees, contractors and other parties or organisations associated with Council activity;
- (e) advising, training or arranging to train councillors, co-opted members and church and parent governor representatives on matters relating to the Members' Code of Conduct;
- (f) granting dispensations to councillors, co-opted members and church and parent governor representatives from requirements relating to interests set out in the Members' Code of Conduct;
- (g) dealing with any reports from a case tribunal or interim case tribunal, and any report from the Monitoring Officer on any matter referred to that officer by the Public Services Ombudsman for Wales;
- (h) mentoring and supporting the Council's Monitoring Officer in the discharge of their role;
- (i) receiving and investigating (where statute permits) reports and complaints relating to the Members' Code of Conduct and protocols approved by the Council from time to time;
- (j) the exercise of (a) to (i) above in relation to the town and community councils wholly or mainly in its area and the members of those town and community councils.

## **12 AREA COMMITTEES AND FORUMS**

### **12.1 Area committees**



- 12.1.1 In order to bring discussion of council affairs closer to the community the Council may appoint area committees as it sees fit, if it is satisfied that to do so will ensure improved service delivery in the context of best value and more efficient, transparent and accountable decision making.
- 12.1.2 The Council has established 4 Area Committees with the following roles and functions:
- (a) to help the Council shape major proposals affecting the area and to advise the Council about the implications for the area of its objectives, plans and policies;
  - (b) to ensure properly co-ordinated services on a local level;
  - (c) to encourage effective collaboration with public, private and voluntary sector partners locally to help the Council meet the aspirations of local people;
  - (d) to provide a forum for views of local communities and to encourage discussions and debate on matters of particular relevance to the area;
  - (e) to make decisions on matters within the area that have been delegated by the Executive provided those decisions are within the Council's overall policies and budgetary allocations and do not adversely affect other areas of Monmouthshire.
- 12.1.3 Additional Representation. Each Area Committee may identify and agree 'communities of interest' within its area from which a representative may be invited to participate at meetings of the committee. Such invitees will not be co-opted members of the committee but may speak (not vote) on matters whenever the press and public are able to attend.

## **13 JOINT ARRANGEMENTS**

### **13.1 Arrangements to promote well being**

- 13.1.1 The Council or the executive, in order to promote the economic, social or environmental well-being of its area, may:
- (a) enter into arrangements or agreements with any person or body;
  - (b) co-operate with, or facilitate or co-ordinate the activities of, any person or body; and
  - (c) exercise on behalf of that person or body any functions of that person or body.

### **13.2 Joint arrangements**

- 13.2.1 The Council may establish joint arrangements with one or more local authorities and/or their executives to exercise functions which are not executive functions in any of the participating authorities, or advise the Council. Such arrangements may involve the appointment of a joint committee with these other local authorities.
- 13.2.2 The cabinet may establish joint arrangements with one or more local authorities to exercise functions which are executive functions. Such arrangements may involve the appointment of joint committees with these other local authorities.
- 13.2.3 Subject to 13.2.4 below, the executive may appoint executive members and non-executive members to a joint committee and the political balance requirements shall not apply to the appointment of such members;

13.2.4 The executive may appoint members to a joint committee from outside the executive where the joint committee has functions for only part of the area of the authority, and that area is smaller than two-fifths of the authority by area or population. In such cases, the executive may appoint to the joint committee any councillor who is a member for an electoral division which is wholly or partly contained within the area. The political balance requirements do not apply to such appointments.

13.2.5 Details of any joint arrangements including any delegations to joint committees will be found in the Council's scheme of delegations in Part 3 of this Constitution.

13.2.6 Details pertaining to the arrangements regarding to Combined Joint Committees will be taken from the Local Government and Elections Act 2021 and all subsequent regulations.

### **13.3 Access to information**

13.3.1 The Access to Information Rules in Part 4 of this Constitution apply.

13.3.2 If all the members of a joint committee are members of the executive in each of the participating authorities then its access to information regime is the same as that applied to the executive.

13.3.3 If the joint committee contains members who are not on the executive of any participating authority then the access to information rules in Part VA of the Local Government Act 1972 will apply.

### **13.4 Delegation to and from other local authorities**

13.4.1 The Council may delegate non-executive functions to another local authority or, in certain circumstances, the executive of another local authority.

13.4.2 The Executive may delegate executive functions to another local authority or the executive of another local authority in certain circumstances.

13.4.3 The decision whether or not to accept such a delegation from another local authority shall be reserved to the Council meeting.

### **13.5 Contracting Out**

13.5.1 The Council (for functions which are not executive functions) and the Executive may contract out to another body or organisation functions which may be exercised by an officer and which are subject to an order under section 70 of the Deregulation and Contracting Out Act 1994, or under contracting arrangements where the contractor acts as the Council's agent under usual contracting principles, provided there is no delegation of the Council's discretionary decision making.

## **14 OFFICERS**

### **14.1 Management structure**

14.1.1 The full Council may engage such staff (referred to as officers) as it considers necessary to carry out its functions.

14.1.2 Chief Officers. The full Council will engage persons for the following posts, who will be designated chief officers:

<b>Post</b>	<b>Functions and Responsibility</b>
Chief Executive (Head of Paid Service)	Corporate management and operational responsibility including overall management responsibility for all Officers. Adviser to the Council on general policy.

	<p>The provision of professional and impartial advice to all parties in the decision making process to the Cabinet, to Select Committees, the Full Council and other Committees).</p> <p>Together with the Head of Democratic Services, responsibility for a system of record keeping for all the Authority's decisions (executive or otherwise).</p> <p>Representing the Authority on partnership and external bodies (as required by statute or the Council)</p> <p>Service to the whole Council, on a politically neutral basis</p>
Chief Officer Resources	<p>People Services</p> <p>Commercial, Property and Facilities</p> <p>Finance</p> <p>Digital</p> <p>Business Planning and Redesign</p>
Chief Officer Social Care, Safeguarding and Health	<p>Older Persons, Mental Health Service, Learning disabilities, Adults with disabilities, Children's Services including Safeguarding, Children who are Looked After and children in need, youth offending, adoption and fostering.</p> <p>Regulatory Services</p> <p>Public Protection</p>
Chief Officer Children and Young People	<p>Education Services including schools and continuing education</p> <p>Youth Services</p>
Chief Officer Enterprise	<p>Placemaking, Housing, Highways and Flood</p> <p>Enterprise, Strategic Procurement and Community Animation</p> <p>Neighbourhood Services</p> <p>Facilities and Fleet</p> <p>Strategic Projects</p>

14.1.3 Statutory Roles. The Council will designate the following posts with the statutory roles as shown:

<b>Post</b>	<b>Designation</b>
Chief Executive	Head of Paid Service
Head of Law	Monitoring Officer
Head of Finance	S151 Officer
Head of Policy and Governance	Head of Democratic Services

14.1.4 Such posts will have the functions described at 14.2-14.5 below.

14.1.5 Structure. The Head of Paid Service will determine and publicise a description of the overall departmental structure of the Council showing the management structure and deployment of officers.

## **14.2 Functions of the Head of Paid Service**

14.2.1 Discharge of functions by the Council. The Head of Paid Service will report to full Council on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of officers.

14.2.2 Restrictions on functions. The Head of Paid Service may not be the Monitoring Officer or the Head of Democratic Services but may hold the post of s151 Officer if a qualified accountant.

### **14.3 Functions of the Monitoring Officer**

14.3.1 Maintaining the Constitution. The Monitoring Officer will maintain an up-to-date version of the Constitution and will ensure that it is widely available for consultation by members, staff and the public.

14.3.2 Ensuring lawfulness and fairness of decision making. After consulting with the Head of Paid Service and s151 Officer, the Monitoring Officer will report to the full Council or to the Executive in relation to an executive function, if they consider any proposal, decision or omission would give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.

14.3.3 Supporting the Standards Committee. The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee.

14.3.4 Receiving reports. The Monitoring Officer will receive and act on reports made by the Ombudsman and decisions of the case tribunals.

14.3.5 Conducting investigations. The Monitoring Officer will conduct investigations into matters referred by the Ombudsman and make reports or recommendations in respect of them to the Standards Committee.

14.3.6 Proper officer for access to information. The Monitoring Officer will ensure that Executive decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible.

14.3.7 Advising whether decisions of the Executive are within the budget and policy framework. The Monitoring Officer will advise whether decisions of the Executive are in accordance with the budget and policy framework.

14.3.8 Providing advice. The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors.

14.3.9 Restrictions on posts. The Monitoring Officer cannot be the Chief Finance Officer or the Head of Paid Service.

### **14.4 Functions of the s151 Officer**

14.4.1 Ensuring lawfulness and financial prudence of decision making. After consulting with the Head of Paid Service and the Monitoring Officer, the s151 Officer will report to the full Council or to the Executive in relation to an Executive function and the Council's external auditor if he or she considers that any proposal, decision or course of action will involve incurring unlawful expenditure, or is unlawful and is likely to cause a loss or deficiency or if the Council is about to enter an item of account unlawfully.

14.4.2 Administration of financial affairs. The s151 Officer will have responsibility for the administration of the financial affairs of the Council.

14.4.3 Contributing to corporate management. The s151 Officer will contribute to the corporate management of the Council, in particular through the provision of professional financial advice.

- 14.4.4 Providing advice. The s151 Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors and will support and advise councillors and officers in their respective roles.
- 14.4.5 Give financial information. The Chief Finance Officer will provide financial information to the media, members of the public and the community.
- 14.4.6 Advising whether Decisions of the Cabinet are within the Budget and Policy Framework. The s151 Officer will, in conjunction with the Monitoring Officer, advise whether decisions of the Cabinet are in accordance with the Budget and Policy Framework.
- 14.4.7 Restrictions on Posts. The s151 Officer cannot be the monitoring officer or the Head of Democratic Services.

#### **14.5 Functions of the Head of Democratic Services**

- 14.5.1 Provide support and advice to the authority in relation to its meetings. The function of providing advice about whether or how the authority's functions should be, or should have been exercised, only applies to advice concerning the functions of the Select Committees and Democratic Services Committee.
- 14.5.2 Provide support and advice to committees of the authority and the members of those committees. Advice to a Member does not include advice in connection with their role as an executive Member and does not include advice about a matter being or to be considered at a meeting (other than a meeting of a Select Committees or Democratic Services Committee.)
- 14.5.3 Provide support and advice to any joint committee which a local authority is responsible for organising and the members of that committee, not including advice about a matter being or to be considered at that meeting.
- 14.5.4 Promote the role of the authority's Select Committees.
- 14.5.5 Provide support and advice in relation to the functions of the authority's Select Committees to each of the following:
- (a) members of the authority;
  - (b) members of the executive of the authority;
  - (c) officers of the authority.
- 14.5.6 Make reports and recommendations in respect of any of the following:
- (a) the number and grades of staff required to discharge democratic services functions;
  - (b) the appointment of staff to discharge democratic services functions;
  - (c) the organisation and proper management of staff discharging democratic services functions;
  - (d) such other functions as may be prescribed by law.
- 14.5.7 Restrictions on Post. The Head of Democratic Services cannot be the Head of Paid Service, Monitoring Officer (until legislative change in 2022) or the s151 Officer.

#### **14.6 Duty to provide sufficient resources to the Monitoring Officer, s151 Officer and Head of Democratic Services**

14.6.1 The Council will provide the Monitoring Officer, s151 Officer and Head of Democratic Services with such officers, accommodation and other resources as are in their opinion sufficient to allow their duties to be performed.

#### **14.7 Conduct**

14.7.1 Officers will comply with the Officers' Code of Conduct and the Protocol on Officer/Member Relations set out in Part 5 of this Constitution.

#### **14.8 Employment**

14.8.1 The recruitment, selection and dismissal of officers will comply with the Officer Employment Rules set out in Part 4 of this Constitution.

#### **14.9 Information Available to Officers**

14.9.1 The Monitoring Officer, the s151 Officer and the Head of Paid Service may see any papers or records held by any part of the Council or its Officers. Other Officers may see any information held by the Council provided:

- (a) they need to see the information to do their job; and
- (b) that information is processed lawfully in accordance with the Data Protection Act 2018 and GDPR.

### **15 DECISION MAKING**

#### **15.1 Responsibility for decision making**

15.1.1 The Council will issue and keep up to date a record of what part of the Council or individual has responsibility for particular types of decisions or decisions relating to particular areas or functions. This record is set out in Part 3 of this Constitution.

#### **15.2 Principles of decision making**

15.2.1 All decisions of the Council will be made in accordance with the following principles:

- (a) proportionality (i.e. the action must be proportionate to the desired outcome);
- (b) due consultation and the taking of professional advice from officers;
- (c) respect for human rights;
- (d) in accordance to the access to information procedure with a presumption in favour of openness;
- (e) clarity of aims and desired outcomes;
- (f) on the basis of merit and in the public interest; and
- (g) taking into consideration all relevant statutes including the Equality Act 2010 and the Wellbeing of Future Generations (Wales) Act 2015.

15.2.2 An explanation of the reasons for the decision, a record of any personal interest declared and any dispensation to speak granted by the authority's standards committee and details of consultation will be included in the record of each executive decision.

#### **15.3 Decision Making by Full Council**

15.3.1 Decisions relating to the functions listed in para 6.2.1 will be made by the full Council and not delegated.

15.3.2 The Council meeting will follow the Council Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.4 Decision making by the Executive**

15.4.1 The executive will follow the Executive Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.5 Decision making by select committees**

15.5.1 Select committees will follow the Select Committee Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.6 Decision making by other committees and sub-committees established by the Council**

15.6.1 Council committees and sub-committees will follow those parts of the Council Procedures Rules set out in Part 4 of this Constitution as apply to them

#### **15.7 Decision making by Council bodies acting as tribunals**

15.7.1 The Council, a councillor or an officer acting as a tribunal or in a quasi-judicial manner or determining/considering (other than for the purposes of giving advice) the civil rights and obligations or the criminal responsibility of any person will follow a proper procedure which accords with the requirements of natural justice and the right to a fair trial contained in Article 6 of the European Convention on Human Rights.

### **16 FINANCE, CONTRACTS AND LEGAL MATTERS**

#### **16.1 Financial management**

16.1.1 The management of the Council's financial affairs will be conducted in accordance with the financial rules set out in Part 4 of this Constitution.

#### **16.2 Contracts**

16.2.1 Every contract made by the Council will comply with the Contracts Procedure Rules set out in Part 4 of this Constitution.

#### **16.3 Legal proceedings**

16.3.1 The Head of Law is authorised to institute, defend or participate in any legal proceedings in any case where such action is necessary to give effect to decisions of the Council or in any case where the Head of Law considers that such action is necessary to protect the Council's interests. The Head of Law has delegated powers to authorise Officers to appear in Court on the Council's behalf.

#### **16.4 Authentication of documents**

16.4.1 Where any document is necessary to any legal procedure or proceedings on behalf of the Council, it will be signed by the Head of Law or other person authorised by them, unless any enactment otherwise authorises or requires, or the Council has given requisite authority to some other person.

- 16.4.2 Any contract with a value exceeding £25,000 entered into on behalf of the Council in the course of the discharge of an executive function shall be made in writing. Such contracts must either be signed in accordance with the Council's Contract Procedure Rules at Part 4 or made under the common seal of the council.
- 16.4.3 In addition to any other person who may be authorised by resolution of the Council, the Proper Officer for the purposes of authentication of documents under the Local Government Acts shall be:
- (a) the Chief Executive;
  - (b) the Monitoring Officer;
  - (c) the Head of Law;
  - (d) any Chief Officer of the Council concerned with the matter to which the document relates; or,
  - (e) any Officer authorised in writing by such Chief Officer.

## **16.5 Common Seal of the Council**

- 16.5.1 The Common Seal of the Council will be kept in a safe place in the custody of the Head of Law. A decision of the Council, or of any part of it, will be sufficient authority for sealing any document necessary to give effect to the decision. The Common Seal will be affixed to those documents which in the opinion of the Head of Law should be sealed. The affixing of the Common Seal will be attested by one of: an elected Member, the Head of Law or some other person authorised by them.

## **17 REVIEW AND REVISION OF THE CONSTITUTION**

### **17.1 Duty to Monitor and Review the Constitution**

- 17.1.1 The Monitoring Officer will monitor and review the operation of the Constitution to ensure that the aims and principles of the Constitution are given full effect. This is set out in Part One.
- 17.1.2 The s151 Officer shall be responsible for keeping under review the Financial Regulations set out in Part 4 of the Constitution and shall make any necessary amendments and revisions as are required from time to time. The s151 Officer shall report any amendments made to Part 4 to Council within 12 months of minor changes for noting.

## **18 SUSPENSION, INTERPRETATION AND PUBLICATION OF THE CONSTITUTION**

### **18.1 Suspension of the Constitution**

- 18.1.1 Limit to suspension. The Articles (Part 2) of this Constitution may not be suspended. Any of the Procedure Rules (Part 4) contained in the Constitution may be suspended by the full Council to the extent permitted within those Rules and the law.
- 18.1.2 Procedure to suspend. A motion to suspend any rules will not be moved without notice unless at least one half of the whole number of councillors is present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in Part 1.
- 18.1.3 Rules capable of suspension. The following Rules may be suspended in accordance with 18.1.1:
- (a) the Rules of Procedure relating to meetings of the Council, the Executive, Committees and Sub-committees;



- (b) Financial Procedure Rules;
- (c) Contract Procedure Rules.

## **18.2 Interpretation**

18.2.1 The ruling of the Chairman of council as to the construction or application of this Constitution or as to any proceedings of the Council shall not be challenged at any meeting of the Council. Such interpretation will have regard to the purposes of this Constitution contained in Part 1.

## **18.3 Publication**

18.3.1 The Monitoring Officer will ensure that copies of this Constitution are available for inspection at Council offices and on the Council's website.

18.3.2 The Monitoring Officer will give a printed or (upon request) an electronic copy of this Constitution to each Member of the Council upon delivery to them of that individual's declaration of acceptance of office on the Member first being elected to the Council and thereafter ensure that an up to date version is available for inspection and published on the Council's website.

18.3.3 The Monitoring Officer will ensure that the Constitution is updated as necessary in accordance with Article 17.3.

## PART 3 – RESPONSIBILITY FOR FUNCTIONS

### 19 INTRODUCTION TO FUNCTIONS

#### 19.1 Purpose

19.1.1 Part 3 – Responsibility for Functions is designed to set out who is responsible for making decisions in Monmouthshire County Council. It should be read in conjunction with the guidance in Section 15 Decision Making.

#### 19.2 Who can be Decision Makers?

19.2.1 Under this constitution, there are a number of different decision makers:

- (a) Full Council;
- (b) Committee or Sub-Committee of the Council;
- (c) the Executive Leader;
- (d) the Executive (Cabinet);
- (e) a Committee of Cabinet;
- (f) an individual Cabinet Member;
- (g) a Joint Committee;
- (h) an Officer.

19.2.2 The Council must issue and keep up to date a record of which individual has responsibility for particular types of decisions. This is the purpose of Part 3.

#### 19.3 Executive Councils

19.3.1 Monmouthshire County Council is an Executive authority with a Leader elected by the Council (as opposed to, for example, having a directly elected Mayor). This is the most common form of Local Government in Wales.

19.3.2 Under this system, decisions and functions fall by default to the Executive as established by Part II of the Local Government Act 2000. However, this does not make the Executive supreme, and subsequent legislation such as the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 and its subsequent amendments provide further detail on what functions have to sit with the Executive, what functions must not sit with the Executive, and what functions are left to individual Local Authorities to decide where they wish them to sit.

#### 19.4 Functions

19.4.1 Given the legislative structure referred to at 19.3.2, Functions fall into the following categories.

19.4.2 Functions of the Full Council. The Council is the supreme decision-making body and may, with some exceptions, exercise any of the functions vested in the Council by Law. It may also delegate many of those functions to a Committee, Sub-Committee or Officer. The functions that may only sit with Full Council are set out in Section **Error! Reference source not found..**

- 19.4.3 Non-Executive Functions. These are functions which, by law, may not be the responsibility of the Cabinet. In some cases, only the Full Council meeting may take the decision. In other cases, the Council may delegate the responsibility for taking the decision to a Committee (who may further sub-delegate) or an Officer.
- 19.4.4 'Local Choice' Functions. There are some functions which the Council may treat as being the responsibility of the Cabinet (in whole or in part) or as being non-executive, at its discretion. Again, these functions may be delegated to a Committee or an Officer.
- 19.4.5 Executive Functions. As per 19.3.2, all other functions not defined as falling under the above categories are Executive functions that may be delegated to individual Cabinet Members, Committees or Officers by the Leader.

## **19.5 Other Bodies**

- 19.5.1 Advisory Bodies. The Council and/or the Leader can also set up Advisory Committees and Joint Advisory Committees.
- 19.5.2 Select Committees. Select Committees are responsible for the overview and scrutiny function. They cannot exercise other functions and make decisions.
- 19.5.3 Officer Delegations. Officer delegations are also contained in this Section of the Constitution.
- 19.5.4 Joint Committees. Committees established in agreement with other authorities or bodies with a view to having decision making powers.

## **19.6 Removal of Delegation**

- 19.6.1 Where a function has been delegated, the body that delegated the function may withdraw the delegation generally or in any case and may exercise the function itself.
- 19.6.2 Where a function has been delegated, the decision maker is not required to exercise the delegation and may refer any matter to the body that made the delegation or any other body that has power to exercise the function.

## **19.7 Who May Exercise Officer Delegations?**

- 19.7.1 Where a function has been delegated to an Officer(s) ("delegated Officer(s)"), the decision may be taken in the name of (but not necessarily personally by) such delegated Officer(s) ("authorised Officer(s)") in accordance with arrangements made from time to time by such delegated Officer(s) for this purpose. The Officer with delegated powers can delegate to a third party unless that Officer is specifically restricted from doing so relevant to that specific power.
- 19.7.2 Where a function has been delegated, the body that delegated the function may withdraw the delegation generally or in any case and may exercise the function itself.
- 19.7.3 Where a function has been delegated, the decision maker is not required to exercise the delegation and may refer any matter to the body that made the delegation or any other body that has power to exercise the function.

## **20 FULL COUNCIL**

### **20.1 Functions Only to be Exercised by Full Council**

- 20.1.1 In accordance with sub-para 6.3.1 only the Full Council will exercise the following functions:
- (a) adopting and changing the Constitution;

- (b) approving or adopting the Corporate Plan, Policy Framework, the budget and any application to the Senedd in respect of any Housing Land Transfer;
- (c) subject to the urgency procedure contained in the Access to Information Procedure Rules, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;
- (d) appointing and removing the Leader;
- (e) agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
- (f) changing the name of the area or conferring the title of freedom of the County;
- (g) making or confirming the appointment of the Head of Paid Service and other Chief Officers;
- (h) making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Personal Bills;
- (i) all Local Choice Functions set out in this Constitution which the Council decides should be undertaken by itself rather than the Cabinet;
- (j) all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
- (k) appointing representatives to outside bodies unless the appointment has been delegated by the Council or is exercisable only by the Cabinet.

The policy framework includes the plans and strategies listed in Schedule 3 to the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 (as amended), together with such other plans and strategies which the Authority may decide should be adopted by the Council as a matter of local choice, as set out in this Constitution.

## 21 COMMITTEES OF COUNCIL

### 21.1 Committees

21.1.1 10.1.1 lists the Committees established by Council. Their responsibilities are:

Committee	Responsibilities
Planning	<p>1.Planning and conservation Functions relating to town and country planning and development management as specified in Schedule 1 to the Local Authorities Executive Arrangements (Functions and Responsibilities) (Wales) Regulations 2007 ('the Functions Regulations') save in relation to footpaths and bridleways</p> <p>2. Powers relating to the preservation of trees, the protection of important hedgerows and the power to make limestone pavement order.</p> <p>3. Review proposed development in accordance with the Council's Local Development Plan.</p>
Licensing and Regulatory	<p>All other functions and powers specified in Schedule 1 to the Functions Regulations, save in relation to the duty to determine licensing policy in accordance with the Licensing Act 2003, to approve the Authority's Statement of Accounts, to determine the affordable borrowing limit, to make</p>

	<p>arrangements for the proper administration of financial affairs, the approval of an annual investment strategy, the power to make Standing Orders, to appoint staff, to appoint Proper Officers and designate Head of Paid Service and Monitoring Officer and to consider adverse reports from the Public Services Ombudsman for Wales, all of which shall be reserved to full Council.</p> <p>All functions and powers specified in Schedule 4 to the Functions Regulations other than those listed herein as reserved to full Council or the Executive.</p> <p>To consider and approve or decline the making of any opposed under section 25 of Part III of the Highways Act 1980 (5) (creation of highways); section 116 – 120 of Part VIII of the Highways Act 1980 (stopping up and diversion of highways etc.); and section 53 of the Wildlife and Countryside Act 1981(11) (duty to keep definitive map and statement under continuous review)</p> <p>Along with the power to issue a site license in no-routine cases under the Mobile Homes (Wales) Act 2013.</p>
Standards	<p>As set out in Article 9.3</p> <p>Other functions:</p> <p>Functions relating to standards of conduct of members under any relevant provision of, or regulations made under, the Local Government Act 2000.</p> <p>Other functions delegated to the Committee by the Council in accordance with section 54(3) of the Local Government Act 2000, in accordance with any regulations made under that Act.</p>
Democratic Services	<p>To exercise the function of the local authority under section 8(1)(a) The Local Government (Wales) Measure 2011 (designation of head of democratic services).</p> <p>To review the adequacy of provision by the authority of staff, accommodation and other resources to discharge democratic services functions, and</p> <p>To make reports and recommendations to the authority in relation to such provision.</p> <p>To fully support the non-executive role of councillors.</p> <p>To undertake pieces of work aimed at improving the democratic function, in line with the ethos of the Local Government Measure 2011.</p> <p>To draw up a job description for elected members and improve clarity, transparency and public engagement.</p> <p>To review the ICT policy for members.</p>
Audit	<p>Ensure that there are effective relationships between external and internal audit, inspection agencies and other relevant bodies, and that the value of the audit process is actively promoted.</p> <p>Review the financial statements, external auditor's opinion and reports to members, recommend the adoption of the financial statements by full Council and monitor management action in response to the issues raised by external audit.</p> <p>Maintain an overview of the Council's constitution in respect of contract procedure rules and financial regulations.</p>

	<p>Make recommendations, as appropriate, to Cabinet and Council on any matters reported through the Audit Committee.</p>
<p>Investment</p>	<p>To make decisions on the acquisition, management and disposal of investment assets as prescribed in the Asset Investment Policy and the Asset Management Strategy.</p> <p>This involves the scrutiny and approval/refusal of business cases relating to the acquisition of land and property assets as well as wider investment opportunities or decisions in support of wider Council policies and in line with agreed evaluation criteria while being subject to annual performance reviews.</p>
<p>SACRE</p>	<p>To advise the Local Education Authority (LEA) upon matters connected with religious worship in county schools and religious education (RE) to be given in accordance with an agreed syllabus for the Authority.</p> <p>It can require the LEA to review the RE agreed syllabus and establish an agreed syllabus at a formal meeting called an Agreed Syllabus Conference.</p> <p>To consider any application made by a head teacher for their school to be released from the requirement that collective worship be wholly or mainly of a broadly Christian character for some or all of the pupils in that school (determination).</p> <p>The main role, therefore, is to support effective provision of collective worship, and religious education in accordance with the Agreed Syllabus.</p> <p>Each LEA should work with its SACRE to review the existing provision for RE and consider with the SACRE whether any changes need to be made in the Agreed Syllabus or in the support offered to schools.</p> <p>Similarly it should work with its SACRE to monitor the provision of daily collective worship and to consider with it any action which might be taken to improve provision.</p> <p>It is for the LEA to decide what matters it wishes to refer to its SACRE, but these should include methods of teaching, the choice of teaching material and the provision of teacher training.</p> <p>A SACRE is not confined to advising on matters referred to it by its LEA; it may offer advice on any matters related to its functions as it sees fit.</p> <p>The advice offered by a SACRE carries no statutory force. However, the LEA or school should always give careful consideration to advice offered.</p> <p>LEAs are encouraged to keep their SACRE fully informed on all matters relating to RE and collective worship in their schools. This should include, where appropriate, information on individual schools following inspection by Estyn.</p> <p>Annual Reports:</p> <p>SACRE must publish an annual report on its work. This should:</p> <ul style="list-style-type: none"> <li>- specify any matters on which it has advised the LEA;</li> <li>- broadly describe the nature on that advice; and</li> <li>- set out its reasons for offering advice on any matters which were not referred to it in the first place by the LEA.</li> </ul> <p>A copy of the annual report must be sent to DCELLS (by 30<sup>th</sup> December).</p> <p>LEAs are encouraged to send copies of the annual report to schools and local teacher training institutions.</p> <p>Monmouthshire SACRE normally meets each term (3 meetings per annum) but meetings can be arranged as required.</p>

	<p>The LEAs duty to convene a SACRE implies a duty to fund this body satisfactorily. The LEA should provide a clerk and sufficient funds for it to perform its functions.</p> <p>A review of the Agreed Syllabus must be carried within every five year period.</p>
Joint Advisory Group	<p>The function of the Joint Advisory Group will be to afford regular and full consultation, and where appropriate, negotiation, on all matters affecting employees of the County Council to make recommendations to the Cabinet and any other committee deemed to be appropriate.</p> <p>The agenda will be divided into 3 sections:</p> <ul style="list-style-type: none"> <li>- Part 1-Items of joint interest to teaching and non-teaching unions.</li> <li>- Part 2-Items of interest only to teaching unions.</li> <li>- Part 3-Items of interest only to non-teaching unions.</li> </ul> <p>The order of Parts 2 and 3 will alternate at each meeting.</p> <p>For items of joint interest (Part 1) the quorum of the Advisory Group shall comprise two members of the County Council and two representatives each of both the Teachers and LGE unions (total –six)</p> <p>For items under Parts 2 and 3, the quorum shall comprise two members of the County Council and two representatives only of the relevant group of unions (i.e. teaching or non-teaching )(total-four)</p> <p>No recommendation shall be made by the Group unless it is approved by a majority of the members present on each side of the Joint Advisory Group.</p>

## 22 LOCAL CHOICE FUNCTIONS

### 22.1 What are they?

22.1.1 As introduced at 19.3.2, an Executive led Council must abide by the rules set out in the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 as amended (there is a 2009 Regulation too for example).

22.1.2 These regulations define what matters must and mustn't sit with the Cabinet. What is left are known as 'Local Choice Functions', ie. it is up to that particular authority to decide what decision making should sit where. The table below sets out those matters for MCC.

22.1.3 Table:

Function	Body	Delegation
Any functions under a local Act other than a function specified or referred to in Schedule 1 of the Local Authorities executive arrangements (Functions and Responsibilities) (Wales) Regulations 2007 as amended	Executive	Relevant Cabinet Member
The determination of an appeal against any decision made by or on behalf of the authority (where a right of appeal exists)	Council	Appeals Panel
Functions in relation to the revision of decisions made in connection with claims for housing benefit and for appeals against such decisions under section 68 of and Schedule 7 to the Child Support, Pensions and Social Security Act 2000	Council	Monitoring Officer

The making of arrangements in relation to appeals against the exclusion of pupils in maintained schools under section 52 of the Education Act 2002	Executive	Monitoring Officer
The making of arrangements pursuant to section 94(1), (1A) and (4) of, and Schedule 24 to, the School Standards and Framework Act 1998 (admission appeals)	Executive	Monitoring Officer
The making of arrangements pursuant to section 95(2) of, the School Standards and Framework Act 1998 (children to whom section 87 applies: appeals by governing bodies)	Executive	Monitoring Officer
The making of appointments under paragraphs 2 to 4 (appointment of members by relevant councils) of Schedule 2 (police authorities established under section 3) to the Police Act 1996	Council	
The conducting of best value reviews in accordance with the provisions of any order for the time being having effect under section 5 (best value reviews) of the Local Government Act 1999	Executive following consultation with relevant Select Committee	
Any function relating to contaminated land	Landowner responsibility with Executive, otherwise Licensing and Regulatory Committee	Relevant Cabinet Member
The discharge of any function relating to the control of pollution or the management of air quality	Landowner responsibility with Executive, otherwise Licensing and Regulatory Committee	Relevant Cabinet Member
The Service of an abatement notice in respect of statutory nuisance	Executive	
The passing of a resolution that Schedule 2 to the Noise and statutory Nuisance Act 1993 should apply in the council's area	Executive	
The inspection of the authority's area to detect any statutory nuisance	Executive	
The investigation of any complaint as to the existence of a statutory nuisance	Executive	
The obtaining of information under section 330 of the Town and Country Planning Act 1990 as to interest in land	Executive	
The obtaining of particulars of persons interested in land under section 16 of the Local Government (Miscellaneous Provisions) Act 1976	The Executive and all non-executive committees in relation to their functions	All Chief Officers as appropriate
The appointment of any individual:	Council	



<p>(a) to any office other than an office in which he is employed by the authority;</p> <p>(b) to any body other than:</p> <p>(i) the authority;</p> <p>(ii) a joint committee of two or more authorities; or</p> <p>(c) to any committee or sub-committee of such a body</p> <p>and the revocation of any such appointment</p>		
<p>Power to make payment or provide other benefits in cases of maladministration etc</p>	Council	
<p>The discharge of any function by an authority acting as a harbour authority</p>	Licensing and Regulatory Committee	
<p>Functions in respect of the calculation of council tax base in accordance with any of the following:</p> <p>(a) the determination of an item for T in section 33(1) and 44(1) of the Local Government Finance Act 1992;</p> <p>(b) the determination of an amount for item TP in sections 34(3), 45(3) 48(3) and 48(4) of the Local Government Finance Act 1992;</p> <p>(c) the determination of an amount required for determining an amount for the item mentioned in paragraph (a) or (b) above.</p>	Executive	Relevant Cabinet Member
<p>Licensing functions in accordance with Part 2 of the Licensing Act 2003 except section 6</p>	Licensing and Regulatory Committee	
<p>Functions in respect of gambling in accordance with any of the following:</p> <p>(a) a resolution not to issue casino licenses in accordance with section 166 of the Gambling Act 2005 (c.19);</p> <p>(b) prescribing of fees in accordance with section 212 of the Gambling Act 2005;</p> <p>(c) making an order disapplying section 279 or section 282(1) of the Gambling Act 2005 in accordance with section 284 of the Gambling Act 2005;</p> <p>(d) authorised persons in accordance with section 304 of the Gambling Act 2005;</p> <p>(e) prosecutions by a licensing authority in accordance with section 346 of the Gambling Act 2005;</p> <p>(f) three-year licensing policy in accordance with section 349 of the Gambling Act 2005;</p>	Council	
<p>The determination of school organisation proposals under the School Standards and Organisation (Wales) Act 2013</p>	Executive	Relevant Cabinet Member

The regulation of sexual entertainment venues as per the Local Government (Miscellaneous Provisions) Act 1982 by Section 27 of the Policing and Crime Act 2009	Licensing and Regulatory Committee	
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## **23 EXECUTIVE**

### **23.1 What are they?**

23.1.1 These are the functions to be carried out by the Executive (Cabinet) on behalf of the authority. They are subject to the restrictions and obligations placed upon the Executive by the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 as amended.

### **23.2 The Functions**

23.2.1 References are made throughout this Constitution to matters that must be dealt with by Cabinet; these are not repeated here. The above legislation, and the general purpose of an Executive-led Council, is that matters not reserved to Council, allocated elsewhere via the Local Choice Functions table or prohibited from sitting with the Executive by legislation default to being an Executive matter and any desired delegation thereafter.

23.2.2 The list below therefore is not definitive nor exhaustive and, where doubt exists, the Monitoring Officer should be consulted.

### **23.3 Delegation of Functions**

23.3.1 Responsibility is delegated to each Executive Member for functions within the scope of their portfolio, provided a matter is:

- (a) within the policy framework or corporate policy;
- (b) is not in conflict, or does not compromise any existing or proposed policy;
- (c) has no corporate impact (does not apply to decisions within corporate portfolios);
- (d) is within approved budgets or within virement discretion;
- (e) is not considered (by the executive member or the Leader) to be too sensitive or controversial to be decided "within-portfolio";

and subject:

- (f) in all cases to the Leader being able to require any proposed decision to be taken by the Executive itself (where he/she judges this appropriate);
- (g) to the executive taking the final decision on joint arrangements, arrangements to provide well-being-partnership arrangements and delegations to other local authorities;
- (h) to the Executive itself making policy framework and byelaw recommendations to Council.

23.3.2 Providing the above criteria are met, cross-portfolio decisions may be made by individual Executive Members in respect of their responsibilities provided there is agreement between the Executive Member concerned on the cross-portfolio decisions to be taken. In the absence of this, the decisions will fall to the Executive.

23.3.3 Cabinet may delegate matters to an appropriate Officer as long as it is a matter within the remit of the Executive.

## **23.4 Executive Functions List**

23.4.1 The following list needs to be read in conjunction with the rest of Section 23:

- (a) to take any urgent decisions which are contrary or not wholly in accordance with the approved Budget or contrary to the Policy Framework;
- (b) to develop a medium term financial strategy, with priorities and targets, over a rolling three year period;
- (c) to prepare, agree and, if appropriate, consult on the Authority's plans, policies and strategies which do not form part of the Policy Framework;
- (d) to initiate and guide reviews of the Authority's Policy Framework;
- (e) to lead the integration of strategic objectives across the Authority;
- (f) to agree responses to consultation papers from the Government (including White and Green papers), from the Welsh Government, LGA, WLGA and all other bodies in respect of strategic policy;
- (g) to determine the response to reports from Select Committees;
- (h) to receive financial forecasts including the medium term financial strategy and the monitoring of financial information and indicators;
- (i) to recommend to the Council the annual budget, including the Capital and Revenue Budgets and the level of Council Tax;
- (j) to ensure that the annual budget is implemented and the underlying principles adhered to in any changes required from time to time and between annual budgets. This will include recommending to Council any changes to policy that will materially reduce or increase the services of the Authority or create significant financial commitments in future years;
- (k) to agree and oversee the Authority's overall policy in relation to grants to external bodies and to agree the Authority's strategy for the payment of grants;
- (l) to approve the purchase, sale or appropriation of land and buildings in any case where arrangements have not been made for discharge of the function by an officer;
- (m) to approve the letting or taking of a lease, tenancy or license of land and/or premises in any case where arrangements have not been made for discharge of the function by an officer;
- (n) to authorise the making of compulsory purchase orders except for compulsory purchase orders made in respect of single houses under Part II of the Housing Act 1985 and or the Acquisition of Land Act 1981;
- (o) to consider, at least annually, the level of reserves, provisions and balances held by the Authority and to make recommendations to Council where appropriate;
- (p) to approve writing-off of debts in any case where arrangements have not been made for discharge of the function by an officer;
- (q) to approve the write-off of stocks, stores and other assets in any case where arrangements have not been made for discharge of the function by an officer;

- (r) to approve revenue and capital budget virements or any inter-service virements where the purpose of the budget has been amended or in any case where arrangements have not been made for discharge of the function by an officer and within the Policy and Budgetary Framework and Financial procedure Rules;
- (s) to agree to the provision of new primary and secondary schools, nursery and special schools, and to provide sites for new, substituted or transferred voluntary schools;
- (t) to approve the publication of proposals for the closure or significant change or significant enlargement of schools and to enact the closure or change or enlargement of any schools once the agreement of the Welsh Government has been given when required;
- (u) to approve any arrangements for joint service provision with the National Health Service;
- (v) to approve the making of bids to the Welsh Government and other bodies for capital funding (except where these are within the Policy and Budgetary Framework);
- (w) to authorise the implementation of any capital project within the approved capital programme or fully funded via grant or s106 capital;
- (x) to consider the reports of external review bodies on matters of strategic service delivery;
- (y) to determine any matter delegated to an officer, where that officer considers it more appropriate for it to be dealt with by the Cabinet and it is not reserved to Full Council or prohibited for Executive decision by law;
- (z) to receive reports from appropriate officers of the Council, and/or Cabinet Members, on significant matters requiring consideration/decision, and/or proposals for new or amended policy and its implementation;
- (aa) to have discretion to seek the advice or comments, of a Select Committee or other relevant body, in relation to significant matters before making a decision.

## **24 OFFICERS**

### **24.1 Introduction**

- 24.1.1 The day-to-day operation of the Authority relies on myriad decisions on a vast spectrum of matters. In order to function properly, efficiently and effectively, the majority of these decisions sit with Officers appropriately trained, experienced and empowered to make them.
- 24.1.2 The following sections set out the general and specific (post by post) delegations of functions of Council and Cabinet to Officers in operation. It should be interpreted widely and in accordance with the parameters established in the general functions rather than narrowly.
- 24.1.3 This scheme operates under Sections 101, 151 and 270 of the Local Government Act 1972 and all other powers enabling the Council.
- 24.1.4 Any new functions which become the Council's responsibility will be included within this Scheme and the delegated authority of the Officer given or acquiring responsibility for those functions shall be automatically extended without the need for the full Council, or where appropriate the Leader, to amend the Scheme and if any doubt should arise as to which Officer is responsible for the function the Chief Executive shall decide.

24.1.5 Any powers or duties delegated to an officer may be exercised by his or her deputy or other persons duly authorised by that officer.

## **24.2 Definitions**

24.2.1 "Officer" means the holder of any post named in this scheme as having delegated powers and duties, and for the avoidance of doubt, the term "officer" shall be deemed to include any individual who is not an employee of the Council (for example, a locum, agency worker, specialist consultant, joint manager appointed with another organisation or similar) who is engaged by the Council to take responsibility for discharging the delegated powers and duties concerned, unless legislation provides that the relevant power or duty can only be carried out by an employee of the authority.

24.2.2 "Chief Officer" has the meaning within the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended).

24.2.3 The following terms shall be regarded as conferring delegated powers:

To administer, agree, allocate, appoint, approve, authorise, be responsible, carry out, consider recommendations, control and develop, deal with, decide, determine, discharge, ensure, exercise, grant, identify, initiate and carry out, interview, issue, keep under review, make, make decisions, review, settle, undertake, waive.

24.2.4 For the avoidance of doubt, unless otherwise indicated, the words "to approve", "to issue", "to appoint" and all other such words mentioned in paragraph 1 above shall be construed having a negative as well as a positive meaning.

24.2.5 References to any Act or Regulation shall include any statutory extension or modification, amendment or re-enactment of the same.

24.2.6 References to an Act shall include any regulations made under it.

## **24.3 Obligations**

24.3.1 Officers should keep appropriate Cabinet Members properly informed of activity arising within the scope of these delegations.

24.3.2 Officers should, where appropriate, consult with or inform any local Member(s) that may be affected by a decision.

24.3.3 Officers should inform or consult with their line manager as appropriate.

24.3.4 Officers should also inform those listed above of any significant delays to agreed schemes or projects.

24.3.5 When taking, or considering taking, delegated decisions all officers must have regard to the following questions and whether they need to inform/consult as above:

- (a) Does the decision involve significant expenditure to the service budget, or wider Council budget?

- (b) Does the decision affect the reputation of the service and/or Council?
- (c) Is the decision significant with regard to one or more wards?
- (d) Does the decision carry a significant risk to the service or wider Council?
- (e) Does the decision impact reputationally or financially on service users, partner organisations or committees outside the Council?

#### **24.4 Overall Limitations**

24.4.1 This scheme does not delegate to officers:

- (a) any matter reserved to full Council;
- (b) any matter which by law may not be delegated to an officer;
- (c) any matter expressly withdrawn from delegation by this scheme or at any time by the Cabinet.

24.4.2 Officers cannot make decisions which:

- (a) make, amend or are not in accordance with the budget and policy framework;
- (b) review Council performance;
- (c) set or change policy and associated service standards set by the Council or the Cabinet;
- (d) set overall service budgets;
- (e) respond to formal central government consultation in respect of strategic policy;
- (f) make by-laws;
- (g) make compulsory purchase orders;
- (h) are contrary to statutory requirements or restrictions and such decisions remain the responsibility of the Council/the Cabinet/Committees as appropriate.

24.4.3 Any exercise of delegated powers shall be subject to:

- (a) any statutory restrictions;
- (b) the Council's Constitution;
- (c) the Council's budget and policy framework;
- (d) any other policies;
- (e) the Code of Conduct for Members;
- (f) the Code of Conduct for Employees.

24.4.4 In exercising delegated powers officers shall:

- (a) not go beyond the provision in the revenue or capital budgets for their service or agree individual items of expenditure or virement beyond that permitted by the Contracts and Financial Procedure Rules;

- (b) have regard to any report by the Head of Paid Service or the Monitoring Officer under s4-5 of the Local Government and Housing Act 1989 or of the s151 Officer under s114 of the Local Government Finance Act 1988;
- (c) maintain a full record of the exercise of those powers, including all relevant details, in accordance with any corporate guidance given by the Monitoring Officer; and
- (d) have regard to any report from the Council's internal and external auditors in relation to a fundamental weakness in management and financial controls.

## **24.5 Further Provisions**

24.5.1 Delegated authority includes management of the human and material resources made available for their functions and departments within the limitations of this scheme and subject to specific delegations in this scheme or elsewhere to another officer.

24.5.2 Delegated authority includes the power to issue and serve statutory and other notices, to institute formal cautions, to recommend the institution of legal proceedings before courts or tribunals, to take default action under all legislation relevant to their functional area and to authorise Officers to appear on behalf of the Council in tribunals, review boards and inquiries, also to sign all necessary documents and authorise entry to land in pursuance of statutory powers, provided always that this is in accordance with the functional responsibilities of the officer concerned.

24.5.3 Delegated authority includes the power to determine applications and authorise payments and implement national agreements.

24.5.4 It shall always be open to an officer to consult with the Cabinet, or a nonexecutive committee on the exercise of delegated powers, or not to exercise delegated powers but to refer the matter to the Cabinet or a committee (as appropriate).

24.5.5 In exercising delegated powers, officers shall consult with such other relevant officers as may be appropriate and shall have regard to any advice given.

## **25 GENERAL DELEGATIONS**

### **25.1 Introduction**

25.1.1 The following delegations must be read in conjunction with the previous section which set out the overall basis, limitations, and further provisions which apply to this scheme of delegations.

25.1.2 All subsequent delegations are provided always that the decision is:

- (a) within budget;
- (b) in accordance with the Council's policy framework;
- (c) in accordance with the Council's Financial and Land Procedure Rules and Contracts Procedure Rules;
- (d) in accordance with their Service Business Plan; and
- (e) not a matter specifically reserved for Full Council, a Committee of the Council, the Executive or a Statutory Officer.

25.1.3 Where there is any doubt as to interpretation the Monitoring Officer will decide.

### **25.2 Delegations to Chief Executive, Chief Officers and Chief Operating Officer MonLife**

### 25.2.1 General:

- (a) to make any decisions relating to any matter within their area of responsibility ('General Delegation'), including, for the avoidance of doubt, any matter specifically delegated in this Scheme of Delegations to a Head of Service or Manager.
- (b) to take appropriate action, which is necessary, to ensure the efficient, equitable and effective delivery of services;
- (c) to deal with urgent business relating to the work of a department that cannot reasonably await the next appropriate Executive, Council, Committee or Sub-Committee meeting, or the requirements of the Executive and Select Committee procedure rules;
- (d) in the year of local government elections, delegated authority for council and executive functions for decisions that need to be taken as a matter of urgency between the day of the election and the annual meeting of council. Any decisions taken during this period will be reported to the annual meeting of council or the first meeting of the cabinet of the new council if the decision taken is an executive function.

### 25.2.2 People:

- (a) to manage the human resources within their area of responsibility, including the appointment, establishment, salary/grade, training, terms and conditions of employment, health and safety, discipline, suspension and dismissal of staff, in accordance with the Council's HR and financial procedures;
- (b) to consider and approve, as appropriate, in consultation with the Head of People and in accordance with the provisions of the Local Government Pension Scheme and the Council's approved policy and criteria, the early retirement of staff (aged 55 or over) in the following circumstances:
  - (i) in the interests of the efficiency of the service;
  - (ii) who request voluntary retirement;
- (c) to approve courses for staff;
- (d) to approve carry-over of leave in accordance with the Council's policy;
- (e) to deal with applications for leave without pay;
- (f) to pay honoraria subject to notification to the Head of People Services;
- (g) to appoint temporary staff in cases of special need or urgency.

### 25.2.3 Financial:

- (a) to procure works, goods, services and/or supplies and manage all aspects of the contract (except where the Contracts Procedure Rules make contrary provision) where the estimated contract value does not exceed £5,000,000; and in all cases, subject to consultation with the Cabinet Member for Finance and any other Cabinet Member with relevant portfolio responsibility and compliance with Financial Procedure Rules, Contracts Procedure Rules and the Policy and Budget Framework and provided that in the event of an objection from the Cabinet Member/s, the decision shall be referred to Cabinet;



- (b) within Service Areas to vire sums not exceeding £250,000 provided under specific public revenue budget heads to other purposes (revenue only), subject to compliance with the Financial Procedure Rules;
- (c) to exercise the rights and responsibilities of the Council as shareholder or member of a company or other body, where no other specific provision has been made.
- (d) to make applications or submit bids for funding or financial assistance or assistance in kind, to any person or body and take all necessary steps to accept this assistance;
- (e) to make ex gratia payments for loss or damage to property of up to £1,000 subject to consultation with the s151 Officer;
- (f) To make grants and donations (excluding under Welsh Church Fund) within the terms of the relevant grants scheme or other conditions imposed by the Council/Executive up to the relevant aggregate budget;
- (g) to incur revenue expenditure within estimates subject to compliance with contract procedure rules and financial regulations of the Council;
- (h) to incur capital expenditure provided:
  - (i) the project is included in the approved capital programme;
  - (ii) the project does not exceed the approved budget;
  - (iii) the contract procedure rules and financial regulations of the Council have been complied with;
- (i) in consultation with the s151 Officer to make applications for grants from central government or any other external source;

#### 25.2.4 Assets:

- (a) to make any applications under the planning legislation to the Authority as Local Planning Authority in relation to development of land for which the Chief Officer is responsible including Planning Applications to develop any land held by the Authority or for the development of any land by the Authority whether on its own or jointly;
- (b) to manage any operational land or premises or assets and to secure such maintenance, repair or renewal of the same and including letting the same either temporarily or in accordance with Council policy and securing the removal of trespassers.
- (c) to write off or sell surplus or obsolete equipment, vehicles and plant valued over £1000 by a process determined in accordance with the s151 Officer;
- (d) to give directions under s77 of the Criminal Justice and Public Order Act 1994 (Power of local authority to direct unauthorised campers to leave land).

## 26 SPECIFIC DELEGATIONS

### 26.1 Chief Executive

#### 26.1.1 To be exercised following consultation with Appropriate Members:

- (a) approval of activities as 'approved duties';
- (b) to deal with any urgent business relating to the work of more

than one Council directorate.

#### 26.1.2 Other delegations:

- (a) to take any action necessary in connection with an emergency or disaster in the County;
- (b) the approval and issue of all official publicity, press statements and official publications;
- (c) to execute a power delegated to any officer when that officer is unable or unwilling to act and, where appropriate, delegate to a third officer;
- (d) to maintain a list of politically sensitive posts by adding or deleting posts as they consider appropriate and to issue certificates under Section 3(3) of the Local Government and Housing Act 1989.

### 26.2 Chief Officer Resources

#### 26.2.1 To be exercised following consultation with Appropriate Members:

- (a) in relation to County Farms:
  - (i) approval of all wayleave and easement agreements of apparatus over, under and through County Farm land;
  - (ii) sale of small areas of surplus County Farm land (up to valuation of £20,000);
  - (iii) sale of land and buildings approved by Council as part of the County Farms strategy for disposal;
  - (iv) notification of tenants who are more than a quarter in arrears with the payment of their farm rent;
  - (v) all matters relating to end of tenancy valuations;
  - (vi) letting of land on short term agreement i.e. for less than 3 years;
  - (vii) enforcement of County Farms strategies and policies;
  - (viii) review of all County Farms and Cottage rents for reporting to Members;
  - (ix) shortlisting, interviewing and appointment of new tenants;
- (b) The above is also be applicable for other land owned by the County Council including Welsh Church Trust and Education Trust land;
- (c) recreation and industry:
  - (i) to grant rent reduced or rent free periods, subject to the Council's appropriate policy;
  - (ii) To serve notices to quit on tenants or lessees of industrial units.
- (d) in consultation with other Chief Officers as appropriate and the local ward member, to dispose at valuation of miscellaneous parcels of land and/or property up to £20K (other than County Farm land);
- (e) to assess and charge rents on new and existing dwellings acquired or provided by the Council;

### 26.2.2 Other delegations:

- (a) to apply for regional development grants under the Industry Act 1972;
- (b) to deal with applications for occupation of the Council's industrial units;
- (c) to undertake (and apply) reviews of rent of the Council's industrial units;
- (d) responsible for the overall day to day management of the farming estate and other agricultural land owned by the County Council;
- (e) authorise farm improvements undertaken by tenants who require Landlord's Consent/Permission;
- (f) oversee the annual programme of farm improvements to be carried out by the Landlord as part of its planned maintenance and reinvestment;
- (g) oversee the transfer and management of the milk quota between tenants;
- (h) preparation and annual revision of the County Farms Asset valuation;
- (i) conservation and woodland management;
- (j) preparation and agreement of Service Level Agreements with other Departments of the County Council;
- (k) land drainage and water supply improvements;
- (l) agreement to apply for planning permission where required;
- (m) acquisition of office equipment and supplies;
- (n) agreeing to staffing and training needs;
- (o) Health and Safety issues;
- (p) to assess and charge rents on new and existing dwellings acquired or provided by the Council;
- (q) to deal with applications for the hire of office premises in accordance with the policy of the Council;
- (r) to approve the assignment of leases;
- (s) to instruct valuers on rent review or lease renewal and to accept that valuation;
- (t) to accept the valuer's valuations where the Council has agreed to sell or purchase land at a valuer's valuation and to report thereon to Council;
- (u) to serve notices of review of rent and notices to quit;
- (v) to approve the grant of leases and/or easements to utility companies for the purposes of establishing substations and laying cables etc. on Council land and to report thereon to Council;
- (w) to pay Council employees and to properly account for all statutory and non-statutory additions and deductions.

### 26.3 Chief Officer Enterprise

26.3.1 To be exercised following consultation with Appropriate Members:

- (a) to make unopposed temporary Prohibition Orders and Notices under Section 14 of the Road Traffic Regulation Act 1984;
- (b) tree preservation:
  - (i) to make provisional tree preservation orders under s.201 of the Act;
  - (ii) applications for consent for the cutting down, topping, lopping or destruction of trees under Sections 198 and 211 of the Act;
- (c) to exercise the Council's functions under Part IX of the Housing Act 1985 (Demolition and Closing Orders);
- (d) to authorise the preparation and submission of tender bids, quotations, etc., for works offered by bodies other than the Council of a value estimated greater than £400,000 per annum.

26.3.2 Other Delegations:

- (a) Conservation:
  - (i) to approve grants for historic buildings under Historic Town Schemes;
  - (ii) conservation and woodland management.
- (b) Tree Preservation:
  - (i) to serve notices under Section 207 of the Act to plant replacement trees and to subsequently monitor;
  - (ii) to confirm tree preservation orders where no objections were made or where all objections have been withdrawn.
- (c) Entry onto Land. To authorise persons to enter land under:
  - (i) Sections 196A, 214B and 324 of the Town and Country Planning Act 1990;
  - (ii) Section 95 of the Building Act 1984;
  - (iii) Section 293 of, and paragraph 7 of Sched. 12A to, the Highways Act 1980;
  - (iv) Section 71 of the Road Traffic Regulation Act 1984;
  - (v) Highways Act 1980;
  - (vi) Wildlife and Countryside Act 1981;
  - (vii) Countryside and Rights of Way Act 2000. Leisure Services;
- (d) Housing:
  - (i) to deal with and take all decisions in relation to homelessness applications;
  - (ii) to authorise payment in respect of accommodation provided other than by the Council in circumstances of homelessness;
  - (iii) to administer housing schemes under which the Council sells and purchases properties so as to provide low-cost housing;

- (iv) to approve and refuse applications for housing renovation grants;
- (v) the service of notices, certificates of disrepair, etc., under the Rent Acts;
- (e) Neighbourhood Services:
  - (i) to respond on behalf of the Council to HGV operator's licence applications;
  - (ii) where necessary to authorise the preparation and submission of tender bids, quotations, etc., for work offered by the Council;
  - (iii) where necessary, to authorise the preparation and submission of tender bids, quotations, etc., for works offered by bodies other than the Council of a value estimated up to £400,000 per annum.
- (f) Highways:
  - (i) issuing of permissions and licences in accordance with the provisions of the Highways Act 1980, the New Road and Street Works Act 1991, the Land Drainage Act 1976 and the Public Health Act 1936;
  - (ii) the serving of notices, but not their enforcement, in accordance with the provisions of the Highways Act 1980, the New Roads and Street Works Act 1991, the Land Drainage Act 1976 and the Public Health Act 1936;
  - (iii) authorise the making of agreements under section 38 of the Highways Act 1980;
  - (iv) enforcement of car parking orders;
  - (v) to respond to planning applications on behalf of the Council as Highway Authority;
  - (vi) to authorise applications to the magistrates' court to divert or extinguish highways, under section 116 of the Highways Act 1980;
  - (vii) to authorise persons to enter land and/or premises for the purpose of:-
    - undertaking surveys pursuant to section 289 of the Highways Act 1980 and
    - maintaining, altering or removing certain structures and works pursuant to section 291 of the Highways Act 1980;
- (g) Waste:
  - (i) to authorise officers under the Environmental Protection Act 1990 to serve notices under sections 46 and 47, issue fixed penalty notices under sections 34, 47ZA and 88 and to investigate alleged contraventions of sections 33 and 34;
  - (ii) to authorise officers to serve fixed penalty notices for contraventions of the Dogs (Fouling of Land) Act 1996.

## **26.4 Chief Officer Social Care and Health**

### 26.4.1 Social Services functions to be exercised following consultation with Appropriate Members:

- (a) to make decisions to exempt persons from the usual fostering limit in accordance with paragraph 4 of Schedule 7 to the Children Act 1989;
- (b) to cancel an eviction in the event of a change in circumstances;
- (c) to approve the registration of HOMES applications within Council policy;

- (d) to determine all succession and assignment cases in accordance with Council policy;
- (e) to take action under the National Assistance Act 1948 to remove persons in need of care to hospital;
- (f) to determine whether repayment of housing renovation grants should be sought (where this is a discretionary matter);

26.4.2 Other Social Services delegations:

- (a) Children:
  - (i) to maintain the Child Protection Register;
  - (ii) to undertake assessments of the need for care and support, determine eligibility and make arrangements for meeting those assessed needs of children in accordance with the Council's statutory duties under the Social Services and Well-Being (Wales) Act 2014;
  - (iii) to safeguard and promote the well-being of looked after children in accordance with Section 78 of the Social Services and Well-Being (Wales) Act 2014;
  - (iv) to exercise the Council's functions under Part 6 of the Social Services and Well-Being (Wales) Act 2014 to secure sufficient accommodation and maintenance for looked after children and to maintain and review care and support plans;
  - (v) to exercise the functions of the Council under Sections 120 and 121 of the Social Services and Well-Being (Wales) Act 2014 in relation to children accommodated by health and education authorities or in residential care homes or mental nursing homes;
  - (vi) to exercise all duties and functions of the Council under the Children and Young Persons Act 1969;
  - (vii) to exercise the powers and duties of the Council under Part III of the Children Act 1989 (Local Authority Support for Children and Families);
  - (ix) to commence such proceedings as are appropriate under Sections 25, 31, 34, 35, 39, 43, 44 and 49 of the Children Act 1989 and otherwise to exercise the powers and duties of the Council under Parts 4 (Care and Supervision) and 5 (Protection of Children) of the Act;
  - (x) to exercise the duties of the Council under Section 7 of the Children Act 1989 to report to the court on the welfare of children in private proceedings;
  - (xi) to exercise the duties of the Council under Section 16 of the Children Act 1989, to provide advice, assistance and befriending under the terms of the Family Assistance Order;
  - (xii) to recover, vary or waive the charges for any service provided by the Council under Part 3 of the Children Act 1989 and part 6 of the Social Services and Well-being (Wales) Act 2014;
  - (xiii) to make contributions towards the maintenance of children placed with a person as a result of a Residence Order in accordance with paragraph 15 of Schedule 1 to the Children Act 1989;

- (xiv) to approve payment where appropriate of the legal expenses of applicants for orders under Section 8 of the Children Act 1989 in respect of children in care to the extent that they are not met by the Legal Aid Fund;
- (xv) to consent to the change of names of children who are the subject of a Care Order in favour of the County Council subject to the requirements of Section 33 of the Children Act 1989;
- (xvi) to appoint an independent visitor for a child where appropriate in accordance with paragraph 17 of Schedule 2 to the Children Act 1989;
- (xvii) to guarantee apprenticeship and similar deeds under paragraph 18 of Schedule 2 to the Children Act 1989 and to guarantee tenancy agreements entered into on behalf of children to whom the Council have a responsibility under the provisions of the Children Act 1989;
- (xviii) to give consent to the marriage of a young person in care pursuant to Section 3 of the Marriage Act 1949;
- (xix) to approve and sign applications for passports for children and young persons in the care of the Council;
- (xx) to arrange for a child in care to live abroad subject to the approval of the court in accordance with paragraph 19 of Schedule 2 to the Children Act 1989;
- (xxi) to respond to the Local Education Authority who has consulted the Council under Section 36(8) of the Children Act 1989;
- (xxii) to approve the applications of children and young persons in the care of the Council who wish to join HM Forces;
- (xxiii) to exercise the powers of the Council under Section 125 of the Social Services and Well-Being (Wales) Act 2014 in relation to the death of children looked after by local authorities;
- (xxiv) to exercise the functions of the Council under Part VI (Community Homes) of the Children Act 1989 in relation to the provision of accommodation for children in community homes;
- (xxv) to take such action as may be necessary to implement the payments of the various foster care allowances for the time being approved by the Council within current budgetary limits and in consultation with the Director of Finance and IT to increase the allowances annually;
- (xxvi) to sanction payments of the cost of the initial clothing and equipment required by children looked after by the Council who are placed in boarding schools and other establishments within current budgetary limits;
- (xxvii) to approve applications to go on school expeditions, including expeditions abroad, by children looked after by the Council, including expenditure on equipment and pocket money within current budgetary limits;
- (xxviii) to make ex gratia payments in respect of damage or injury resulting from the action of children looked after by the Council;
- (xxix) to make payments to promote contact between parents and children looked after by the Council in accordance with Section 96 of the Social Services and Well-Being(Wales) Act 2014;

- (xxx) to assess the contributions to be paid towards board and lodging by working children provided that the amount remaining of weekly personal pocket money and clothing allowance should not be less than the amount currently approved under the payment of foster care allowances;
  - (xxxi) to exercise the powers of the Council to make applications under Section 18 of the Adoption Act 1976;
  - (xxxii) to make applications under the Criminal Injuries Compensation Board Scheme for compensation in respect of children in care.
- (b) Adoption:
- (i) to set up an adoption panel in accordance with Regulation 56 of the Adoption Agencies Regulations 1983 and to make such decisions and notifications as to the adoption of children as are specified in those Regulations;
  - (ii) to approve the institution of adoption proceedings by foster parents;
  - (iii) to approve the payment of legal expenses of prospective adoptive parents for children who are being placed for adoption by the Council as an adoption agency;
  - (iv) to grant allowances to persons who have adopted children in accordance with Section 57 of the Adoption Act 1976;
- (c) Guardian ad Litem Panel:
- (i) to maintain a panel of Guardians ad Litem in accordance with the Guardians ad Litem and Reporting Officers (Panels) Regulations 1991;
  - (ii) to pay the fees and expenses of individual members of the panel in accordance with the Regulations;
- (d) Registration Functions:
- (i) to exercise the powers conferred on the Council under Part IX (Private Arrangements for Fostering Children) of the Children Act 1989 in respect of arrangements for the care of privately fostered children;
  - (ii) in consultation with an authorised officer of the appropriate Health Authority, to approve the registration of nursing agencies under Section 2 of the Nurses Agencies Act 1957;
  - (iii) to exercise the functions of the Council under Sections 85, 86 and 87 of the Children Act 1989. (Notification of children accommodated in certain establishments);
- (e) Adult Services:
- (i) to undertake assessments of the need for care and support, determine eligibility and make arrangements for meeting those assessed needs of adults and carers in accordance with the Council's statutory duties under the Social Services and Well-Being (Wales) Act 2014;
  - (ii) to exercise the Council's functions under Part 4 of the Social Services and Well-Being (Wales) Act 2014 to maintain and review care and support plans to meet the assessed needs of adults and carers;



- (iii) to exercise the Council's functions under Section 15 of the Social Services and Well-Being (Wales) Act 2014 in providing or arranging preventative services, to include delaying the need for care and support, minimizing the effect on disabled persons of their disabilities and preventing people from suffering from abuse and neglect;
  - (iv) to be responsible for discharging the Council's safeguarding role in relation to adults at risk in accordance with part 7 of the Social Services and Well-Being (Wales) Act 2014;
  - (v) to waive the assessment charge for any services to clients in circumstances where it is essential for the family for social and/or medical reasons and to record every case requiring such action in the register to be provided for this purpose;
  - (vi) to authorise and approve the maintenance costs for the admission of any person to any residential accommodation;
  - (vii) to authorise the following facilities for any registered disabled person within the approved budget and within approved policies: attendance at a centre providing appropriate development opportunities, the provision of special facilities, minor alterations and adaptations to premises including the installation of appropriate equipment, (the works to be supervised by the appropriate professional staff), contribute where assessed as appropriate to the cost of adaptations to premises where the client is not eligible for a grant;
  - (viii) to act as receiver in all matters in which it is appropriate for an officer of the Council to so act;
  - (ix) to accept guardianship application and to make an order for discharge of patients subject to guardianship under the Mental Health Act 1983;
  - (x) to appoint officers to act as approved social workers under the Mental Health Act 1983;
  - (xi) to make appropriate applications to the Court of Protection for receivership orders;
  - (xii) to exercise the Council's functions in relation to badges for disabled persons as drivers or passengers;
  - (xiii) within the approved policies and estimates of the Council to discharge the duties towards people with disabilities imposed upon the Council by the National Assistance Act 1948, the Chronically Sick and Disabled Persons Act 1970 and the Disabled Persons (Services Consultation Representation) Act 1986;
  - (xiv) within the provisions of the National Health Service and Community Care Act 1990 to arrange for provision of appropriate care service to those persons assessed as having needs that fall within the Council's agreed priorities subject always to appropriate contract and financial regulations, the approved estimates and policies of the Council;
- (f) Complaints:
- (i) within the arrangements for the hearing of representations and complaints in accordance with Part 10 of the Social Services and Well-Being (Wales) Act 2014 to respond to and determine responses to recommendations of Complaint Review Panels (including application of financial redress) as considered appropriate within the framework of the Council's policies on remedies to

complaints, financial regulations and, where necessary, in consultation with the Monitoring Officer.

26.4.3 Regulatory and licensing functions to be exercised following consultation with Appropriate Members:

- (a) urgent matters with regard to safety at sports grounds;
- (b) to take enforcement action to gain improvement to private water supplies under section 80 of the Water Industry Act 1991;
- (c) to issue prior consents under section 61 of the Control of Pollution Act 1974 (construction noise);
- (d) to authorise the issue of the following licences and, where necessary, enforce the legislation relating to licences:
  - (i) for the breeding of dogs;
  - (ii) for caravan sites;
  - (iii) for milk and dairies;
  - (iv) for pet animals (other than dogs);
  - (v) under the Animal Boarding Establishment Act 1963 for riding stables;
  - (vi) for scrap metal dealers;
  - (vii) for hairdressers;
  - (viii) under the Poultry Meat (Hygiene) Regulations;
  - (ix) for performing animals;
  - (x) for dangerous wild animals;
  - (xi) for zoos;
- (e) to make an order under section 70 of the Criminal Justice and Public Order Act 1994;
- (f) in consultation also with the local member, where appropriate, to authorise the issue of licences and permits etc., under, and where necessary enforce, the following Acts or the legislation relating to the specified matters:
  - (i) Cinema Act 1985;
  - (ii) Theatres Act 1968;
  - (iii) Sunday Entertainments Act 1932 (as amended);
  - (iv) Theatrical Employers Registration Acts 1925 and 1928;
  - (v) Lotteries and Amusements Act 1976;
  - (vi) Gaming Act 1968;
  - (vii) Street Collection Permits;
  - (viii) Game Dealers Licences;

- (ix) Licences for House to House Collections;
  - (x) Public Collections under the Charities Act 1992;
  - (xi) Late Night Refreshment Houses Act;
- (g) to serve Street Litter Control Notices under Part IV of the Environmental Protection Act 1990.

#### 26.4.4 Other Regulatory and licensing functions:

- (a) Environmental Health:
  - (ii) to serve any notice or requisition for information under any Act relating to any environmental health or private sector housing matter and requiring the owner or occupier of, or any person having an interest in, or managing any land or premises, to give information to the Council and to authorise such other officers as are appropriate to serve such notice or requisition;
  - (ii) to determine applications for licences for game;
  - (iii) to authorise the removal of abandoned vehicles including the recovery of costs;
  - (iv) to take action under the Public Health (Control of Disease) Act 1984 in relation to the control of communicable diseases and in particular to authorise officers (in addition to the Environmental Health Manager):
    - (1) on behalf of the Proper Officer to require information from a person in the case of a notifiable disease or food poisoning (s18); On behalf of the Proper officer, to issue a notice in writing to request a person to discontinue work (s20);
    - (2) on behalf of the Proper Officer, to exclude from school a child liable to convey a notifiable disease (s21);
    - (3) on behalf of the Proper officer, to require a list of pupils at a school having a case of notifiable disease (s22);
    - (4) to exclude children from places of entertainment or assembly (s23);
    - (5) to prohibit certain work on premises where a notifiable disease exists (s28);
    - (6) to cleanse or disinfect premises and destroy articles (s31);
    - (7) to sign any notice, order or other document which the authority are authorised or required by or under the Act to give, make or issue (s59);
    - (8) power of entry (s61);
  - (v) to register:
    - (1) persons and premises under s14 and s15 of the Local Government (Miscellaneous Provisions) Act 1982 relating to acupuncture, tattooing, ear piercing and electrolysis, and
    - (2) persons and premises under s19 of that Act (Sale of Food by Hawkers);

- (vi) to approve furnaces and chimney heights under the **Clean Air Acts**;
- (vii) to enforce the provisions of s16 and s19 of and Schedule 2 to the Food and Protection Act 1985 (including the appointment of authorised officers) and the Control of Pesticides Regulations 1986;
- (viii) to authorise officers generally or specially for the purposes of the Food Safety Act 1990;
- (ix) to enforce the provisions of the Health and Safety at Work etc., Act 1974;
- (x) to exercise the Council's powers under s19 (1) of the Health and Safety at Work etc. Act 1974 in relation to the appointment of inspectors;
- (xi) to exercise the Council's functions under s16 (6) of the Environmental Protection Act 1990 in relation to the appointment of inspectors;
- (xii) to deal with applications under Schedule 2 to the Noise and Statutory Nuisance Act 1993 and to determine the level of fee chargeable for an application dependent upon the circumstances of each case;
- (xiii) to take urgent action in relation to matters of animal health;
- (xiv) to exercise the Council's functions under legislation relating to food and drugs, food hygiene, offices shops and railway premises;
- (xv) to serve notices and, where necessary, arrange for work to be carried out in default and recover costs incurred in relation to the drainage of existing buildings including private sewers;
- (xvi) to authorise persons to enter land and/or premises under any of the following Acts:
  - (1) Riding Establishments Acts 1964 and 1970;
  - (2) Public Health (Control of Disease) Act 1984;
  - (3) Water Industry Act 1991;
  - (4) Local Government (Miscellaneous Provisions) Act 1976 and 1982;
  - (5) Caravan Sites and Control of Development Act 1960 as amended by Local Govt. (Misc. Provisions) Act 1982;
  - (6) Control of Pollution Act 1974;
  - (7) Refuse Disposal (Amenity) Act 1978;
  - (8) Environment Act 1995;
  - (9) Sunday Trading Act 1994;
  - (10) Prevention of Damage by Pests Act 1949;
  - (11) European Communities Act 1972 and regulations made there under;
  - (12) Antisocial Behaviour Act 2003, part 8 (High Hedges): Section 74 (Powers of entry);
  - (13) Public Health Act 1936;

- (14) Public Health Act 1961;
- (15) Health and Safety at Work etc., Act 1974;
- (16) Building Act 1984 (for drainage purposes);
- (17) Local Government (Miscellaneous Provisions) Act 1982 (for purposes of public entertainment licensing, acupuncture, tattooing, ear-piercing and electrolysis);
- (18) Food Safety Act 1990;
- (19) Environmental Protection Act 1990;
- (20) Housing Act 2004;
- (21) Animal Welfare Act 2006;
- (xvii) to authorise officers under the Dangerous Dogs Act 1991;
- (xvii) in respect of statutory nuisances, to serve notices and to take action in default and to authorise Environmental Health Officers to serve notices under s80 Environmental Protection Act 1990 and to take action under section 81 to abate a nuisance;
- (xviii) to authorise officers for the purpose of Paragraph 2A of Schedule 3 to the Environmental Protection Act 1990 (entry to or opening vehicles, etc.);
- (xix) to obtain information about the emission of pollutants and other substances into the air under s79(2) of the Control of Pollution Act 1974
- (xx) to serve notices requiring information about air pollution under s80 of the Control of Pollution Act 1974;
- (xxi) to serve notices under s93 of the Control of Pollution Act 1974;
- (xxii) to take action under s20 of the Local Government (Miscellaneous Provisions) Act 1976 for the provision of sanitary accommodation;
- (xxiii) to administer the provisions of Part 1 of the Environmental Protection Act 1990 (schedule B processes) including the appointment of officers as inspectors, under s16 of the Act, for the purposes of enforcement of Part 1 of the Act. The Council's powers in relation to authorisations and enforcement generally under Part 1 of the Environmental Protection Act 1990 is delegated to officers duly appointed as inspectors under Part 1 of the Act, in line with such authority as may be approved by the Chief Officer Enterprise;
- (xxiv) to authorise officers under Part II of the Clean Neighbourhoods & Environment Act 2005;
- (xxv) to authorise officers under the Refuse Disposal Amenity Act 1978;
- (xxvi) to authorise officers to serve a Litter Clearing Notice under Part IV of the Environmental Protection Act 1990;
- (xxvii) to authorise officers under Part IV of the Environmental Protection Act 1990;
- (xxviii) to authorise officers to serve Fixed Penalty Notices under section 47ZA of the Environmental Protection Act 1990;

- (xxix) to authorise officers under Part 6 Chapter 1 of the Clean Neighbourhoods & Environment Act 2005;
- (xxx) to exercise the Council's functions as contained in the Water Industry Act 1991 in relation to private water supplies;
- (xxxi) to authorise officers under the European Communities Act 1972 and regulations made thereunder, including the Food Labelling Regulations 1996, the General Food Regulations 2004, the Official Feed and Food Controls (Wales) Regulations 2007, the Imported Food Regulations 1997 and the Products of Animal Origin (Third Country Imports (Wales) Amendment) Regulations 2007 and to appoint and authorise officers under the Food Hygiene (Wales) Regulations 2005 and the Food Hygiene (Wales)(No. 2) Regulations 2005;
- (xxxii) to authorise officers under the provisions of Part 1, Chapter 1 of the Health Act 2006 with discretion to serve fixed penalty notices in accordance with that Act, any subordinate legislation and related guidance;
- (xxxiii) to authorise officers to take action, including the service of notices under the following provisions of the Public Health 1936:
  - (1) s45 to remedy defective sanitary conveniences;
  - (2) s50 to remedy overflowing and leaking cesspools;
  - (3) s83 to remedy filthy or verminous premises;
- (xxxiv) to authorise officers to take action, including the service of notices under s17 of the Public Health 1961 (repair of stopped up drains);
- (xxxv) to authorise officers for the purpose of enforcement of the Dogs (Fouling of Land) Act 1996, including the issue of a fixed penalty notice in relation to dog fouling offences;
- (xxxvi) to authorise officers to take enforcement action under the Pollution Prevention and Control Act 1999 and regulations made thereunder including those functions under the Environmental Permitting (England and Wales) Regulations 2007; including the granting, variation and revocation of Environmental Permits, the service of Enforcement Notices and Suspension Notices and the Power to prevent or remedy pollution, and the Power to require the provision of information;
- (xxxvii) to authorise officers to discharge the local authority's functions under the Water Industry Act 1991, including the service of notices under s80 and enforcement action under any Regulations made thereunder;
- (xxxviii) to authorise officers to serve notices under s60 of the Control of Pollution Act 1974;
- (xxxix) to authorise persons to serve notices under s4 of the Prevention of Damage by Pests Act 1949 requiring steps to be taken for the destruction of rats or mice or otherwise for keeping the land free from rats and mice and, subject to the approval of the Environmental Health Manager, to take action in default (s5);
- (xxxx) to authorise Food Law Enforcement Officers considered by the Head of Public Protection to be competent to discharge the general duties and powers of the Authority under the Food Hygiene Rating (Wales) Act 2013 and any regulations made thereunder;

(xxxxi) to appoint authorised officers under the Sunbeds (Regulation) Act 2010 and any associated regulations:

- (1) to enter any premises at which the officer has reason to believe that a sunbed business is being carried on;
- (2) to carry out on those premises such inspections as the officer considers necessary for the purpose of the proper exercise of the officer's functions;
- (3) where the officer considers it necessary for that purpose, to require the production of any book, document or record (in whatever form it is held) and inspect it, and take copies of or extracts from it;
- (4) to take possession of any book, document or record which is on the premises (in whatever form it is held) and retain it for as long as the officer considers necessary for that purpose;
- (5) to require any person to give such information, or afford such facilities and assistance, as the officer considers necessary for that purpose;
- (6) to may make such purchases and secure the provision of such services as the officer considers necessary for the purpose of the proper exercise of the officer's functions and to undertake any such other powers as may be considered by the Head of Public Protection to be appropriate under any subsequent regulation made under the Act;

(xxxxii) to authorise officers under the Anti-Social Behaviour, Crime and Policing Act 2014 to:

- (1) to issue Community Protection Notices (CPN) (s43);
- (2) to take remedial action in default of CPN (s47);
- (3) to issue fixed penalty notices (s52 and 68);
- (4) to issue a Closure Notice (s76 and 77);

(b) Trading Standards:

- (i) to exercise the registration and enforcement functions of the Council contained in the Explosives Act 1875;
- (ii) to provide under the Weights and Measures Act 1985 local standards and other weights, measures and testing equipment;
- (iii) to exercise the enforcement functions of the Council as weights and measures authority;
- (iv) to authorise officers to enter land, inspect and undertake enforcement action and/or take action in the public interest as appropriate pursuant to the:

Accommodation Agencies Act 1953  
Administration of Justice Act 1970  
Agriculture (Miscellaneous Provisions) Act 1968  
Agriculture Act 1970 as it applies to Animal Feeding Stuffs and Fertilisers;  
Animal Boarding Establishments Act 1963  
Animal Health Acts 1981  
Animal Health and Welfare Act 1964

Animal Welfare Act 2006  
Anti-Social Behaviour Act 2003  
Anti-Social Behaviour Crime & Policing Act 2014  
Cancer Act 1939  
Charities Acts 1992 and 2006  
Children and Families Act 2014  
Children and Young Persons (Protection from Tobacco) Act 1991  
Clean Air Acts 1956 – 1993  
Clean Neighbourhood and Environment Act 2005  
Climate Change Act 2008  
Commons Registration Act 1965/2006  
Companies Act 2006  
Consumer Credit Act 1974 & 2006  
Consumer Protection Act 1987  
Consumer Rights Act 2015  
Control of Horses (Wales) Act 2014  
Copyright Designs and Patents Act 1988  
Courts and Legal Services Act 1990  
Countryside and Rights of Way Act 1990  
Criminal Justice Act 1982, 1988 and 1991  
Criminal Justice and Police Act 2001  
Criminal Justice and Public Order Act 1984  
Crossbows Act 1987  
Dangerous Wild Animals Act 1976  
Development of Tourism Act 1969  
Dogs Act 1906  
Education Reform Act 1988  
Energy Act 1976  
Enterprise Act 2002  
Environment Act 1995  
Environmental Protection Act 1990  
Estate Agents Act 1979  
European Communities Act 1972  
Explosives Act 1875  
Factories Act 1961  
Fair Trading Act 1973  
Farm and Garden Chemicals Act 1967  
Financial Services Act 2012  
Firearms Act 1968  
Fireworks Act 2003  
Food Safety Act 1990  
Forgery and Counterfeiting Act 1981  
Fraud Act 2006  
Gambling Act 2005  
Hallmarking Act 1973  
Health Act 2006  
Health and Safety at Work Act 1974  
Highways Act 1980  
House to House Collections Act 1939  
Housing Act 2004  
Intoxicating Substances (Supply) Act 1985  
Knives Act 1997  
Legal Services Act 2007  
Licensing Act 2003  
Local Government Byelaws (Wales) Act 2012  
Local Government (Miscellaneous Provisions) Acts 1976 and 1982  
Local Government Acts 1972 – 2003  
Malicious Communications Act 1988  
Medicines Act 1968  
Mock Auctions Act 1961  
Motorcycles Noise Act 1987



Motor Vehicles (Safety Equipment for Children) Act 1991  
National Lotteries Act 1993  
Natural Environment and Rural Communities Act 2006  
Offensive Weapons Act 1996  
Olympic Symbol (Protection) Act 1995  
Performance of Animals (Regulations) Act 1925  
Pet Animals Act 1951  
Petroleum (Consolidation) Act 1928  
Psychoactive Substances Act 2016  
Police Reform and Social Responsibility Act 2011  
Prices Act 1974 and 1975  
Proceeds of Crime Act 2002  
Protection of Animals (Amendment) Act 2000  
Regulation of Investigatory Powers Act 2000  
Riding Establishments Acts 1964 to 1970  
Road Traffic (Foreign Vehicles) Act 1972  
Road Traffic Acts 1974 – 1988  
Scrap Metal Dealers Act 2013  
Slaughter of Poultry Act 1967  
Sunbeds (Regulation) Act 2010  
Sunday Trading Act 1994  
Tattooing of Minors Act 1969  
Theft Acts 1968 and 1978  
Timeshare Act 1992  
Tobacco Advertising and Promotion Act 2002  
Town Police Clauses Act 1847  
Trade Descriptions Act 1968  
Trade Marks Act 1994  
Trading Schemes Act 1996  
Unsolicited Goods and Services Acts 1971 and 1975  
Vehicles (Crime) Act 2001  
Video Recordings Acts 2010  
Weights and Measures Act 1985

- (v) having obtained the agreement of the Monitoring Officer, to lay information in respect of offences under the Acts listed above and the following:

Enterprise Act 2002  
Tobacco Advertising and Promotion Act 2002  
Criminal Justice and Police Act 2001  
Vehicle Crimes Act 2001  
Licensing (Young Persons) Act 2000  
Protection of Animals (Amendment) Act 2000  
Knives Act 1997  
Offensive Weapons Act 1996  
Olympic Symbol (Protection) Act 1995  
Clean Air Act 1993  
National Lottery Act 1993  
Malicious Communications Act 1988  
Protection of Children (Tobacco) Act 1986  
Energy Conservation Act 1981  
Forgery and Counterfeiting Act 1981  
Unsolicited Goods and Services Act 1975  
Administration of Justice Act 1970  
Development of Tourism Act 1969  
Licensing Act 1964  
Mock Auctions Act 1961  
Protection of Animals (Anaesthetics) Act 1954  
Accommodation Agencies Act 1953  
Pet Animals Act 1951  
Dogs Act 1906 and Dogs (Amendment) Act 1928

and any other legislation within the ambit of the Trading Standards section;

- (vi) to appoint for enforcement purposes:
  - (1) inspectors under the Agriculture Act 1970 as it applies to animal feeding stuffs and fertilisers;
  - (2) inspectors under the Animal Health Acts 1981 and 1984;
  - (3) officers under the Consumer Protection Act 1987;
  - (4) officers under the Environmental Protection Act 1990 as it applies to sale, labelling etc. of pesticides and dangerous substances;
  - (5) officers under the Health and Safety at Work etc. Act 1974 (the 1974 Act):
    - a. to exercise the powers of an Inspector specified in sections 20, 21, 22, 25 and in England and Wales section 39 of the 1974 Act;
    - b. any health and safety regulations;
    - c. the provisions of the Acts mentioned in Schedule 1 to the 1974 Act which are specified in the third column of that Schedule and of the regulations, orders or other instruments of a legislative character made or having effect under any provision so specified, as in force from time to time;
- (vii) officers under the Licensing Act 2003;
- (viii) officers under Part II of the Clean Neighbourhoods & Environment Act 2005;
- (ix) officers under the Refuse Disposal Amenity Act 1978;
- (x) Environmental Health Officers to serve a Litter Clearing Notice under Part IV of the Environmental Protection Act 1990;
- (xi) officers under Part IV of the Environmental Protection Act 1990;
- (xii) officers to serve Fixed Penalty Notices under s47ZA of the Environmental Protection Act 1990;
- (xiii) officers under Part 6 Chapter 1 of the Clean Neighbourhoods & Environment Act 2005  
Licensing;
- (c) Licensing:
  - (i) no delegations have been made to specific officers under the Gambling Act 2005;
  - (ii) in relation to the hackney carriage and private hire licensing functions, to approve applications for drivers' licences where they are unproblematic and/or reveal minor traffic offences and/or the applicants had not received any additional convictions/endorsements since the previous licences were issued;
  - (iii) to determine (including imposition of conditions) application for a Pleasure Boat Licence pursuant to s94 Public Health Amenities Act 1907;

- (d) Building Regulations:
  - (i) to deal with applications under the Building Regulations including relaxation, dispensation and enforcement thereof;
  - (ii) to serve notices and take any necessary action in respect of demolition works, dangerous buildings, walls, stands, trees, places, hoardings and other structures;
- (e) Private Sector Housing:
  - (i) to serve notices in respect of unfit houses under s189 and s264 of the Housing Act 1985;
  - (ii) to serve repair notices under s190 of the Housing Act 1985;
  - (iii) to authorise work in default of compliance with notices served under s190 of the Housing Act 1985;
  - (iv) to exercise the Council's functions as contained in Part XI of the Housing Act 1985 in relation to houses in multiple occupation;
  - (v) to exercise the powers conferred on Councils under the Housing Act 2004 Part 1;
  - (vi) to carry out inspections of any residential premises to see if a Category 1 or Category 2 hazard exists;
  - (vii) to take appropriate enforcement action where a Category 1 or Category 2 hazard exists, this includes:
    - (1) serving an Improvement Notice. (Housing Act 2004 s11 - s12);
    - (2) making a Prohibition Order (Housing Act 2004 s20 - s21);
    - (3) serving a Hazard Awareness Notice. (Housing Act 2004 s28 - s29);
    - (4) taking emergency remedial action. (Housing Act 2004 Section 40);
    - (5) making an Emergency Prohibition Order. (Housing Act 2004 s43);
  - (viii) to suspend Improvement Notices and to review such Improvement Notices. (Housing Act 2004 s14);
  - (ix) to revoke or vary Improvement Notices and to suspend and review suspended Improvement Notices. (Housing Act 2004 s16);
  - (x) to suspend Prohibition Orders and to review such Prohibition Orders. (Housing Act 2004 s23);
  - (xi) to revoke or vary Prohibition Orders and to suspend and review suspended Prohibition Orders. (Housing Act 2004 s25);
  - (xii) to serve an Overcrowding Notice. (Housing Act 2004 s139);
  - (xiii) to revoke or vary Overcrowding Notice. (Housing Act 2004 s144);
  - (xiv) to take enforcement action under Schedule 3 (works in default). - To exercise the powers conferred on Councils under the Housing Act 2004 Part 2);

- (xv) to operate and manage any HMO licensing scheme;
- (xvi) to compile and maintain a public register of licensed H.M.Os. (Housing Act 2004 s232);
- (xvii) to impose conditions relating to the management of a HMO (Housing Act 2004 s67);
- (xviii) to serve or decide not to serve a Temporary Exemption Notice. (Housing Act 2004 s62);
- (xix) to require a fee for HMO licensing;
- (xx) to grant or refuse a HMO licence. (Housing Act 2004 s.64);
- (xxi) to vary or revoke a HMO licence. (Housing Act 2004 s69 - 70);
- (xxii) to apply to A Residential Property Tribunal to make a Rent Repayment Order and to serve a Notice of Intended Proceedings. (Housing Act 2004 s73);
- (xxiii) to make an Interim and Final Management Order. (Housing Act 2004 s102 and s113);
- (xxiv) to authorise officers to enter premises to carry out work under Housing Act 2004 s131, Schedule 3 para. 3 (4) and Schedule 7 para. 25;
- (xxv) to require the production of documents under Section 235;
- (xxvi) to enter premises for the purposes of survey and examination under s.239;
- (xxvii) to apply to a Justice of the peace for a warrant to authorise entry;
- (xxviii) to authorise officers for enforcement purposes. (Housing Act 2004 s243);
- (xxix) to carry out relevant functions under the Housing Act 2004, such delegation to include the authorisation of Environmental Health Officers including:
  - (1) to exercise the powers conferred on Councils under the Housing Act 2004 - Part One;
  - (2) to carry out inspections of any residential premises to see if a Category 1 or Category 2 hazard exists;
  - (3) to take appropriate enforcement action where a Category 1 or Category 2 hazard exists, this includes:
    - a. serving an Improvement Notice. (Housing Act 2004 s11 - s12);
    - b. making a Prohibition Order. (Housing Act 2004 s20 - s21);
    - c. serving a Hazard Awareness Notice. (Housing Act 2004 s28 – s29);
    - d. taking emergency remedial action. (Housing Act 2004 s40);
    - e. making an Emergency Prohibition Order. (Housing Act 2004 s43);

- (4) to suspend Improvement Notices and to review such Improvement Notices. (Housing Act 2004 s14);
- (5) to revoke or vary Improvement Notices and to suspend and review suspended Improvement Notices. (Housing Act 2004 s16);
- (6) to suspend Prohibition Orders and to review such Prohibition Orders. (Housing Act 2004 s23);
- (7) to revoke or vary Prohibition Orders and to suspend and review suspended Prohibition Orders. (Housing Act 2004 s25);
- (8) to serve an Overcrowding Notice. (Housing Act 2004 s139);
- (9) to revoke or vary Overcrowding Notice. (Housing Act 2004 s144);
- (10) to take enforcement action under Schedule 3 (works in default);
- (11) to exercise the powers conferred on Councils under the Housing Act 2004 - Part 2);
- (12) to operate and manage any HMO licensing scheme;
- (13) to compile and maintain a public register of licensed HMOs. (Housing Act 2004 s232);
- (14) to impose conditions relating to the management of a HMO (Housing Act 2004 s67);
- (15) to serve or decide not to serve a Temporary Exemption Notice (Housing Act 2004 s62);
- (16) to require a fee for HMO licensing;
- (17) to grant or refuse a HMO licence (Housing Act 2004 s64);
- (18) to vary or revoke a HMO licence (Housing Act 2004 s69 - 70);
- (19) to apply to A Residential Property Tribunal to make a Rent Repayment Order and to serve a Notice of Intended Proceedings (Housing Act 2004 s73);
- (20) to make an Interim and Final Management Order (Housing Act 2004 s102 and s113);
- (21) to authorise officers to enter premises to carry out work under Housing Act 2004 s131, Schedule 3 paragraph 3 (4) and Schedule 7 paragraph. 25;

(f) General:

- (i) to carry out duties as required under the Family Absence for Members of Local Authorities (Wales) Regulations 2013.

(g) Licensing Act 2003:

- (i) to consider and, where appropriate, agree the following applications:
  - (1) application for personal licence with unspent convictions;
  - (2) application for a licence variation;

- (3) request to be removed as designated premises supervisor;
- (ii) to consider and, where appropriate, agree the following applications where no police or other relevant representation is made:
  - (1) application for personal licence;
  - (2) application to dis-apply the requirement for a designated premises supervisor at community premises;
  - (3) application for premises licence/club premises certificate;
  - (4) application for provisional statement;
  - (5) application to vary premises licence/club premises certificate;
  - (6) application to vary designated premises supervisor;
  - (7) application for transfer of premises licence;
  - (8) application for interim authorities;
- (iii) the authority to grant, refuse or vary licenses in respect of riding establishments;
- (iv) under the Mobile Homes (Wales) Act 2013, to issue site licences with conditions, as necessary; to serve the site owner a fixed penalty notice and/or compliance notice; to take emergency action; and the power to enter the site;
- (v) under the Public Health (Control of Disease) Act 1984 (as amended by the Health and Social Care Act 2008) and Regulations made under the 1984 Act to enter premises (Sections 61 and 62) and to sign any notice, order or other document which the authority are authorised or required by or under this Act to give, make or issue (Section 59);
- (vi) under the Health Protection (Local Authority Powers) (Wales) Regulations 2010:
  - (1) to serve, if satisfied a child is or may be infected or contaminated and therefore presents or could present significant harm to human health, a notice to require that the child be kept away from school (Reg. 2);
  - (2) to serve notice to require the Head teacher of a school to provide a list of names, addresses and contact telephone numbers of children attending school (Reg. 3);
  - (3) to arrange disinfection or decontamination of things, premises on request of the owner (Reg. 4);
  - (4) to arrange disinfection or decontamination of things on request of person with custody or control (Reg. 5);
  - (5) to arrange disinfection or decontamination of premises on request of the owner (Reg. 6);
  - (6) to arrange disinfection or decontamination of premises on request of tenant (Reg. 7);

- (7) to serve a notice to request co-operation for health protection purposes (Reg. 8);
  - (8) to serve a notice to restrict contact with dead bodies (Reg. 9);
  - (9) to serve a notice to restrict access to dead bodies (Reg. 10);
  - (10) to relocate, or cause to be relocated a dead body that is or may be infected or contaminated (Reg. 11);
- (vii) under the Health Protection (Part 2A Orders) (Wales) Regulations 2010:
- (1) to make an application to a Justice of the Peace for an order under Part 2A of the Act for Health Measures (Regulation 3):
    - a. health measures in relation to persons (under s45G(2a-k) or (4) of Part 2A of 1984 Act);
    - b. health measures in relation to things (under s45H(2a-e) or (4a&b) of Part 2A of 1984 Act);
    - c. health measures in relation to premises (under s45I(2a-d) or (4) of Part 2A of 1984 Act);
  - (2) to make reasonable enquiries as to the existence and location of persons in relation to an application for an order, namely:
    - a. the person subject to the application for an order and
    - b. persons to whom the local authority must give notice of an application for an order, (as specified in paragraphs (4) to (7) Regulation 3);
  - (3) to determine information, as deemed necessary, to enable provision of the evidence required for a Part 2A application in relation to persons (Regulation 4);
- (viii) under the Petroleum Consolidation Act 1928 to grant or vary petroleum licences;
- (ix) under the Regulatory Enforcement and Sanctions Act 2008:
- (1) to enter into Primary Authority partnerships, considered on a case by case basis;
  - (2) to agree the provision of services to businesses;
- (x) to approve applications and issue licences under the Scrap Metal Dealers Act 2013 in cases where no relevant information needs to be considered. This power to approve applications and issue licences may be exercised by a deputy or other persons duly authorised by the Principal Licensing Officer, including Senior Licensing Officers.

## 26.5 Chief Officer Children & Young People

### 26.5.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) School Term Dates. In the case of County, Voluntary Controlled and Special Schools, including residential schools, (as from 1 September 1999, community, foundation and voluntary schools and community and foundation special schools) to determine school term dates after consultation with the Teachers' Associations;

- (b) regarding admissions:
  - (i) to keep standard numbers under review and to implement any necessary changes, where these are agreed by the governing body;
  - (ii) to respond to any proposals from governing bodies to increase standard numbers;
  - (iii) to set admission limits which exceed the standard number where this is considered appropriate;
- (c) to consider proposed statements of special educational need where it is proposed that consideration is to be given to placement at a school establishment outside the area of the Council;
- (d) to determine and authorise the payment of discretionary awards and grants including any awards from charitable trust funds which the Council administers;
- (e) to agree, on safety grounds, that home to school arrangements be provided in any particular case in excess of the Council's mileage policy.

#### 26.5.2 Other delegations:

- (a) admissions:
  - (i) to consult annually with governing bodies about admission arrangements as required by Section 412 of the Education Act 1996;
  - (ii) to administer arrangements for admissions to nursery schools and classes in accordance with policies agreed by the Council;
  - (iii) under Section 431 of the Education Act 1996 to issue a direction that a child be admitted to a named school within the Council's area;
  - (iv) to comply with any requirements made by the Secretary of State to implement a scheme for co-ordinated arrangements for admissions in accordance with Section 430 of the Education Act 1996;
  - (v) to administer arrangements for the admission of individual pupils to primary and secondary schools, including designated areas and other relevant factors and to present the case on behalf of the Council to admission appeal panels;
  - (vi) to exercise the functions of the Council in relation to pupils excluded from school and to present the case on behalf of the Council to exclusion appeal panels;
- (b) attendance at school:
  - (i) to ensure that appropriate transport arrangements are made in accordance with the Council's policies;
  - (ii) to exercise the powers and duties of the Council in respect of children excluded from school and to make suitable arrangements for the continuing education of pupils who are excluded or otherwise unable to attend school;
  - (iii) to exercise the functions of the Council relating to the non-attendance of pupils at school;



- (iv) to undertake the powers and duties of the Council under Section 36 of the Children Act 1989 regarding Education Supervision Orders;
- (c) curriculum:
- (i) to monitor the implementation of the requirements in respect of the school curriculum, including religious worship and education, in conjunction with SACRE, if appropriate, as set out in the Education Act 1996;
  - (ii) in accordance with arrangements approved by the Secretary of State under Section 409 of the Education Act 1996 to investigate complaints concerning alleged failures of schools to comply with the National Curriculum, including the requirements for religious education and collective worship and the arrangements for statutory assessment and moderation of the National Curriculum;
  - (iii) to determine whether application be made to the Secretary of State to direct that an LEA maintained school be authorised to curriculum experiments outside the National Curriculum;
  - (iv) to provide any information which the Secretary of State may, by regulation, require;
- (d) Special Educational Needs:
- (i) to arrange for children to be assessed in accordance with the requirements of the Education Act 1996, to determine the special educational provision which should be made for them and to maintain and review statements of special educational need;
  - (ii) to represent the Council at Special Educational Needs Tribunals in connection with the assessment of special educational needs;
  - (iii) to ensure that the requirements of the Code of Practice on Special Educational Needs or other regulations are complied with;
- (e) staffing as respects primary, secondary and special schools:
- (i) to appoint:
    - (1) persons selected by governing bodies to fill vacant posts as head teachers or deputy head teachers;
    - (2) persons recommended or accepted for appointment by governing bodies to fill other teaching posts;
    - (3) persons recommended by governing bodies for appointment to non-teaching posts unless the person does not meet any qualification requirements applicable to the post;
  - (ii) in the case of aided schools to exercise any advisory rights relating to the appointment of head teachers, deputy head teachers or other teaching or ancillary staff conferred by agreement or legislation;
  - (iii) to nominate persons to fill vacancies in other teaching posts in schools where governing bodies have notified their intention to fill those vacancies;
  - (iv) to appoint persons selected by governing bodies as their Clerks;

- (v) to implement determinations of governing bodies of schools relating to the determination of potential dismissals and any subsequent appeals against such dismissals, which are within the Council's powers to determine;
  - (vi) to exercise the powers of the Council as local education authority in respect of the Licensed Teacher Scheme;
  - (vii) to appoint supply teachers from funds held centrally;
  - (viii) to exercise the powers and duties under the School Teacher (Appraisal) Regulations 1991 in respect of head teachers;
- (f) Finance:
- (i) to design and keep under review the Council's scheme of delegation in accordance with the Council's policies and any statutory requirements;
  - (ii) to determine and authorise the payment of boarding awards, grants towards tuition fees and expenses at schools where fees are payable, mandatory awards, maintenance allowances and tuition fees for correspondence courses and requests for the refund of grants in accordance with the policy of the Council;
  - (iii) to approve the payment of recoupment charges for pupils at establishments located outside the area of the Council;
- (g) Copyright. To enter into such agreements with licensing agencies as are necessary to ensure the Council's establishments comply with all relevant statutory provisions;
- (h) to exercise the Council's duties pursuant to section 12C of the Children and Young Persons Act 1969.

## **26.6 Monitoring Officer**

26.6.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) None.

26.6.2 Other Delegations:

- (a) to take all steps incidental to completing or obtaining the confirmation of any order or other formal proceedings made by the Council;
- (b) to serve any notice or requisition for information under any Act requiring the owner or occupier of or any person having an interest in or managing any land or premises to give information to the local authority;
- (c) the maintenance of the Land Charges Register and responses to local searches;
- (d) to take out grants of representation to a deceased's estates as creditor, beneficiary or trustee;
- (e) to settle the amount of compensation for damage to land which the Council is liable to pay in consequence of works carried out or other action taken on behalf of the Council up to a maximum of £1,000 in any one case and to report thereon to Council;
- (f) to obtain Counsel's opinion and to brief Counsel;

- (g) to sign on behalf of the Council any document necessary to give effect to any resolution of the Council, or of any Committee or Sub-Committee acting within powers delegated by the Council;
- (h) to institute or defend civil proceedings and intervene in or appear in proceedings before any court, the Lands Tribunal, an industrial tribunal, a Coroner, or any other statutory tribunal or inquiry, or arbitrator, where the interests of the Council, whether on its own behalf or on behalf of an authority for which the Council is agent, are involved, and to reach agreement as to settlement of such proceedings where appropriate;
- (i) to accept service of any proceedings;
- (j) to institute criminal proceedings in respect of offences against legislation (including bye-laws) which the Council is authorised to enforce, and institute or defend appeals arising out of such proceedings;
- (k) in accordance with the provisions of section 101 of the Local Government Act 1972, the Monitoring Officer may, in the circumstances mentioned in the paragraph below, authorise another local authority to initiate and conduct the prosecution of offences committed in the County Council's area;
- (l) the circumstances are that the Monitoring Officer is satisfied that:
  - (i) the offences in question are related to offences alleged to have been committed in that other authority's area;
  - (ii) it is expedient for the prosecution to be initiated and conducted by that other authority;
- (m) to defend any criminal proceedings brought against the Council and to institute or defend appeals arising out of such proceedings;
- (n) under section 78 of the Criminal Justice and Public Order Act 1994, to make complaints to the Magistrates Court and to take any action authorised by the Court;
- (o) to authorise persons to survey and enter land in connection with proposed compulsory acquisitions;
- (p) to settle all claims made on the Council not exceeding £1,000 where provision is not clearly made (in consultation with the appropriate Chief Officer and s151 Officer).

## **26.7 Section 151 Officer**

### 26.7.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) to exercise discretions relating to Community Charge, Council Tax and National Non-Domestic Rates where the Council has not established a policy on how such discretions might be exercised.

### 26.7.2 Other Delegations:

- (a) to manage the Council's treasury function in accordance with the Treasury Management Strategy established annually;
- (b) to write-off debts in accordance with the Council's Sundry Debtor Policy;
- (c) to agree charges for council services which may be made available to outside bodies;

- (d) to enter into finance or operational leasing arrangements or other off balance sheet arrangements to give effect to decisions to acquire vehicles, plant, equipment, etc.;
- (e) to administer the Council's scheme for loans for car purchase and car leasing;
- (f) to determine the manner in which and conditions on which invoices or accounts should be issued;
- (g) to make declarations as to rates of interest under Paragraph 3 of Schedule 16 to the Housing Act 1985;
- (h) to administer the schemes in relation to Housing Benefit and Council Tax Benefit; taking such decisions and giving such notices and all other action as may be necessary for their efficient administration;
- (i) to conduct the first review, in conjunction with the Head of Audit or Chief Officer Resources such benefit schemes;
- (j) to administer the statutory provisions relating to Community Charge, Council Tax and National Non-Domestic Rates;
- (k) to exercise discretions relating to Community Charge, Council Tax and National Non-Domestic Rates where the Council has established a policy on how such discretions might be exercised;
- (l) to manage the fund administered by the Council in accordance with the scheme made under Section 19 of the Welsh Church Act 1914;
- (m) to sign cheques, bailiff warrants, bonds, securities and loans; provided that cheques in excess of £50,000 shall be countersigned by either the Head of Audit or Chief Officer Resources;
- (n) to pay all accounts and to receive all income;
- (o) to deal with all insurance issues including risk management;
- (p) to manage arrangements with the Council's bankers;
- (q) to sign all statutory financial returns, accounts, grants and subsidy claims;
- (r) to instruct valuers for purposes of capital accounting, in consultation with the Monitoring Officer;
- (s) to approve housing guarantees and advances for house purchase and improvements (and to consider applications for consent under deeds of mortgage);
- (t) to act as principal point of contact with the Council's external auditors.

## **26.8 Chief Operating Officer MonLife**

26.8.1 MonLife is the branded entity within MCC that encompasses leisure, outdoor education, green infrastructure and countryside access, play, learning, destination management, arts, museums and attractions.

26.8.2 An Executive Board comprising the Chief Executive, Chief Officer Resources and Chief Officer Enterprise will operate to provide a sounding board and policy development vehicle to support and advise the COO on strategic decisions, opportunities and issues.

26.8.3 Delegations to be exercised in consultation with the appropriate Member:

- (a) to make unopposed temporary Prohibition Orders and Notices under Section 14 of the Road Traffic Regulation Act 1984;
- (b) to authorise applications to the magistrates' court to divert or extinguish public rights of way under section 116 of the Highways Act 1980;
- (c) where, following the relevant statutory period no objections have been received or where such objections have been withdrawn, to confirm the orders specified in the above paragraph;
- (d) where following non-statutory pre-order consultation there is no objection, to make the following orders, namely:
  - (i) Public Path Orders under s257 – 258 of the Act (to enable development to be carried out in accordance with planning permission granted);
  - (ii) Modification Orders and Reclassification Orders under s53 - 54 of the Wildlife and Countryside Act 1981;
  - (iii) Public Path Extinguishment and Diversion Orders under s118 - 120 of the Highways Act 1980;
  - (iv) orders under the Cycle Tracks Act 1984 and Cycle Track Regulations 1984:
- (e) to determine not to proceed with or to decline any such order or application;
- (f) to grant authorisations under Section 33 of the Road Traffic Act 1988;
- (g) to make special events orders under the Road Traffic Regulation Act 1984 and the Road Traffic Regulation (Special Events) Act 1994:
- (h) to authorise permissive path agreements or enter other access agreements;
- (i) to authorise public path creation agreements under section 25 of the Highways Act 1980;
- (j) to create public paths under sections 26 of the Highways Act 1980;
- (k) to authorise the dedication or creation of a public path on any Council owned land (in consultation with the Head of Estates);
- (l) to authorise the deaccessioning and disposal of selected items from the collections of Monmouthshire Museums in accordance with the Museum Collections Development Policy.

#### 26.8.4 Other Delegations:

- (a) Public Rights of Way:
  - (i) to give notices under Section 14(2) of the Road Traffic Regulation Act 1984 in cases of emergency;
  - (ii) to serve notices and where necessary arrange for work to be carried out in default and recover costs incurred in relation to the assertion, protection and restoration of public rights of way;
  - (iii) to authorise temporary works, diversion and remedial works under sections 135, 135a & 135b of the Highways Act 1980;

- (iv) to authorise works, and to make agreements for the execution of works, to assert and protect the rights of the public to the use and enjoyment of any public path;
  - (v) to make observations on orders proposed to be made by the Brecon Beacons National Park Authority and adjacent local authorities;
  - (vi) to authorise erection of stiles etc. on footpaths and bridleways under section 147 of the Highways Act 1980;
- (b) entry onto land. To authorise persons to enter land under:
- (i) sections 196A, 214B and 324 of the Town and Country Planning Act 1990;
  - (ii) s64 of the Land Drainage Act 1991;
  - (iii) s293 of, and paragraph 7 of Sched. 12A to, the Highways Act 1980;
  - (iv) s71 of the Road Traffic Regulation Act 1984;
  - (v) Wildlife and Countryside Act 1981;
  - (vii) Countryside and Rights of Way Act 2000.
- (c) to authorise persons to exercise any power or duty that is necessary or to take enforcement on public rights of way and recover costs related to the above delegations.

## 26.9 Proper Officers

26.9.1 In relation to the references and provisions mentioned in the first column of the Schedule hereto:

- (a) the officer specified in the second column of the schedule is hereby appointed the proper officer, and
- (b) the officer specified in the third column of the schedule is hereby appointed to act as proper officer when the first-mentioned officer is absent or otherwise unable to act;
- (c) where no officer is specified in the third column, the first-mentioned officer is authorised to appoint a deputy as he considers fit

26.9.2 Any reference to a “Proper Officer” within this Constitution which is not defined in the Schedule hereto, shall mean the Head of Paid Service and when they are absent or otherwise unable to act, shall mean the Chief Officer Resources.

26.9.3 Proper Officer Schedule:

	Function	Proper Officer	Deputy
1.	Any reference in any enactment passed before or during the 1971-72 session of Parliament other than the Local Government Act 1972 or in any instrument made before 26 October 1972 to the following officers which, by virtue of any provisions of the said Act, is to be construed as a reference to the proper officer of the Council:		
	a. Clerk or Town Clerk	Chief Executive	Chief Officer Resources
	b. Engineer or Surveyor	Chief Officer Enterprise	

	c. Public Health Inspector	Chief Officer – Social Care and Health	
	d. Housing Officer.	Chief Officer Resources	
2.	The following provisions:		
	a. In the National Assistance (Amendment) Act 1951 - s.1	s151 Officer	
	b. In the Registration Service Act 1953	Chief Officer SCH	
	c. In the Local Government Act 1972:		
	i. s83 (1)-(4). Witness and receipt of declarations of acceptance of office;	Chief Executive	Monitoring Officer
	ii. s84. Receipt of declaration of resignation of office;	Chief Executive	Monitoring Officer
	iii. s88(2). Convening of meeting of Council to fill casual vacancy in the office of Chairman;	Monitoring Officer	
	iv. s89(1)(b). Receipt of notice of casual vacancy from two local government electors;	Chief Executive	
	v. s96(1). Receipt of notices of pecuniary interest.	Monitoring Officer	
	vi. s96(2). Keeping record of disclosures of pecuniary interest under Section 94, and of notices under Section 96(1);	Monitoring Officer	
	vii. s.100B(2). Exclusion of reports likely to be considered in private session;	Relevant Chief Officer	
	viii. s100B(7)(c). Supply of papers to press;	Chief Executive	
	ix. s100C(2). Inspection of minutes and other documents;	Chief Executive	
	x. s100D(1)(a). Compilation of lists of background papers;	Relevant Chief Officer	
	xi. s100D(5)(a). Identification of background papers;	Relevant Chief Officer	
	xii. s100F(2). Identification of papers disclosing certain exempt information (rights of members to inspect);	Relevant Chief Officer	
	xiii. s115(2). Receipt of money due from officers;	s151 Officer	
	xiv. s146(1)(a)&(b). Declarations and certificates with regard to securities;	s151 Officer	
	xv. s191. Functions with respect to ordnance survey;	Chief Officer Enterprise	
	xvi. s204(3). Receipt of applications for Licence under Schedule 2, Licensing Act 1964;	Monitoring Officer	
	xvii. s210(6)(7). Officer for the purpose of certain charities;	Monitoring Officer	
	xviii. s225(1)&(2). Deposit of documents, and on behalf of a community without a Community	Monitoring Officer	

	<p>Council;</p> <p>xix s.229(5). Certification of photographic copies of documents;</p> <p>xx. s234(1)(2). Authentication of documents;</p> <p>xxi. s236(9)(10). Officer to send copies of bylaws;</p> <p>xxii. s238. Certification of byelaws;</p> <p>xxiii. Schedule 12 paragraph (2)(b). Signature of summonses to Council meetings;</p> <p>xxiv. Schedule 14 paragraph 25(7). Certification of resolutions under paragraph 25;</p> <p>xxv. Schedule 16 paragraph 28. Receipt on deposit of lists of protected buildings.</p> <p>d. In the Local Government Act 1974:</p> <p>i. s30(5). Publication of reports of Local Commissioner.</p> <p>e. In the Local Government (Miscellaneous Provisions) Act 1976:</p> <p>i. s41. Certification of copies of resolutions orders, reports, minutes, and instruments of appointment or authorization.</p> <p>f. In the Public Health (Control of Infectious Diseases Act) 1984.</p> <p>g. In the Local Government and Housing Act 1989:</p> <p>i. s2(4). Receipt on deposit of first and revised lists of politically restricted posts.</p> <p>h. In the Local Government (Committees and Political Groups) Regulations 1990.</p> <p>i. In the Local Authorities (Members' Interests) Regulations 1992.</p>	<p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Chief Executive</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Chief Officer SCH</p> <p>Chief Executive</p> <p>Chief Executive</p> <p>Monitoring Officer</p>	<p>Head of Public Protection</p>
3.	Where a Council function has been delegated to a specified officer and that function requires or otherwise involves action by the proper officer then for those purposes the proper officer shall be	The Officer to whom the function is delegated	
4.	Until the Council determines otherwise, the Chief Executive is appointed the proper officer for the purpose of all statutory provisions, whether existing or future, in respect of which no express proper officer appointment has for the time being been made.		
5.	Notwithstanding anything to the contrary above, where any order, notice or other document requires the seal of the Council to be attached then the proper officer for the authentication of such order, notice or other document shall be	Monitoring Officer	



## 26.10 Scheme of Delegation to Officers – Planning Service

26.10.1 The officer delegation scheme aims to achieve an effective balance between:

- (a) efficiency of determination on the majority of non-contentious applications that have limited community impact;
- (b) simplicity; and
- (c) the member/community aspect by ensuring member involvement on contentious applications through committee or the Delegation Panel and local ward member request for applications to be presented to committee.

26.10.2 The Delegation Panel consists of the Chair, Vice Chair and Opposition Spokesperson of Planning Committee. The Panel does not determine applications or enforcement matters. Its role is to assess whether officers should determine those applications presented to it or to refer them to Planning Committee for determination.

26.10.3 Definitions:

- (a) “The Act” means the Town and Country Planning Act 1990 as amended and the Planning (Wales) Act 2015;
- (b) “Local Ward Member” means the member for the electoral division in which the application site is located;
- (c) “Planning Application” means:
  - (i) applications for Planning Permission and approval of reserved matters;
  - (ii) applications for Listed Building Consent;
  - (iii) applications for Conservation Area Consent;
  - (iv) applications for Express Consent to Display Advertisements;
  - (v) applications for Certificates of Lawfulness of Existing Use or Development under Section 191 of the Act (jointly with the Head of Law);
  - (vi) applications for Certificates of Lawfulness of Proposed Use or Development under Section 192 of the Act (jointly with the Head of Law);
  - (vii) applications to retain works or uses already carried out;
  - (viii) applications to remove or modify conditions of planning permissions or to make minor material amendments to an approved scheme under Section 73 of the Town and Country Planning Act;
  - (ix) applications for an approval required by a development order;
  - (x) proposals by statutory undertakers;
  - (xi) notices of Proposed Development by Government Departments;
  - (xii) hedgerow removal notices under the Hedgerow Regulations 1997;
  - (xiii) applications for any type of tree preservation orders under the relevant legislation;
  - (xiv) applications for non-material amendments to a planning permission;

- (d) “Planning Permission” means development as defined by the Town and Country Planning Act 1990 being the carrying out of building, engineering, mining or other operations in, on over or under land, or the making of any material change in the use of any buildings or other land;
- (e) “reserved matters” means any matters which have been reserved following the grant of outline Planning Permission.

26.10.4 The following officers: Chief Officer Enterprise; Head of Planning, Placemaking, Housing, Highways and Flood; Head of Planning; Development Services Manager; and Development Management Area Managers; are permitted to make decisions on all Planning Applications and planning matters with the exception of those matters listed in in the subsequent sub-sections:

- (a) Planning Applications. To determine or make observations subject to 26.9.4.c on all applications unless:
  - (i) the officer recommendation is contrary to a development plan policy or proposal or other planning policy of the Council;
  - (ii) the application is to be recommended for approval and any of the following circumstances apply:
    - (1) unresolved written objections on material planning grounds have been received from 5 or more separate households or organisations, (excluding Town or Community Councils); or
    - (2) it is contrary to the advice of a statutory consultee; or
    - (3) the community or town council has objected on material planning grounds and wishes to address Planning Committee;
    - (4) the application is by or on behalf of the Council and unresolved objections on material planning grounds have been received; or
    - (5) the application is for development on Council-owned land or in which the Council has a direct interest and unresolved objections on material planning grounds have been received;
    - (6) the application is submitted by an employee of the Council who works within the Planning Section or one who has close involvement in the planning application process or a member or co-opted member of the Council or by a close relative of such an employee or member or where the application relates to land in which any of them have an interest and unresolved objections on material planning grounds have been received;
    - (7) the local ward member has requested in writing that the application is presented to Planning Committee giving planning reasons for that request. In such circumstances, the referring ward Member should attend Planning Committee to represent those reasons;
- (c) in consultation with the Delegation Panel to determine or make observations on applications except for those relating to householder development, advertisement applications and applications for Listed building and Conservation Area Consent where the application is to be recommended for approval and:
  - (i) unresolved written objections on material planning grounds have been received from 1 – 4 separate households or organisations, excluding Town and Community Councils or the Community or Town Council has objected

- on material planning grounds and does not wish to address Planning Committee; or
  - (ii) the application is one to which 26.9.4.b.ii.(d) or (e) relates and no unresolved objections on material planning grounds have been received; or
  - (iii) the Local Ward Member has requested in writing the application is referred to the Delegation Panel giving planning reasons for that request;
  - (iv) the application is by or on behalf of the Council and there are no material planning objections to the proposed development;
  - (v) the application is for development on Council-owned land or in which the Council has a direct interest and there are no material planning objections to the proposed development;
  - (vi) the application is submitted by an employee of the Council who works within the Planning Section or one who has close involvement in the planning application process or a member or co-opted member of the Council or by a close relative of such an employee or member or where the application relates to land in which any of them have an interest and there are no material planning objections to the proposed development;
- (d) to determine:
- (i) the Council's case where there is an appeal against non-determination of an application;
  - (ii) the discharge of planning conditions requiring the specific approval of the Local Planning Authority;
  - (iii) to enter into obligations under Section 106 of the Act jointly with the Head of Law, where it has been decided that planning permission should be granted subject thereto;
  - (iv) that an application is a departure from the development plan;
  - (v) whether an Environmental Assessment is required and scoping the content of that Assessment;
  - (vi) whether an Appropriate Assessment is required under the Conservation (Natural Habitats etc.) Regulations 2010 (as amended);
  - (vii) Local Impact Reports for Development of National Significance;
  - (viii) whether an application is valid, issue an Invalid Notice and determine the Council's case where there is an appeal against such a Notice;
- (e) to make observations on planning consultations received from Brecon Beacons National Park and adjoining authorities;
- (f) to decline to determine an application for planning permission under the powers of Section 70A of the Act and Section 32 (where an enforcement notice has been served prior to the submission of the application);
- (g) to make all necessary decisions on procedural matters in connection with the processing of applications and appeals.

- 26.10.5 For the avoidance of doubt applications for householder development, advertisement consent, and Listed Building and Conservation Area Consent, shall be determined by officers unless the Local Ward Member has requested in writing the application is referred to Planning Committee or the Delegation Panel, giving planning reasons for that request. All other applications are delegated to officers to determine, including discharge of condition applications, Non Material Amendments, applications for an approval required by a development order, proposals by statutory undertakers, Notices of Proposed Development by Government Departments and Hedgerow removal notices under the Hedgerow Regulations 1997.
- 26.10.6 Enforcement of Planning Control. Those Officers listed at 26.10.4 are permitted, in consultation with the Delegation Panel, to determine that it is either not expedient, or is expedient to take action and to issue the following notices and thereafter to take all necessary steps to remedy the breach:
- (a) Enforcement Notices and Stop Notices under Section 174 of the Act;
  - (b) Listed Building Enforcement Notices under Section 38 of the Listed Building and Conservation Areas Act 1990;
  - (c) to take prosecution proceedings and/or injunctions and/or action under the Proceeds of Crime Act, in consultation with the Head of Law;
  - (d) notices under Section 215 of the Act.
- 26.10.7 Those Officers listed at 26.10.4 are permitted to determine that it is expedient to take action and to issue the following notices and to take all necessary steps to remedy the breach:
- (a) Planning Contravention Notices under Section 171C of the Act (to require information);
  - (b) Breach of Condition Notices under Section 187A of the Act;
  - (c) Enforcement Notices where planning permission has been refused for the development;
  - (d) Listed Building Enforcement Notices under Section 38 of the Listed Building and Conservation Areas Act 1990;
  - (e) Breach of Condition Enforcement Notices;
  - (f) Hedgerow Replacement Notices under the Hedgerow Regulations 1997;
  - (g) Enforcement Warning Notices under Section 43 of the Act;
  - (h) Temporary Stop Notices under Section 171E of the Act;
  - (i) to consider offers and representations made under Section 171C (4) of the Act (responses to Planning Contravention Notices);
  - (j) to remove or obliterate unauthorised advertisements, placards and posters under Sections 224 and 225 of the Act.
- 26.10.8 Heritage. Those Officers listed at 26.10.4 are permitted, in consultation with the Delegation Panel, to:
- (a) serve building preservation notices under Section 3 of the Planning (Listed Buildings and Conservation Areas) Act 1990 in cases of emergency;

- (b) authorise urgent works under section 54 of the Planning (Listed Buildings and Conservation Areas) Act 1990;
- (c) approve grants for historic buildings under Historic Town Schemes.

26.10.9 Entry onto Land. Those Officers listed at 26.10.4 are permitted to authorise persons to enter land under:

- (a) sections 196A, 214B and 324 of the Act;
- (b) s95 of the Building Act 1984;
- (c) s293 of, and paragraph 7 of Schedule 12A to, the Highways Act 1980;
- (d) s71 of the Road Traffic Regulation Act 1984.

26.10.10 Miscellaneous. Those Officers listed at 26.10.4 are permitted to respond to Welsh Government consultations on planning policy or development management or related matters.

## **PART 4 – RULES OF PROCEDURE**

### **27 COUNCIL PROCEDURE RULES (Standing Orders)**

#### **27.1 Application**

27.1.1 The Council Procedure Rules contained in the Sections below will apply to meetings of the Full Council and, where applicable, to other meetings conducted within the Council.

#### **27.2 Annual Meeting of the Council**

27.2.1 Timing and Business. In a year when there is an ordinary election of councillors, the annual meeting will take place within 21 days of the retirement of the outgoing councillors. In any other year, the annual meeting will take place in March, April or May. The annual meeting will:

- (a) elect a person to preside if the Chair and Vice Chair of the Council are not present;
- (b) elect the Chair of the Council;
- (c) elect the Vice Chair of the Council;
- (d) approve the minutes of the last meeting;
- (e) receive any announcements from the Chair and/or the Head of Paid Service;
- (f) elect the Leader of the Council at the initial annual meeting of the Council;
- (g) be informed by the Leader of the number of Members to be appointed to the Cabinet;
- (h) appoint the Select Committees, a Standards Committee and such other committees and sub-committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are Executive Functions (as set out in Part 3 of this Constitution);
- (i) determine which political group shall nominate the chair of each Select Committee appointed under (viii) above, having regard to the guidance issued under the Local Government (Wales) Measure 2011;
- (j) receive from the Leader the scheme of delegations (as set out in Part 3 of this Constitution);
- (k) approve a programme of ordinary meetings of the Council for the year; and
- (l) consider any business set out in the notice convening the meeting.

27.2.2 Selection of Councillors on Committees and Outside Bodies. At the annual meeting, the Council meeting will:

- (a) decide which committees and sub-committees to establish for the municipal year;
- (b) decide the size and terms of reference for those committees;

- (c) decide the allocation of seats to political groups in accordance with the political balance rules;
- (d) make appointments to outside bodies except where appointment to those bodies has been delegated by the Council or is exercisable only by the Cabinet.

### **27.3 Ordinary Meetings**

27.3.1 Ordinary meetings of the Council will take place in accordance with a programme decided at the Council's annual meeting. The order of business at ordinary meetings will be as follows:

- (a) elect a person to preside if the Chair and Vice Chair are not present;
- (b) receive any declarations of interest from Members;
- (c) receive questions from, and provide answers to, the public in relation to matters which in the opinion of the Chair are relevant to the Council's functions;
- (d) receive any announcements from the Chair, Leader, members of the Cabinet or the Head of Paid Service;
- (e) receive a report from the Leader and receive questions and answers on the report;
- (f) receive a report from the Cabinet and receive questions and answers on the report;
- (g) receive reports from the Council's committees and receive questions and answers on those reports;
- (h) receive reports about and receive questions and answers on the business of joint arrangements and external organisations;
- (i) consider any other business specified in the summons to the meeting, including consideration of proposals from the Cabinet in relation to the Council's Budget and Policy Framework, Single Integrated Plan and reports of the Select Committees;
- (j) consider motions;
- (k) deal with questions from Members;
- (l) approve the minutes of the last meeting.

### **27.4 Extraordinary Meetings**

27.4.1 Calling Extraordinary Meetings. The Proper Officer and/or Monitoring Officer may call Council meetings in addition to ordinary meetings. Those listed below may request the Proper Officer to call additional Council meetings:

- (a) the Council by resolution;
- (b) the Chair of the Council;

- (c) any 5 Members of the Council if they have signed a requisition presented to the Chair of the Council who has refused to call a meeting or has failed to call a meeting within 7 days of the presentation of the requisition.

27.4.2 Business. The business to be conducted at an extraordinary meeting shall be restricted to the item or items of business contained in the request for the extraordinary meeting and there shall be no consideration of previous minutes or reports from committees etc., except that the Chair may at their absolute discretion permit other items of business to be conducted for the efficient discharge of the Council's business.

## **27.5 Appointment of members of committees and sub-committees**

27.5.1 The Council or Committee may appoint members to a committee or sub-committee as the case may be:

- (a) by naming the members so appointed; or
- (b) by reference to such numbers of members as a specified political group or groups shall from time to time nominate.

27.5.2 When members are appointed under the above the political group in question shall notify the Chief Executive in writing of the names of the members who may nominate.

27.5.3 A political group may from time to time change its membership of a committee by giving notice in writing to the Chief Executive.

27.5.4 The decisions of a political group are to be taken as those expressed to the Chief Executive:

- (a) in writing by the leader or other representative of the group concerned;
- (b) in a written statement signed by a majority of the members of the group;

and in the event that different decisions of a political group are notified, the decision notified in accordance with 27.5.4(b) shall prevail.

27.5.5 This rule of procedure applies to appointments to committees, sub-committees and other informal groupings of members but not to appointments or nominations on external bodies.

## **27.6 Time, Place and Duration of Meetings**

27.6.1 The time and place of meetings will be determined by the Proper Officer and notified in the summons.

## **27.7 Notice of and Summons to Meetings**

27.7.1 The Proper Officer will give notice to the public of the time and place of any meeting in accordance with the Access to Information Procedure Rules (below). At least 5 clear days before a meeting, the Proper Officer will send a summons signed by him/her to every Member of the Council. The summons will give the date, time and place of each meeting and specify the business to be transacted, and will be accompanied by such reports as are available.



## **27.8 Chair of Meeting**

27.8.1 The person presiding at the meeting may exercise any power or duty of the Chair. Following consultation with the Monitoring Officer, the decision of the Chair of the meeting on all points of procedure and order and the Chair's interpretation of any Procedure Rule shall be final and no debate may ensue thereon.

27.8.2 Accordingly, if it appears appropriate, the Chair may, at his/her sole discretion waive compliance with the rules of debate to facilitate the transaction of business at the meeting.

27.8.3 Where these rules apply to committee and sub-committee meetings, references to the Chair should instead be read as reference to the chair of that committee or sub-committee.

## **27.9 Quorum**

27.9.1 The quorum of a meeting will be one quarter of the whole number of Members. During any meeting if the Chair counts the number of Members present and declares there is not a quorum present, then the meeting will adjourn immediately. Remaining business will be considered at a time and date fixed by the Chair. If they don't fix a date, the remaining business will be considered at the next ordinary meeting.

27.9.2 In the case of the Planning Committee, the quorum must be 50% in accordance with the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2017.

## **27.10 Remote Attendance**

27.10.1 Remote attendance at meetings of the council are permitted. Any member attending a meeting remotely (the "remote attendee") must be capable of hearing, and being heard.

27.10.2 The failure of any technological provision whether that leads to a partial or complete loss of contact between the remote attendees and those members in actual attendance during the meeting shall not invalidate any part of the deliberations or any vote taken. The Chair may postpone the meeting if they deem that appropriate.

## **27.11 Questions by the Public**

27.11.1 General:

- (a) Members of the public may ask questions of Members of the Cabinet at ordinary meetings of the Council;
- (b) The total time allocated for questions by the public should be limited to 15 minutes.

27.11.2 Order of Questions. Questions will be asked in the order notice of them was received, except that the Chair may group together similar questions.

27.11.3 Notice of Questions. A question may only be asked if notice has been given by delivering it in writing or by electronic mail to the Head of Democratic Services no later than midnight 3 working days before the day of the meeting. Each question must give the name and address of the questioner.

27.11.4 Number of Questions. At any one meeting no person may submit more than one question and no more than one such question may be asked on behalf of one organisation.

- 27.11.5 Scope of Questions. The Head of Democratic Services may reject a question if it:
- (a) is not about a matter for which the Council has a responsibility or which affects the County;
  - (b) is defamatory, frivolous or offensive;
  - (c) is substantially the same as a question which has been put at a meeting of the Council in the past 6 months;
  - (d) requires the disclosure of confidential or exempt information.
- 27.11.6 Record of Questions. The Head of Democratic Services will enter each question in a book open to public inspection and will immediately send a copy of the question to the Councillor to whom it is to be put. Rejected questions will include reasons for rejection.
- 27.11.7 Copies of all questions will be circulated to all Councillors and will be made available to the public attending the meeting.
- 27.11.8 Asking the Question at the Meeting. The Chair will invite the questioner to put the question to the Councillor named in the notice. If a questioner who has submitted a written question is unable to be present, they may ask the Chair to put the question on their behalf. The Chair may ask the question on the questioner's behalf, indicate that a written reply will be given or decide, in the absence of the questioner, that the question will not be dealt with.
- 27.11.9 Supplementary Question. A questioner who has put a question in person may also put one supplementary question without notice to the Councillor who has replied to his or her original question. A supplementary question must arise directly out of the original question or the reply. The Chair may reject a supplementary question on any of the grounds set out above.
- 27.11.10 Written Answers. Any question which cannot be dealt with during public question time, either because of lack of time or because of the non-attendance of the Councillor to whom it was to be put, will be dealt with by a written answer.
- 27.11.11 Reference of Question to the Cabinet or a Committee. Unless the Chair decides otherwise, no discussion will take place on any question, but any Member may move that a matter raised by a question be referred to the Cabinet or the appropriate committee or sub-committee. Once seconded, such a motion will be voted on without discussion.

## **27.12 Questions by Members**

- 27.12.1 On Reports of the Cabinet or Committees. A Member of the Council may ask the Leader or the Chair of a Committee any question without notice directly arising from an item of the report of the Cabinet or a Committee, when that item is being received or is under consideration by the Council.
- 27.12.2 Questions on Notice at Full Council. Subject to 27.12.4, a Member of the Council may ask:
- (a) the Chair;
  - (b) a Member of the Cabinet;
  - (c) the Chair of any committee or sub-committee;

a question on any matter in relation to which the Council has powers or duties or which affects the County Council.

- 27.12.3 Questions on Notice at Committees and Sub-Committees. Subject to 27.12.4, a Member of a committee or sub-committee may ask the Chair of it a question on any matter in relation to which the Council has powers or duties or which affects the County and which falls within the terms of reference of that committee or sub-committee.
- 27.12.4 Notice of Questions. A Member may ask a question if:
- (a) they have given at least 7 working days' notice in writing of the question to the Head of Democratic Services (calculated on the basis of a working day running from midnight to midnight); or
  - (b) the question relates to urgent matters, they have the consent of the Chair or Member to whom the question is to be put and the content of the question is given to the Head of Democratic Services at least 2 hours before the meeting.
- 27.12.5 Order of Questions. Questions of which notice has been given will be listed on the agenda in the order determined by the Chair of the Council, committee or sub-committee.
- 27.12.6 Content of Questions. Questions must, in the opinion of the Chair:
- (a) contain no expressions of opinion;
  - (b) relate to matters on which the Council has or may determine a policy;
  - (c) not relate to questions of fact.
- 27.12.7 Response. An answer may take the form of:
- (a) a direct oral answer at the meeting;
  - (b) where the desired information is in a publication of the Council or other published work, a reference to that publication;
  - (c) where the reply cannot conveniently be given orally, a written answer circulated within 5 working days to the questioner.
- 27.12.8 Supplementary Question. A Member asking a question under these rules may ask one supplementary question without notice of the Member to whom the first question was asked. The supplemental question must arise directly out of the original question or the reply.
- 27.12.9 Length of Speeches. A Member asking a question under these rules shall not speak other than in exercise of their right to ask a supplementary question and a Member answering such a question may speak for no longer than 3 minutes unless the Chair consents to a longer period.

## **27.13 Reports**

27.13.1 Cabinet Member Reports presented to the Council will be followed by such questions and debate as desired by the other Members present, within these rules, and as permitted by the Chair.

27.13.2 Amendments to Reports. An amendment to a report before Council may not be moved unless notice of the amendment has been emailed by the proposer, and seconded by email, to the Democratic Services Manager by 9:00am on the Working Day before the meeting.

27.13.3 The Chair may waive 27.13.2 at their discretion upon receipt of a proposal for an amendment in Council that is supported by a majority.

#### **27.14 Motions on Notice**

27.14.1 Notice. Except for motions which can be moved without notice and in cases of urgency, written notice of every motion must be delivered to the Head of Democratic Services not later than midnight on the seventh working day before the Council meeting at which it is to be considered. Motions received will be entered in a book open to public inspection.

27.14.2 Motion Set Out in Agenda. Motions for which notice has been given will be listed on the agenda in the order determined by the Chair.

27.14.3 Scope. Motions must be about matters for which the Council has a responsibility or which affect the wellbeing of the administrative area of the Council.

27.14.4 Motion to Remove the Leader:

- (a) a motion to remove the Leader cannot be moved unless the notice of motion is signed by a number of councillors which is at least equivalent to 15% of the total number of Councillors on the Council and which includes Councillors from at least 2 political groups;
- (b) in order for such a motion to be carried it must have the support of at least 2 thirds of those Members voting and present in the room at the time the question was put;
- (c) a motion to remove the Leader cannot be moved more than once in any rolling 12 month period.

#### **27.15 Motions without Notice**

27.15.1 The following motions may be moved without notice:

- (a) to appoint a Chair of the meeting at which the motion is moved;
- (b) in relation to the accuracy of the minutes;
- (c) to change the order of business in the agenda;
- (d) to refer something to an appropriate body or individual;
- (e) to appoint a committee or Member arising from an item on the summons for the meeting;

- (f) to receive reports or adoption of recommendations of committees or Officers and any resolutions following from them;
- (g) to withdraw a motion;
- (h) to amend a motion;
- (i) to proceed to the next business;
- (j) that the question be now put;
- (k) to adjourn a debate;
- (l) to adjourn a meeting;
- (m) to suspend a particular Council Procedure Rule;
- (n) to exclude the public and press in accordance with the Access to Information Procedure Rules;
- (o) to not hear further a Member named under Rule 21.3 or to exclude them from the meeting under Rule 21.4; and
- (p) to give the consent of the Council where its consent is required by this Constitution.

## **27.16 Rules of Debate**

27.16.1 No Speeches until Motion Seconded. No speeches may be made after the mover has moved a proposal and explained the purpose of it until the motion has been seconded.

27.16.2 Right to Require Motion in Writing. Unless notice of the motion has already been given, the Chair may require it to be written down and handed to him before it is discussed.

27.16.3 Seconders' Speech. When seconding a motion or amendment, a Member may reserve their speech until later in the debate.

27.16.4 Content and Length of Speeches. Speeches must be directed to the question under discussion or to a personal explanation or point of order no speech may exceed ten minutes without the consent of the Chair.

27.16.5 When a Member may Speak Again. A Member who has spoken on a motion may not speak again whilst it is the subject of debate, except:

- (a) to speak once on an amendment moved by another Member;
- (b) to move a further amendment if the motion has been amended since they last spoke;
- (c) if their first speech was on an amendment moved by another Member, to speak on the main issue (whether or not the amendment on which he spoke was carried);
- (d) in exercise of a right of reply;
- (e) on a point of order; and

- (f) by way of personal explanation.

### **27.17 Amendments to Motions**

27.17.1 An amendment to a motion must be relevant to the motion and will either be:

- (a) to refer the matter to an appropriate body or individual for consideration or reconsideration;
- (b) to leave out words;
- (c) to leave out words and insert or add others; or
- (d) to insert or add words;

as long as the effect of 27.16.1 (a) to (d) is not to negate the motion.

27.17.2 Only one amendment may be moved and discussed at any one time. No further amendment may be moved until the amendment under discussion has been decided.

27.17.3 If an amendment is not carried, other amendments to the original motion may be moved.

27.17.4 If an amendment is carried, the motion as amended takes the place of the original motion. This becomes the substantive motion to which any further amendments are moved.

27.17.5 After an amendment has been carried, the Chair will read out the amended motion before accepting any further amendments, or if there are none, put it to the vote.

### **27.18 Alteration of Motion**

27.18.1 A Member may alter a motion of which he has given notice with the consent of the meeting. The meeting's consent will be signified without discussion.

27.18.2 A Member may alter a motion which he has moved without notice with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion.

27.18.3 Only alterations which could be made as an amendment may be made.

### **27.19 Withdrawal of Motion**

27.19.1 A Member may withdraw a motion which he has moved with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion. No Member may speak on the motion after the mover has asked permission to withdraw it unless permission is refused.

### **27.20 Right of Reply**

27.20.1 The mover of a motion has a right to reply at the end of the debate on the motion, immediately before it is put to the vote.

- 27.20.2 If an amendment is moved, the mover of the original motion has the right of reply at the close of the debate on the amendment, but may not otherwise speak on it.
- 27.20.3 The mover of the amendment has no right of reply to the debate on his amendment.

### **27.21 Motions which may be Moved During Debate**

27.21.1 When a motion is under debate, no other motion may be moved except the following procedural motions:

- (a) to withdraw a motion;
- (b) to amend a motion;
- (c) to proceed to the next business;
- (d) that the question be now put;
- (e) to adjourn a debate;
- (f) to adjourn a meeting;
- (g) to exclude the public and press in accordance with the Access to Information Procedure Rules; and
- (h) to not hear further a Member named under Rule 27.32.3 or to exclude them from the meeting under Rule 27.32.4.

### **27.22 Closure Motions**

27.22.1 A Member may move, without comment, the following motions at the end of a speech of another Member;

- (a) to proceed to the next business;
- (b) to ask that the question be now put;
- (c) to adjourn a debate; or
- (d) to adjourn a meeting.

27.22.2 If a motion to proceed to next business is seconded and the Chair thinks the item has been sufficiently discussed, he will give the mover of the original motion a right of reply and then put the procedural motion to the vote.

27.22.3 If a motion that the question be now put is seconded and the Chair thinks the item has been sufficiently discussed, he will put the procedural motion to the vote. If it is passed he will give the mover of the original motion a right of reply before putting his motion to the vote.

27.22.4 If a motion to adjourn the debate or to adjourn the meeting is seconded and the Chair thinks the item has not been sufficiently discussed and cannot reasonably be so discussed on that occasion, he will put the procedural motion to the vote without giving the mover of the original motion the right of reply.

### **27.23 Point of Order**

27.23.1 A point of order is a request from a Member to the Chair to rule on an alleged irregularity in the procedure of the meeting. A Member may raise a point of order at any time. The Chair will hear them immediately. A point of order may only relate to an alleged breach of these Council Rules of Procedure or the law. The Member must indicate the rule or law and the way in which he considers it has been broken. The ruling of the Chair on the matter will be final.

### **27.24 Personal Explanation**

27.24.1 A Member may make a personal explanation at any time. A personal explanation may only relate to some material part of an earlier speech by the Member which may appear to have been misunderstood in the present debate. The ruling of the Chair on the admissibility of a personal explanation will be final.

### **27.25 State of the County Debate**

27.25.1 Calling of Debate. The Leader may call a state of the County debate annually on a date and in a form to be agreed with the Chair.

27.25.2 Form of Debate. The Leader will decide the form of the debate with the aim of enabling the widest possible public involvement and publicity. This may include holding workshops and other events prior to or during the debate.

27.25.3 Chairing of Debate. The debate will be chaired by the Chair.

27.25.4 Results of Debate. The results of the debate will be disseminated as widely as possible within the community and to agencies and organisations in the area which work in active partnership with the Council and considered by the Leader in proposing the Budget and Policy Framework to the Council for the coming year.

### **27.26 Previous Decisions and Motions**

27.26.1 Motion to Rescind a Previous Decision. A motion or amendment to rescind a decision made at a meeting of Council within the past 6 months cannot be moved unless moved on the recommendation of a Committee or the Cabinet or the notice of motion is signed by at least eleven Members, except in the case of new information becoming available.

27.26.2 Motion Similar to One Previously Rejected. A motion or amendment in similar terms to one that has been rejected at a meeting of Council in the past 6 months cannot be moved unless moved on the recommendation of a Committee or the Cabinet or the notice of motion is signed by at least 11 Members. Once the motion or amendment is dealt with, no one can propose a similar motion or amendment for 6 months.



## **27.27 Voting**

- 27.27.1 Majority. Unless this Constitution provides otherwise, any matter will be decided by a simple majority of those Members voting and present in the room at the time the question was put.
- 27.27.2 Chair's Casting Vote. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.
- 27.27.3 Method of Voting. Unless a recorded vote is demanded under Rule 27.26.4 the Chair will take the vote by show of hands or by use of the Council's electronic voting system if any, or if there is no dissent, by the affirmation of the meeting.
- 27.27.4 Recorded Vote. If 9 Members present at the meeting demand it, the names for and against the motion or amendment or abstaining from voting will be taken down in writing and entered into the minutes.
- 27.27.5 Right to Require Individual Vote to be Recorded. Where any Member requests it immediately after the vote is taken, their vote will be so recorded in the minutes to show whether they voted for or against the motion or abstained from voting.
- 27.27.6 Voting on Appointments. If there are more than 2 people nominated for any position to be filled and there is not a clear majority of votes in favour of one person, then the name of the person with the least number of votes will be taken off the list and a new vote taken. The process will continue until there is a majority of votes for one person.

## **27.28 Minutes**

- 27.28.1 Signing the Minutes. The Chair will sign the minutes of the proceedings at the next suitable meeting. The Chair will move that the minutes of the previous meeting be signed as a correct record. The only part of the minutes that can be discussed is their accuracy.
- 27.28.2 No Requirement to Sign Minutes of Previous Meeting at Extraordinary Meeting  
Where in relation to any meeting, the next meeting for the purpose of signing the minutes is a meeting called under paragraph 3 of Schedule 12 to the Local Government Act 1972 (an extraordinary meeting), then the next following meeting (being a meeting called otherwise than under that paragraph) will be treated as a suitable meeting for the purposes of paragraph 41(1) and (2) of Schedule 12 relating to signing of minutes.
- 27.28.3 Form of Minutes. Minutes will contain all motions and amendments in the form and order the Chair put them.

## **27.29 Record of Attendance**

- 27.29.1 All Members present during the whole or part of a meeting must sign their names on the attendance sheets before the conclusion of every meeting to assist with the record of attendance.

## **27.30 Presentation of Petitions**

- 27.30.1 At a meeting of the Council any member of the Council may present a petition, signed by person other than members of the Council, which is relevant to some matter in relation to which the Council or Cabinet have functions, or which affects the area of the Council, or part of it, or the inhabitants of that area, or some of them. The member presenting the petition shall satisfy them self that the petition is proper to be received.
- 27.30.2 A member wishing to present a petition shall give notice of their intention to do so to the Chief Executive before the beginning of the meeting at which they wish to present it.
- 27.30.3 The presentation of a petition shall be limited to not more than 3 minutes, and shall be confined to reading out, or summarising, the prayer of the petition, indicating the number and description of the signatories.
- 27.30.4 Petitions shall be presented in the order in which notice of them is received by the Chief Executive.
- 27.30.5 A petition presented at a meeting of the Council may stand referred to a future meeting of the Cabinet or relevant committee, in order that the appropriate chief officer may present a report on the subject matter of the petition.

### **27.31 Exclusion of Public**

- 27.31.1 Members of the public and press may only be excluded either in accordance with the Access to Information Procedure Rules of this Constitution or Rule 27.32.

### **27.32 Members' Conduct**

- 27.32.1 Speaking at Meetings. When a Member speaks at Full Council they must stand (if practicable) and address the meeting through the Chair. If more than one Member signifies their intention to speak, the Chair will ask one to speak. Other Members must remain silent whilst a Member is speaking unless they wish to make a point of order or a point of personal explanation.
- 27.32.2 Chair Speaking. When the Chair speaks during a debate, any Member speaking at the time must stop and sit down. The meeting must be silent.
- 27.32.3 Member not to be Heard Further. If a Member persistently disregards the ruling of the Chair by behaving improperly or offensively or deliberately obstructs business, the Chair may move that the Member be not heard further. If seconded, the motion will be voted on without discussion.
- 27.32.4 Member to Leave the Meeting. If the Member continues to behave improperly after such a motion is carried, the Chair may move that either the Member leaves the meeting or that the meeting is adjourned for a specified period. If seconded, the motion will be voted on without discussion.
- 27.32.5 General Disturbance. If there is a general disturbance making orderly business impossible, the Chair may adjourn the meeting for as long as he thinks necessary.

### **27.33 Disturbance by Public**

27.33.1 Removal of Member of the Public. If a member of the public interrupts proceedings, the Chair will warn the person concerned. If they continue to interrupt, the Chair will order their removal from the meeting room.

27.33.2 Clearance of Part of Meeting Room. If there is a general disturbance in any part of the meeting room open to the public, the Chair may call for that part to be cleared.

#### **27.34 Filming and Use of Social Media During Meetings**

27.34.1 Filming and use of social media is permitted during meetings so long as there is no disturbance to the conduct of the meeting.

#### **27.35 Suspension and Amendment of Council Procedure Rules**

27.35.1 Suspension. All of these Council Rules of Procedure except 27.27.5 and 27.28.2 may be suspended by motion on notice or without notice if at least one half of the whole number of Members of the Council are present. Suspension can only be for the duration of the meeting.

27.35.2 Amendment. Any motion to add to, vary or revoke these Council Rules of Procedure will, when proposed and seconded, stand adjourned without discussion to the next ordinary meeting of the Council.

27.35.3 Adjustment. At the discretion of the Chairman, any of the Council Rules of Procedure will be subject to 'reasonable adjustment' by suspension or amendment and without notice as appropriate, to prevent a disabled elected member or member of the public being placed at a disadvantage in terms of their proper participation in any aspect of Council procedures.

#### **27.36 Application to Committees and Sub-Committees**

27.36.1 All of the Council Rules of Procedure apply to meetings of Full Council. None of the rules apply to meetings of the Cabinet, save as set out in the Executive Procedure Rules. Only Rules 27.6 to 27.9, 27.13 to 27.16, 27.26 to 27.35 (but not Rule 27.32.1) apply to meetings of committees and sub-committees.

#### **27.37 Appointment of Substitute Members on Council Bodies**

27.37.1 The substitution rules will not apply to meetings of the Cabinet, the Standards Committee, the Planning Committee or the Audit Committee.

27.37.2 Subject to any other restrictions elsewhere in the Constitution, any Member of the Council will be permitted to act as a substitute on a Council Body.

27.37.3 The Head of Democratic Services will allow a request from a Member of a Council Body to appoint a substitute Member, providing that substitute Member is from the same political group and the request is received no later than one hour before the meeting.

27.37.4 In order to be eligible to sit as substitutes on regulatory or quasi-judicial committees or panels or staff appointments or disciplinary bodies established by the Council, Members must have received formal training in relevant procedures and the law.

27.37.5 Substitute Members will have all the powers and duties of any ordinary Member of the committee but will not be able to exercise any special powers or duties exercisable by the person they are substituting.

27.37.6 Substitute Members may attend meetings in that capacity only:

- (a) to take the place of the ordinary Member for whom they are designated substitute;
- (b) where the ordinary Member will be absent for the whole of the meeting; and
- (c) where the ordinary Member or that Member's political group has notified the Head of Democratic Services of the intended substitution at least one hour before the start of the relevant meeting.

### **27.38 Procedure Rules for Family Absence for Members**

27.38.1 Different Types of Family Absence. A Member may be entitled to family absence subject to compliance with the Family Absence for Members of Local Authorities (Wales) Regulations 2013 and the Local Government (Wales) Measure 2011 as amended by the Local Government and Elections Act 2021, as follows:

- (a) maternity absence – if the Member satisfies prescribed conditions as to maternity, on equivalent terms to the policy applied to any employee of MCC;
- (b) new-born absence – for the parent of a child other than the mother, on equivalent terms to the policy applied to any employee of MCC;
- (c) adopter's absence – for the adopter of a child, on equivalent terms to the policy applied to any employee of MCC;
- (d) new adoption absence - for the partner of an adopter, on equivalent terms to the policy applied to any employee of MCC; and
- (e) parental absence – for a Member who becomes responsible for a child (and does not meet the conditions for new-born absence, adopter's absence or new adoption absence), on equivalent terms to the policy applied to any employee of MCC.

27.38.2 Prescribed Conditions. The Regulations prescribe the conditions Members must satisfy to be entitled to each type of family absence, make provisions regarding the durations, start, cancellation and end of periods of family absence, and set out the administrative process for dealing with family absences. A copy of the Regulations can be obtained from the Head of Democratic Services and must be referred to by any Member considering taking family absence.

27.38.3 Requirement for Member to give Written Notice. A Member intending to take family absence is required to give written notice to the Head of Democratic Services, specifying the type of family absence the Member intends to take and the intended start date, as well as certain other specified information in respect of particular types of family absence. Any changes to, or cancellation of, family absence must similarly be notified to the Head of Democratic Services. Members should refer to the Regulations for the prescribed information which must be included in the notice, and advice is available in this respect from the Head of Democratic Services.

- 27.38.4 Records and Notification of Family Absence. The Head of Democratic Services will keep a record of all notifications and periods of family absence taken and will inform the Chair of Council, the Chair of the Democratic Services Committee, and the leaders of each political group, and other recognised group, of the authority. The Head of Democratic Services may also inform any other persons, as he/she considers necessary, for example, fellow ward Members.
- 27.38.5 Cancellation of Family Absence by Council:
- (a) if the Head of Democratic Services reasonably suspects that a Member may not be entitled to the family absence notified, they may cancel or end a Member's family absence in accordance with the Regulations;
  - (b) in the event of a decision to cancel family absence, the Head of Democratic Services will give written notice to the Member concerned setting out the decision to cancel or bring to an end the period of family absence, and the date from which the Member must return from family absence. If the Member then fails to resume duties, the Council may withhold the Member's remuneration.
- 27.38.6 Members' Right to Appeal against Cancellation:
- (a) a Member may, within 28 days from being notified of a cancellation of family absence, complain in writing to the Head of Democratic Services regarding the cancellation;
  - (b) the Head of Democratic Services will refer any complaint duly made regarding cancellation to the Chair of Council (or Presiding Member);
  - (c) the Member's complaint will be considered by a politically balanced Panel, drawn from the Democratic Services Committee, which may either confirm the decision of the Head of Democratic Services, or substitute its own decision as to the Member's entitlement to family absence in accordance with the Regulations;
  - (d) the decision of the Panel is final.
- 27.38.7 Performance of Duties – At Member's request
- (a) the following provision is subject consideration by the Democratic Services committee as to whether:
    - (i) to describe the circumstances in which a Member on maternity or parental leave may continue to perform some duties if so desired, such as "where the Member has a well-known particular interest in a matter of business or if urgent business affecting their local area is being considered"; and
    - (ii) to provide whether any duty conferred on Members should be performed during a period of family absence.
  - (b) a Member on maternity absence or parental absence may, subject to subparagraphs (c) to (h):
    - (i) attend particular meetings;
    - (ii) attend particular descriptions of meetings;

- (iii) perform particular duties; or
- (iv) perform duties of a particular description.
- (c) the Member must obtain the permission of the Chair of Council (or Presiding Member) before attending any meeting or performing any duty;
- (d) the Chair of Council (or Presiding Member) will inform the leaders of each political group of the Council before granting permission under (c);
- (e) a Member may complain in writing to the Head of Democratic Services regarding a refusal under (c);
- (f) the Head of Democratic Services will refer a complaint under (e) to the Chair of Council (or Presiding Member);
- (g) the Family Absence Appeals Panel (“the Panel”) will determine a complaint made under paragraph (e);
- (h) the Panel may:
  - (i) confirm the decision of the Chair of Council (or Presiding Member) under (c); or
  - (ii) substitute its own decision as to the Member attending any meeting or performing any duty.

### **27.39 Continuing Duties**

27.39.1 If a Member is on family absence leave and it would be difficult to replace that Member on a temporary basis, the Chair of Council can request that Member to attend a meeting if it might otherwise be inquorate.

27.39.2 A Member on family absence is expected to continue to observe and comply with any duties under the Members’ Code of Conduct which remain applicable, including the duty to not bring the office of Member or the Council into disrepute (Members’ Code, Rule 6(1) (a)), and the duty to not use their position or the resources of the authority improperly or for private advantage (Members’ Code, Rule 7).

### **27.40 Members’ Salaries**

27.40.1 In accordance with the determinations of the Independent Remuneration Panel for Wales, a Member on family absence is entitled, for the duration of the absence, to retain a basic salary and any senior salary for which the Member is eligible.

## **28 ACCESS TO INFORMATION PROCEDURE RULES**

### **28.1 Scope**

28.1.1 These rules apply to all meetings of the Council, the executive, select committees, area committees, the Standards Committee and regulatory committees.

### **28.2 Additional Rights to Information**

28.2.1 These rules do not affect any more specific rights to information contained elsewhere in this Constitution or the law. All councils are required to have a publications scheme and commit to making certain types of information available. The authority has adopted the Information Commissioners Model publications scheme.

### **28.3 Right to Attend Meetings**

28.3.1 Members of the public may attend all meetings subject only to the exceptions in these rules.

### **28.4 Notice of Meeting**

28.4.1 The council will give at least 5 clear days' notice unless to consider urgent items as defined of any meeting by posting details of the meeting at County Hall Usk. (The Designated Office)

### **28.5 Access to Agenda and Reports before the Meeting**

28.5.1 The Council will make copies of the agenda and reports open to the public available for inspection at the designated office at least five clear days before the meeting. If an item is added to the agenda later, the revised agenda (where reports are prepared after the summons has been sent out, the designated officer shall make each such report available to the public as soon as the report is completed and sent to councillors) will be open to inspection from the time the item was added to the agenda.

### **28.6 Supply of Copies**

28.6.1 The Council will supply copies of:

- (a) any agenda and reports which are open to public inspection;
- (b) any further statements or particulars necessary to indicate the nature of the items in the agenda; and
- (c) if the proper officer thinks fit, copies of any other documents supplied to councillors in connection with an item to any person on payment of a charge for postage and any other costs.

### **28.7 Access to Minutes after the Meeting**

28.7.1 The Council will make available copies of the following for 6 years after a meeting:

- (a) the minutes of the meeting or record of decisions taken by the executive, excluding any part of the minutes of proceedings when the meeting was not open to the public because exempt or confidential information was being considered;
- (b) a summary of any proceedings not open to the public where the minutes open to inspection would not provide a reasonably fair and coherent record;
- (c) the agenda for the meeting; and
- (d) reports relating to items when the meeting was open to the public.

## 28.8 Background Papers

28.8.1 List of background papers. The proper officer will set out in every report a list of those documents (called background papers) relating to the subject matter of the report which in his/her opinion:

- (a) disclose any facts or matters on which the report or an important part of the report is based; and
- (b) which have been relied on to a material extent in preparing the report

but does not include published works or those which disclose exempt or confidential information.

28.8.2 Public inspection of background papers. The Council will make available for public inspection for 4 years after the date of the meeting one copy of each of the documents on the list of background papers.

## 28.9 Summary of Public's Rights

28.9.1 A written summary of the public's rights to attend meetings and to inspect and copy documents must be kept at and available to the public at County Hall.

## 28.10 Exclusion of Access by the Public to Meetings

28.10.1 Public and private meetings of the executive. The executive may only make decisions in relation to its functions and conduct formal business in a properly constituted meeting. This does not prevent the executive from holding informal deliberations in private, with or without officers present, but these meetings shall not take decisions.

28.10.2 Confidential information – requirement to exclude public. The public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed.

28.10.3 Exempt information – discretion to exclude public. The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information would be disclosed. Where the meeting will determine any person's civil rights or obligations, or adversely affect their possessions, Article 6 of the Human Rights Act 1998 establishes a presumption that the meeting will be held in public unless a private hearing is necessary for one of the reasons specified in Article 6.

28.10.4 Meaning of confidential information. Confidential information means information given to the Council by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by Court Order.

28.10.5 Meaning of exempt information. Exempt information means information falling within the following categories (subject to any qualification):

Category	Qualification
Information relating to a particular individual.	Public interest test applies (see below)



Information which is likely to reveal the identity of an individual.	Public interest test applies (see below)
Information relating to the financial or business affairs of any particular person (including the authority holding that information).	Information is not exempt information by virtue of that paragraph if it is required to be registered under:  The Companies Act 1985 The Friendly Societies Act 1974 The Friendly Societies Act 1992 The Industrial and Provident Societies Acts 1965 to 1978 The Building Societies Act 1986 or The Charities Act 1993.  Public interest test applies (see below)
Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.	Public interest test applies (see below)
Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.	
Information which reveals that the authority proposes:  (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or  (b) to make an order or direction under any enactment.	Public interest test applies (see below)
Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.	Public interest test applies (see below)
(In relation to a meeting of a standards committee, or a sub-committee of a standards committee, which is convened to consider a matter referred under the provisions of section 70(4) or (5) or 71(2) of the Local Government Act 2000):  - Information which is subject to any obligations of confidentiality.  - Information which relates in any way to matters concerning national security.  - The deliberations of a standards committee or of a sub-committee of a standards committee established under the provisions of Part 3 of the Local Government Act 2000 in reaching any finding on a matter referred to it.	Public interest test applies (see below)

## **28.11 Public Interest Test**

28.11.1 Information which:

- (a) falls into the relevant sections in the table above; and
- (b) is not prevented from being exempt by virtue of the 'qualifications' above, is exempt information if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

28.11.2 Information falling within the table is not exempt by virtue of that paragraph if it relates to proposed development for which the local planning authority can grant itself planning permission under Regulation 3 of the Town and Country Planning General Regulations 1992.

## **28.12 Disclosure by Members**

28.12.1 Members will not make public Confidential or Exempt Information without the consent of the Authority or divulge information given in confidence to anyone other than a member or officer entitled to know it unless otherwise authorised.

## **28.13 Public Interest**

28.13.1 Information within 28.10.5 may only be treated as exempt if an assessment of the public interest has been made.

28.13.2 The public interest should be assessed on a case by case basis having regard to all relevant factors, to ensure a proper balance is achieved between the right to know, the right to personal privacy and the delivery of effective government.

28.13.3 In making such an assessment the proper officer should have regard to any relevant prejudice which may be caused to the Authority or any other party if the information were disclosed, having regard to the full context of any disclosure. Account may be taken of whether disclosure would breach any obligation of confidence or the rights of any individual under the Data Protection Act 2018 or the Human Rights Act 1998.

28.13.4 Account will be taken of the fact that the public interest may be served by allowing access to information which would:

- (a) further the understanding of and participation in debating issues of the day;
- (b) facilitate transparency and accountability in and enhance scrutiny of decisions taken by the Authority;
- (c) facilitate transparency and accountability in the spending of public money;
- (d) help individuals understand the decisions made by the Authority affecting their lives;
- (e) bring to light information affecting public safety or danger to the environment;
- (f) contribute to the administration of justice and enforcement of the law or the prevention or detection of crime or the apprehension or prosecution of offenders;

- (g) protect the public from unsafe products or rogue traders or practices;

28.13.5 In making such an assessment the following factors should be regarded as irrelevant:

- (a) possible embarrassment to the Authority or its Officers;
- (b) possible loss of confidence in the Authority or other public body;
- (c) the seniority of persons involved in the subject matter;
- (d) the risk of the public misinterpreting the information.

#### **28.14 Exclusion of Access by the Public to Reports**

28.14.1 If the proper officer thinks fit, the Council may exclude access by the public to reports which in their opinion relate to items during which the meeting is likely not to be open to the public. Such reports will be marked "Not for publication" together with the category of information likely to be disclosed.

#### **28.15 The Forward Work Programme**

28.15.1 Period of forward work programme. The forward work programme will be prepared by the Chief Executive to cover a period of 4 months. It will be updated quarterly on a rolling basis.

28.15.2 Contents of forward work programme. The forward work programme will contain matters which the executive, select committees and full Council are likely to consider. It will contain information on:

- (a) the timetable for considering the budget and any plans forming part of the policy framework and requiring council approval, and which body is to consider them;
- (b) the timetable for considering any plans which are the responsibility of the executive;
- (c) any individual matters on which the executive intends to consult in advance of taking a decision, and the timetable for consultation and decision;
- (d) the work programme of the select committees, to the extent that it is known.

#### **28.16 Consultation on Proposals to be Considered by the Executive**

28.16.1 At least 2 weeks should be permitted in the forward plan timetable for consultation with relevant select committees and ward members where a matter is to be considered by the executive and is not urgent (as defined below) or confidential or exempt.

28.16.2 A matter may be considered urgent where the events to which it is addressed were unforeseen at the time that the last forward work programme was produced and a decision is required within (the minimum time provided for consultation as specified above).

28.16.3 A decision can only be treated as urgent if the decision taker (if an individual) or the chair of the body making the decision obtains the agreement of the chair of a relevant select committee that the taking of the decision cannot be reasonably deferred. If there is no chair of a relevant select committee, or if the chair of each relevant select committee is unable to act, then the agreement of the Head of Paid Service of the Council, will suffice.

28.16.4 Any decisions taken under this urgency procedure will be recorded as having been taken in the absence of consultation in the decision record.

## **28.17 Record of Decisions of the Executive**

28.17.1 The decision record:

- (a) a written record will be made of every executive decision made by the executive and its committees (if any) and individual members, and to joint committees and joint sub-committees whose members are all members of a local authority executive;
- (b) this decision record will include a statement, for each decision, of:
  - (i) the decision made;
  - (ii) the date the decision was made;
  - (iii) the reasons for that decision;
  - (iv) any personal interest declared;
  - (v) any dispensation to speak granted by the authority's standards committee;
  - (vi) the consultation undertaken prior to the decision and, if such consultation has not taken place, the reason why.

28.17.2 Preparing the decision record:

- (a) the proper officer or their representative shall attend any meeting of the executive, a committee of the executive or a joint committee or joint sub-committee where all its members are members of a local authority executive, and shall as soon as reasonably practicable after the meeting produce a decision record;
- (b) where an individual member has made any executive decision:
  - (i) that member shall as soon as reasonably practicable instruct the proper officer to produce a decision record; and
  - (ii) the decision shall not be implemented until that decision record has been produced, subject to (c) below;
- (c) where the date by which an executive decision made by an individual member must be implemented makes compliance with (b) ii above impracticable, the decision may be implemented if the decision maker has the agreement of the Chair (or in their absence, the vice-chair) of the relevant select committee, that the making of the decision is urgent and cannot reasonably be deferred.

## **28.18 Decisions by an Individual Member of the Executive**

- 28.18.1 Reports intended to be taken into account. Where an individual member of the executive receives a report which they intend to take into account in making any decision, then they will not make the decision until at least 5 clear days after receipt of that report.
- 28.18.2 Provision of copies of reports to select committees. On giving of such a report to an individual decision maker, the person who prepared the report will give a copy of it to the chair of every relevant select committee as soon as reasonably practicable, and make it publicly available at the same time.
- 28.18.3 Record of individual decision. The decision recording rules above will apply.

## **28.19 Select Committee Members' Access to Documents**

- 28.19.1 Rights of access. Subject to 28.19.2 a select committee (including its sub-committees) will be entitled to access to any document which is in the possession or control of the executive or its committees and which contains material relating to:
- (a) any business transacted at a meeting of the executive or its committees; or
  - (b) any decision taken by an individual member of the executive.
- 28.19.2 Limit on rights. A select committee or sub-committee will not be entitled to any part of a document that contains:
- (a) confidential or exempt information, or
  - (b) advice provided by a political advisor or assistant;
- unless that information is relevant to an action or decision that is being reviewed or scrutinised or any review contained in a programme of work of that committee or sub-committee.
- 28.19.3 Disclosure. Exempt or confidential information supplied to a member in accordance remains exempt or confidential.

## **28.20 Additional Rights of Access for Members**

- 28.20.1 Rights of access. All members will be entitled to inspect any document which is in the possession or under the control of the executive or its committees and contains material relating to any business transacted at a meeting of a decision making body of that authority or by an individual member of the executive.
- 28.20.2 Limitation on rights. A member will not be entitled to any part of a document where:
- (a) it would disclose exempt information falling within paragraphs 12 to 18, 21, 23, 24 and 26 of Schedule 12A of the Local Government Act 1972, or
  - (b) it would disclose advice of a political advisor or assistant.
- 28.20.3 Nature of rights. These rights of a member are additional to any other right they may have.

28.20.4 Other Rights of Members. Notwithstanding any restriction in the foregoing provisions, all reports (including those that are “exempt” or “confidential” by virtue of Schedule 12A Local Government Act 1972 as amended) to all decision making bodies are available to all members.

28.20.5 A Member will not make public information which is confidential or exempt without the consent of the Council or divulge information given in confidence to anyone other than a Councillor or person(s) or organisation(s) entitled to know it.

## **29 BUDGET AND POLICY FRAMEWORK PROCEDURE**

### **29.1 Rules**

29.1.1 The framework for executive decisions. The Council will be responsible for the adoption of its policy framework and budget. The policy framework and budget adopted by the Council will be based on that proposed by the executive. Once a budget or a policy framework is in place, it will be the responsibility of the executive to implement it.

29.1.2 Process for developing the framework. The process by which the policy framework and budget shall be developed is:

- (a) the executive will publicise by including in the forward plan and at the Council’s offices a timetable for making proposals to the Council for the adoption of any plan, strategy or budget that forms part of the budget and policy framework, and its arrangements for consultation after publication of those initial proposals. The chair of select committees will also be notified. The consultation period shall in each instance be not less than 6 weeks;
- (b) at the end of that period, the executive will then draw up firm proposals having regard to the responses to that consultation. If a relevant select committee wishes to respond to the executive in that consultation process then it may do so. As the select committees have responsibility for fixing their own work programme, it is open to the select committee to investigate, research or report in detail with policy recommendations before the end of the consultation period. The executive will take any response from a select committee into account in drawing up firm proposals for submission to the Council, and its report to Council will reflect the comments made by consultees and the executive’s response;
- (c) once the executive has approved the firm proposals, the Chief Executive will refer them at the earliest opportunity to the Council for decision;
- (d) in reaching a decision, the Council may adopt the executive’s proposals, amend them, refer them back to the executive for further consideration, or in principle, substitute its own proposals in their place;
- (e) if it accepts the recommendation of the executive without amendment, the Council may make a decision which has immediate effect. Otherwise, it may only make an in-principle decision. In either case, the decision will be made on the basis of a simple majority of votes cast at the meeting;
- (f) the decision will be publicised and a copy shall be given to the Leader;
- (g) an in-principle decision will automatically become effective 5 days from the date of the Council’s decision, unless the Leader informs the proper officer in writing within

five days that they object to the decision becoming effective and provides reasons why;

- (h) in that case, the proper officer will call a Council meeting within a further 10 days. The Council will be required to re-consider its decision and the Leader's written submission at that meeting. The Council may:
  - (i) approve the executive's recommendation by a simple majority of votes cast at the meeting; or
  - (ii) approve a different decision which does not accord with the recommendation of the executive by a simple majority;
- (i) the decision shall then be made public implemented immediately;
- (j) in approving the budget and policy framework, the Council will also specify the extent of virement within the budget and degree of in-year changes to the policy framework which may be undertaken by the executive, in accordance 29.1.5 or 29.1.6 (virement and in-year adjustments). Any other changes to the policy and budgetary framework are reserved to the Council.

#### 29.1.3 Decisions outside the budget or policy framework:

- (a) subject to the provisions of 29.1.5 (virement) the executive, a committee of the executive, an individual member of the executive and any officers, area committees or joint arrangements discharging executive functions may only take decisions which are in line with the budget and policy framework. If any of these bodies or persons wishes to make a decision which is contrary to the policy framework, or contrary to or not wholly in accordance with the budget approved by full council, then that decision may only be taken by the Council, subject to 29.1.4 below;
- (b) if the executive, a committee of the executive, an individual member of the executive and any officers, area committees or joint arrangements discharging executive functions want to make such a decision, they shall take advice from the monitoring officer and/or the chief financial officer as to whether the decision they want to make would be contrary to the policy framework, or contrary to or not wholly in accordance with the budget. If the advice of either of those officers is that the decision would not be in line with the existing budget and/or policy framework, then the decision must be referred by that body or person to the Council for decision, unless the decision is a matter of urgency, in which case the provisions in 29.1.4 shall apply.

#### 29.1.4 Urgent decisions outside the budget or policy framework:

- (a) the executive, a committee of the executive, an individual member of the executive or officers, area committees or joint arrangements discharging executive functions may take a decision which is contrary to the Council's policy framework or contrary to or not wholly in accordance with the budget approved by full Council if the decision is a matter of urgency. However, the decision may only be taken:
  - (i) if it is not practical to convene a quorate meeting of the full Council; and
  - (ii) if the chair (or if unavailable the vice chairman) of a relevant select committee agrees that the decision is a matter of urgency.

The reasons why it is not practical to convene a quorate meeting of full Council and the chair of the relevant select committees' consent to the decision being taken as a matter of urgency must be noted on the record of the decision;

- (b) following the decision, the decision taker will provide a full report to the next available Council meeting explaining the decision, the reasons for it and why the decision was treated as a matter of urgency.

29.1.5 Virement. The Council operates a scheme enabling controlled virement of revenue and capital expenditure as detailed within its Financial Procedure Rules.

29.1.6 In-year changes to policy framework. The responsibility for agreeing the budget and policy framework lies with the Council, and decisions by the executive, a committee of the executive an individual member of the executive or officers, area committees or joint arrangements discharging executive functions must be in line with it. No changes to any policy and strategy which makes up the policy framework may be made by those bodies or individuals except those changes:

- (a) which will result in the closure or discontinuance of a service or part of service to meet a budgetary constraint;
- (b) necessary to ensure compliance with the law, ministerial direction or government guidance;
- (c) in relation to the policy framework in respect of a policy which would normally be agreed annually by the Council following consultation, but where the existing policy document is silent on the matter under consideration.

29.1.7 Call-in of decisions outside the budget or policy framework:

- (a) where a select committee is of the opinion that an executive decision is, or if made would be, contrary to the policy framework, or contrary to or not wholly in accordance with the Council's budget, then it shall seek advice from the monitoring officer and/or chief financial officer;
- (b) in respect of functions which are the responsibility of the executive, the monitoring officer's report and/or chief financial officer's report shall be to the executive with a copy to every member of the Council. Regardless of whether the decision is delegated or not, the executive must meet to decide what action to take in respect of the monitoring officer's report and to prepare a report to Council in the event that the monitoring officer or the chief finance officer conclude that the decision was a departure, and to the select committee if the monitoring officer or the chief finance officer conclude that the decision was not a departure;
- (c) if the decision has yet to be made, or has been made but not yet implemented, and the advice from the monitoring officer and/or the chief financial officer is that the decision is or would be contrary to the policy framework or contrary to or not wholly in accordance with the budget, the select committee may refer the matter to Council. In such cases, no further action will be taken in respect of the decision or its implementation until the Council has met and considered the matter. The Council shall meet within 21 days of the request by the select committee. At the meeting it will receive a report of the decision or proposals and the advice of the monitoring officer and/or the chief financial officer. The Council may either:



- (i) endorse a decision or proposal of the executive decision taker as falling within the existing budget and policy framework. In this case no further action is required, save that the decision of the Council be minuted and circulated to all councillors in the normal way; or
- (ii) amend the council's budget or policy concerned to encompass the decision or proposal of the body or individual responsible for that executive function and agree to the decision with immediate effect. In this case, no further action is required save that the decision of the Council be minuted and circulated to all councillors in the normal way; or
- (iii) where the Council accepts that the decision or proposal is contrary to the policy framework or contrary to or not wholly in accordance with the budget, and does not amend the existing framework to accommodate it, require the executive to reconsider the matter in accordance with the advice of either the monitoring officer/chief financial officer.

## **30 EXECUTIVE PROCEDURE RULES**

### **30.1 How does the Executive Operate?**

30.1.1 Who may make executive decisions? The arrangements for the discharge of executive functions are set out in Part 3. In either case, the arrangements or the Leader may provide for executive functions to be discharged by:

- (a) the executive as a whole;
- (b) a committee of the executive;
- (c) an individual member of the executive;
- (d) an officer;
- (e) an area committee;
- (f) joint arrangements; or
- (g) another local authority.

30.1.2 Delegation by the Leader. Following the annual meeting of the Council, the Monitoring Officer, at the direction of the Leader, will draw up a written record of executive delegations made by the Leader. This will contain the following information about Executive Functions in relation to the coming year:

- (a) the names, addresses and electoral divisions of the people appointed to the executive by the Leader;
- (b) the extent of any authority delegated to Cabinet Members individually, including details of the limitation on their authority;
- (c) the terms of reference and constitution of such Cabinet committees as the Leader appoints and the names of Cabinet Members appointed to them;

- (d) the nature and extent of any delegation of Executive Functions to any other authority or any joint arrangements;
- (e) the nature and extent of any delegation to Officers with details of any limitation on that delegation, and the title of the Officer to whom the delegation is made.

#### 30.1.3 Sub-Delegation of Executive Functions:

- (a) where the Cabinet, a committee of the Cabinet or an individual Member of the Cabinet is responsible for an Executive Function, they may delegate further to joint arrangements or an Officer;
- (b) unless the Leader directs otherwise, a committee of the Cabinet to whom functions have been delegated by the Leader may delegate further to an Officer;
- (c) where Executive Functions have been delegated, that fact does not prevent the discharge of delegated functions by the person or body who delegated.

#### 30.1.4 The Council's Scheme of Delegation and Executive Functions:

- (a) subject to (b) below the Council's scheme of delegation will be subject to adoption by the Council and may only be amended by the Council. It will contain the details required in [Section 9](#) of this Constitution;
- (b) the Leader may amend the scheme of delegation relating to Executive Functions at any time. In doing so the Leader will give written notice to the Monitoring Officer and to the person, body or committee concerned. The notice must set out the extent of the amendment to the scheme of delegation, and whether it entails the withdrawal of delegation from any person, body or committee. The Monitoring Officer will present a report to the next ordinary meeting of the Council setting out the changes made by the Leader. Where the Leader seeks to withdraw delegation from a committee of the Cabinet, notice will be deemed to be served on that committee when he has served it on its chair.

#### 30.1.5 Conflicts of Interest:

- (a) where the Leader has a conflict of interest this should be dealt with as set out in the Council's Code of Conduct for Members. If any Member of the Cabinet has a conflict of interest this should be dealt with as set out in the Council's Code of Conduct for Members in Part 5 of this Constitution;
- (b) if the exercise of an Executive Function has been delegated to a committee of the Cabinet, an individual Member or an Officer, and should a conflict of interest arise, then the function will be exercised in the first instance by the person or body by whom the delegation was made and otherwise as set out in the Council's Code of Conduct for Members in Part 5 of this Constitution.

30.1.6 Cabinet Meetings – When and Where? The frequency and timing of meetings of the Cabinet will be determined by the Leader. The Cabinet will meet at the Council's main offices or another location to be agreed by the Leader.

30.1.7 Public or private Meetings of the Cabinet? The Cabinet will hold its meetings in public, except in the circumstances set out in the Access to Information Procedure Rules in [Section 28](#), for example where confidential or exempt information is being discussed.

### 30.1.8 Quorum:

- (a) the quorum for a meeting of the Cabinet shall be 3 including the Leader or Deputy Leader;
- (b) the quorum for a meeting of a committee of the Cabinet shall be a quarter of the number of members of the committee.

30.1.9 Remote attendance at meetings of Cabinet are permitted. Any member attending a meeting remotely (the “remote attendee”) must be capable of hearing, and being heard.

30.1.10 The failure of any technological provision whether that leads to a partial or complete loss of contact between the remote attendees and those members in actual attendance during the meeting shall not invalidate any part of the deliberations or any vote taken. The Chair may postpone the meeting if they deem that appropriate.

30.1.11 How are Decisions to be taken by the Cabinet?

- (a) Executive Decisions made by the Cabinet as a whole will be taken at a meeting convened in accordance with the Access to Information Procedure Rules in [Section 28](#) of this Constitution;
- (b) where Executive Decisions are delegated to a committee of the Cabinet, the rules applying to Executive Decisions taken by them shall be the same as those applying to those taken by the Cabinet as a whole.

## 30.2 How are the Executive Meetings Conducted?

30.2.1 Who Presides? The Leader will preside at any meeting of the Cabinet or its committees at which he is present. In his absence, the Deputy Leader will preside. In his/her absence, then a person appointed to do so by those present shall preside.

30.2.2 Who May Attend? These details are set out in the Access to Information Procedure Rules in [Section 28](#).

30.2.3 Business. At each meeting of the Cabinet the following business will be conducted:

- (a) declarations of interest, if any;
- (b) matters referred to the Cabinet (whether by Select Committees or by the Council) for reconsideration by the Cabinet in accordance with the provisions contained in the Select Committee Procedure Rules or the Budget and Policy Framework Procedure Rules set out above;
- (c) consideration of reports from Select Committees;
- (d) consideration of reports from Cabinet Committees;
- (e) reports from Officers of the Authority.

30.2.4 Consultation. All reports to the Cabinet from any Member of the Cabinet or an Officer on proposals relating to the Budget and Policy Framework must contain details of the nature and extent of consultation undertaken with stakeholders and with the Select Committees and the outcome of that consultation. Reports about other matters will set out the details and outcome of consultation as appropriate. The level of consultation required will be appropriate to the nature of the matter under consideration.

30.2.5 Who can put Items on the Cabinet Agenda?

- (a) The Leader will decide upon the schedule for meetings of the Cabinet. They may put any matter on the agenda of any Cabinet meeting whether or not authority has been delegated to the Cabinet, a committee of it or any Member or Officer in respect of that matter;
- (b) any Member of the Cabinet may require the Proper Officer to make sure that an item is placed on the agenda of the next available meeting of the Cabinet for consideration;
- (c) the Head of Paid Service, the Monitoring Officer and/or the s151 Officer may include an item for consideration on the agenda of a Cabinet meeting and may require that such a meeting be convened in pursuance of their statutory duties;
- (d) in other circumstances, where any 2 of the Head of Paid Service, s151 Officer and Monitoring Officer are of the opinion that a meeting of the Cabinet needs to be called to consider a matter that requires a decision they may jointly include an item on the agenda of a Cabinet meeting. If there is no meeting to deal with the issue in question, then the person(s) entitled to include an item on the agenda may also require that a meeting be considered at which the matter will be considered.

30.2.6 Disturbance by the Public, Filming and Use of Social Media. The provisions in Council Procedure Rules in [Section 27](#) in relation to disturbance by the public, filming and use of social media apply to meetings of the Cabinet.

## **31 SELECT COMMITTEE PROCEDURE RULES**

### **31.1 What will be the number and arrangements for select committees?**

31.1.1 The Council will have 5 Select Committees set out in Part 2 and will appoint to them as it considers appropriate from time to time. The Select Committees may appoint smaller groups to carry out detailed examination of particular topics for report back to them. Such groups may be appointed for a fixed period on the expiry of which they shall cease to exist.

31.1.2 The terms of reference of the various Select Committees will be to:

- (a) review and/or scrutinise decisions made or actions taken in connection with the discharge of any of the Council's functions; (except any matters specifically identified in the terms of reference of any other select committee);
- (b) make reports and/or recommendations to the full Council and/or the executive and/or any joint or area committee in connection with the discharge of any functions;
- (c) consider any matter affecting the area or its inhabitants;
- (d) exercise the right to call-in, for reconsideration, decisions made but not yet implemented by the executive and/or any area committees;

- (e) convene joint meetings with overview and scrutiny committees of other councils;
- (f) assess the impact of partnerships with and resources and services provided by external organisations including the Welsh Government and Senedd Sponsored Public Bodies on the effectiveness of Council service delivery.

## **31.2 Specific functions of Select Committees**

31.2.1 Policy development and review. Select committees may:

- (a) assist the Council and the executive in the development of its budget and policy framework by in-depth analysis of policy issues;
- (b) conduct research, community and other consultation in the analysis of policy issues and possible options;
- (c) consider and implement mechanisms to encourage and enhance community participation in the development of policy options;
- (d) question members of the executive and/or committees and chief officers about their views on issues and proposals affecting the area;
- (e) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working.

31.2.2 Scrutiny. Select committees may:

- (a) review and scrutinise the decisions made by and performance of the executive and/or committees and council officers both in relation to individual decisions and over time;
- (b) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (c) question members of the executive and/or committees and chief officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects;
- (d) make recommendations to the executive and/or appropriate committee and/or Council arising from the outcome of the scrutiny process;
- (e) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the select committee and local people about their activities and performance;
- (f) question and gather evidence from any person (with their consent).

31.2.3 Finance. Select committees may exercise overall responsibility for the finances made available to them.

31.2.4 Select Committees shall undertake the following:

- (a) investigate or review a particular matter in depth and without delay, reporting their conclusions and making any recommendations to the Council or Cabinet as appropriate;
- (b) conduct research, community (and other) consultation for the purposes of analysing issues and developing where appropriate; possible options, through liaison with the area/community partnerships;
- (c) consider and report on mechanisms to encourage and enhance community participation in the development of service delivery options;
- (d) question Cabinet Members and Officers about their views and actions on issues and proposals affecting the County;
- (e) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working;
- (f) question and gather evidence from any person (with their consent) whilst conducting investigative and reporting processes.

31.2.5 Report. From time to time, as appropriate, the Chairman of each Select committee will report to full Council on the workings of the committee including future work programmes.

31.2.6 Officers. Select committees may exercise overall responsibility for the work programme of the officers employed to support their work.

### **31.3 Who chairs Select Committee Meetings?**

31.3.1 Each Select Committee will be Chaired by a Chair appointed from the membership of that Select Committee

### **31.4 Who may sit on Select Committees?**

31.4.1 There will be cross party Membership of all Select Committees. All councillors except members of the executive may be members of a select committee. However, no member may be involved in scrutinising a decision in which they have been directly involved.

### **31.5 Meetings of the Select Committees**

31.5.1 The Council may determine a cycle of meetings for the Select Committees. If the Council do not set the cycle, each such Select Committee shall determine their own cycle of meetings. The Chair, or in their absence the Vice Chair, may change the date or cancel meetings, or call additional meetings as they consider necessary to deal with the Select Committee's work programme. A meeting of a Select Committee may be called by the Chair (or in their absence, the Vice Chair) or by the Monitoring Officer or by the Head of Democratic Services, if they consider it necessary or appropriate.

### **31.6 Quorum**

31.6.1 The quorum for a Select Committee shall be as set out in the Council Procedure Rules in [Section 27](#).

### **31.7 Agenda Items**

- 31.7.1 Any Member of a particular Select Committee shall be entitled to give notice to the Proper Officer that they wish an item relevant to the functions of the that Select Committees to be included on the agenda for the next available meeting. Seven working days' notice of the item should be given to Proper Officer together with sufficient information to enable the Officer to advise about the nature and purpose of the item.
- 31.7.2 On receipt of such a request, so long as it is an appropriate matter to be considered, the Proper Officer will ensure that it is included on the next available agenda.
- 31.7.3 Select Committees shall also respond, as soon as their work programme permits, to requests from the Council and/or the Cabinet to review particular areas of Council activity. Where they do so, the particular Select Committees shall report their findings and any recommendations back to the Cabinet and/or Council. The Council and/or the Cabinet shall consider the report of the Select Committees within one month of receiving it.

### **31.8 Policy Review and Development**

- 31.8.1 The role of the Select Committees in relation to the development of the Council's Budget and Policy Framework is set out in detail in the Budget and Policy Framework Procedure Rules above.
- 31.8.2 In relation to the development of the Council's approach to other matters not forming part of its Budget and Policy Framework, Select Committees may make proposals to the Cabinet for developments in so far as they relate to matters within their terms of reference.
- 31.8.3 Select Committees may hold enquiries and investigate the available options for future direction in policy development and may appoint advisers and assessors to assist them in this process. They may go on site visits, conduct public surveys, hold public meetings, commission research and do all other things that they reasonably consider necessary to inform their deliberations. They may ask witnesses to attend to address them on any matter under consideration and may pay to any advisers, assessors and witnesses a reasonable fee and expenses for doing so.

### **31.9 Reports from the Select Committees**

- 31.9.1 All formal reports from the Select Committees will be submitted to the Proper Officer for consideration by the Cabinet (if the proposals are consistent with the existing Budget and Policy Framework), or to the Council as appropriate (e.g. if the recommendation would require a departure from or a change to the agreed Budget and Policy Framework).
- 31.9.2 If a Select Committee cannot agree on one single final report to the Council or Cabinet as appropriate, one minority report may be prepared and submitted for consideration by the Council or Cabinet with the majority report.
- 31.9.3 The Council or Cabinet shall consider the report of a Select Committee within one month of it being submitted to the Proper Officer.

### **31.10 Making sure that Overview and Scrutiny Reports are considered by the Cabinet**

31.10.1 The agenda for Cabinet meetings shall include an item entitled "Issues Arising from Overview and Scrutiny". The reports of the Select Committees referred to the Cabinet shall be included at this point in the agenda (unless they have been considered in the context of the Cabinet's deliberations on a substantive item on the agenda) as soon as practicable. Where an item is not considered by the Cabinet within 3 months, the Cabinet will give an explanation of the reasons to the Chair of the relevant Select Committee as soon as practicable.

31.10.2 Where the Cabinet has delegated decision making power to another individual Member of the Cabinet, the relevant Select Committee will submit a copy of its report to them for consideration. At the time of doing so the Select Committee shall serve a copy on the Monitoring Officer. The Member with delegated decision making power must consider the report and respond in writing to the Select Committee within 3 months of receiving it. A copy of his written response to it shall be sent to the Proper Officer and the Leader. The Member will also attend a future meeting of that Select Committee to present their response.

### **31.11 Rights of Members of the Select Committees to Documents**

31.11.1 In addition to their rights as Councillors, Members of the Select Committees have the additional right to documents, and to notice of meetings as set out in the Access to Information Procedure Rules.

31.11.2 Nothing in this paragraph prevents more detailed liaison between the Cabinet and the Select Committee as appropriate depending on the particular matter under consideration.

### **31.12 Members and Officers Giving Account**

31.12.1 The Select Committees may scrutinise and review decisions made or actions taken in connection with the discharge of any Council functions. As well as reviewing documentation, in fulfilling the Scrutiny role, it may require any Member of the Cabinet, the Chief Executive and/or any senior Officer to attend before it to explain in relation to matters within their remit:

- (a) any particular decision or series of decisions;
- (b) the extent to which the actions taken implement Council policy; and/or
- (c) their performance and it is the duty of those persons to attend if so required.

31.12.2 For this purpose, senior Officer includes any chief Officer, Deputy Chief Officer and other appropriate senior Officer. Where there are concerns about the appropriateness of the Officer who should attend, the relevant chief Officer shall discuss this with the appropriate Overview and Scrutiny Chair or Vice Chair with a view to achieving consensus.

31.12.3 Where any Member or Officer is required to attend a Select Committee under this provision, the Chair of that Committee will inform the Proper Officer. The Proper Officer shall inform the Member or Officer, if necessary in writing, giving at least 10 working days' notice of the meeting at which they are required to attend (unless agreed otherwise). Any notice will state the nature of the item on which they are required to attend to give account and whether any papers are required to be produced for the Committee.



31.12.4 Where the account to be given to a Select Committee will require the production of a report, then the Member or Officer concerned will be given sufficient notice to allow for preparation of that documentation.

31.12.5 Where, in exceptional circumstances, the Member or Officer is unable to attend on the required date, then the Select Committee shall in consultation with the Member or Officer arrange an alternative date for attendance.

### **31.13 Attendance by Others**

31.13.1 Select Committees may invite people other than those people referred to above to address it, discuss issues of local concern and/or answer questions. It may for example wish to hear from residents, stakeholders and Members and Officers in other parts of the public sector and shall invite such people to attend.

### **31.14 Call-In**

31.14.1 Where a decision is made by the Cabinet an individual Member of the Cabinet or a Committee of the Cabinet or under joint arrangements, the decision shall be published by the Proper Officer, including where possible by electronic means, and shall be available at the main offices of the Council normally within 2 clear working days of it being made. All Members of the Select Committees will be sent copies of the records of all such decisions within the same time scale, by the person responsible for publishing the decision.

31.14.2 That notice will bear the date on which it is published and will specify that the decision will come into force and may then be implemented, on the expiry of 5 clear working days after the publication of the decision, unless a Select Committee objects to it and calls it in for review.

31.14.3 During that period the Proper Officer shall call-in a decision for scrutiny by a Select Committee if so requested in the specified format by 3 Members of the Council and, shall then notify the decision taker of the call-in. They shall call a meeting of that Select Committees on such a date as they may determine, where possible after consultation with the Chair or Vice Chair of that Select Committees, and in any case within 15 clear working days of the decision to call-in (only in exceptional circumstances will the Chair of the Select Committee consider extending this time limit)

31.14.4 If, having considered the decision, the Select Committee is still concerned about it, then it may refer it back to the decision making body for reconsideration, setting out in writing the nature of its concerns or refer the matter to Full Council. If referred to the decision maker they shall then reconsider within a further 10 clear working days, amending the decision or not, before adopting a final decision. If referred to full Council, the Proper Officer will convene a meeting of the Council within 15 clear working days.

31.14.5 If following an objection to the decision, a Select Committee does not meet within the period set out above, or does meet but does not refer the matter back to the decision making person or body, the decision shall take effect on the date of the Select Committee' meeting, or the expiry of that further 15 clear working day period, whichever is the earlier.

- 31.14.6 If the matter was referred to Full Council and the Council does not object to a decision which has been made, then no further action is necessary and the decision will be effective in accordance with the provision below. However, if the Council does object, the Council will refer any decisions to which it objects back to the decision making person or body, together with the Council's views on the decision. That decision making body or person shall choose whether to amend the decision or not before reaching a final decision and implementing it. Where the decision was taken by the Cabinet as a whole or a Committee of it, a meeting will be convened to reconsider within ten working days of the Council's request. Where the decision was made by an individual, the individual will reconsider within ten working days of the Council's request.
- 31.14.7 If the Council does not meet, or if it does but does not refer the decision back to the decision making body or person, the decision will become effective on the date of the Council meeting or expiry of the period in which the Council meeting should have been held, whichever is earlier.
- 31.14.8 No Education Co-opted Members may call-in a decision.
- 31.14.9 The Monitoring Officer may veto any request for call-in if it falls outside the remit of this scheme.
- 31.14.10 Save in exceptional circumstances (as adjudicated by the Head of Paid Service) all Members requesting a matter be called in must attend the meeting at which the matter is being considered. The relevant cabinet member or, in their absence, the Leader or a deputy leader should also attend.

### **31.15 Call-In and Urgency**

- 31.15.1 The call-in procedure set out above shall not apply where the decision being taken by the Cabinet is urgent. A decision will be urgent if any delay likely to be caused by the call-in process would, for example, seriously prejudice the Council's or other public interests. The record of the decision, and notice by which it is made public, shall state whether in the opinion of the decision making person or body, the decision is an urgent one, and therefore not subject to call-in.
- 31.15.2 A decision can only be treated as urgent if the decision taker (if an individual) or the chair of the body making the decision obtains the agreement of the chair of a relevant select committee that the taking of the decision cannot be reasonably deferred. If there is no chair of a relevant select committee, or if the chair is unable to act, then the agreement of the Head of Paid Service of the Council, will suffice.
- 31.15.3 The Head of Paid Service must agree both that the decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency. Decisions taken as a matter of urgency must be reported at the next available meeting of the Council, together with the reasons for urgency.
- 31.15.4 The operation of the provisions relating to call-in and urgency shall be monitored annually and a report submitted to Council with proposals for review if necessary.

### **31.16 The Party Whip**

31.16.1 If a Member of a Select Committee is subject to a party whip in respect of an issue to be considered by it, that Member must declare the existence of the whip and the nature of it before the commencement of deliberations on the matter. The declaration, and the detail of the whipping arrangements, shall be recorded in the minutes of the meeting.

### **31.17 Procedure at Select Committee Meetings**

31.17.1 Select Committees shall consider the following business:

- (a) minutes of the last meeting;
- (b) declarations of interest;
- (c) consideration of any matter referred to that Select Committee for a decision in relation to call in of a decision;
- (d) responses of the Cabinet to reports of that Select Committee;
- (e) the business otherwise set out on the agenda for the meeting.

31.17.2 The Rules of Procedure at a Select Committee will be the same as the Council procedure Rules except that the Chair of the meeting may allow the rules of debate to be relaxed to enable a full contribution by those attending the meeting whether as Members of a Select Committee or in any other capacity which allows them to contribute to the worth of the meeting.

31.17.3 Select Committees may ask people to attend to give evidence or answer questions about any items on their agenda. Meetings should be conducted in accordance with the following principles:

- (a) that the business be conducted fairly and all Members of the Select Committees be given the opportunity to ask questions of attendees, and to contribute and speak;
- (b) that those assisting by giving evidence be treated with respect and courtesy;
- (c) that the business be conducted as efficiently as possible.

31.17.4 Following any investigation or review, a Select Committee shall prepare a report, for submission to the Cabinet and/or Council as appropriate and shall make its report and findings public.

### **31.18 Matters within the Remit of more than one Select Committees**

31.18.1 Where a matter for consideration by a Select Committee also falls within the remit of one or more other Select Committee, the decision as to which Select Committees will consider it will be resolved by the respective Chairs.

### **31.19 Councillor Call for Action**

31.19.1 The Councillor Call for Action is a mechanism for enabling elected Members to bring matters of local concern to the attention of the Council via the Scrutiny process. It should be an option of "last resort".

31.19.2 Any Member may request that an item is placed on the agenda of an Select Committees for consideration.

31.19.3 The procedure for dealing with a Call for Action is set out in the Councillor Call for Action - Guidance for Councillors attached to these Rules at Section 32.

## **32 COUNCILLOR CALL FOR ACTION – GUIDANCE FOR COUNCILLORS**

### **32.1 Introduction**

32.1.1 The Local Government Wales Measure 2011 introduced a number of new provisions aimed at strengthening local democracy. Section 63 of the Measure introduced a provision for “Councillor Calls for Action” (CCfA) which enables Councillors to refer issues of local importance to Select Committees.

32.1.2 CCfAs are intended to enable local Councillors and their electors to obtain a response from their Council Leadership on issues of local importance. CCfAs should be regarded as one of a series of tools which elected Members have at their disposal to resolve local issues and make a positive difference in their community. Previously in Wales, only local Crime and Disorder issues could be referred by the local Member to the designated Crime and Disorder Select Committee for action and it should be noted that these local crime and disorder referrals will remain in place under separate legislation.

32.1.3 As part of their community leadership role, councillors have always attempted to resolve issues on behalf of their local residents and CCfAs provide an additional avenue for councillors to follow if the normal ways of resolving an issue have not been successful and the issue meets the criteria for a referral. It should be noted that a referral under this process should be seen as a last resort after all other avenues have been exhausted.

32.1.4 CCfAs have been introduced alongside other powers for scrutiny, including powers to scrutinise a wide range of bodies not previously subject to local authority scrutiny. CCfAs are intended to enable any Member for the Council to refer to a Select Committee, “a local government matter” which falls within the Select Committees remit.

### **32.2 How Should I Normally Attempt to Resolve a Local Issue in my Area?**

32.2.1 Local issues can be resolved in a number of ways by councillors on behalf of their residents as listed in the Welsh Government’s Statutory Guidance from the Local Government Measure 2011:

- (a) informal discussions with Officers or other councillors;
- (b) informal discussions with partner representatives;
- (c) referral to other “scrutiny” bodies such as Community Health Councils or internal audit committee;
- (d) formal discussions with Officers and councillors;
- (e) formal letters to the Cabinet Members;
- (f) asking questions at Full Council;
- (g) submitting a motion to Full Council;

- (h) organising public meetings;
- (i) use of petitions;
- (j) making a complaint;
- (k) questions at Full Council;
- (l) freedom of information requests;
- (m) communication with local AMs or MPs;
- (n) use of social media or email based campaigns.

32.2.2 This is not an exhaustive list and councillors may choose different routes for specific issues. If an issue has not been resolved after exhausting all possible alternative routes, then a local councillor can refer it to the appropriate Select Committees.

### **32.3 What is a Councillor Call for Action?**

32.3.1 In order for the Select Committees to accept a CCfA as an agenda item for discussion at one of their meetings, the issue must affect either all or part of a councillor's electoral area or it must affect someone who lives or works in that area.

32.3.2 A Councillor does not however need a referral from a constituent in order to start the process. It is important to recognise that a CCfA is not guaranteed to solve a given problem, though it can provide a method for discussing such problems and, through discussion, attempt to overcome them.

### **32.4 How and When Should I Make a CCFA?**

32.4.1 A flowchart showing the process is provided at Annex A. A councillor may initiate the process by completing the form at Annex B. Further copies are available from the Head of Democratic Services. It is important that the local councillor specifies what outcome is expected from the referral. After completion the form should be returned to the Head of Democratic Services who will log and acknowledge the referral within 5 working days, to track its progress and forward a copy of the form to the Proper Officer.

32.4.2 The Proper Officer will confirm whether or not the referral satisfies the requirements outlined above to enable it to be placed on the agenda for discussion at a meeting of the Select Committee. The Proper Officer reserves the right to exclude from the agenda any matter which is vexatious, discriminatory or otherwise potentially unlawful; and the Councillor will be informed of this outcome as soon as practicable.

### **32.5 Criteria to be Followed by a Select Committee**

32.5.1 It is up to the Members of a Select Committee to decide whether, and in what form, to take the matter further. The Select Committee will use the following criteria to decide whether or not the referral is appropriate to be considered by that Select Committee:

- (a) is that Select Committee satisfied that all reasonable attempts have been made to resolve the issue by the local councillor? Do the responses received by the referring councillor demonstrate that the matter is not being progressed?

- (b) Has that Select Committee considered a similar issue recently? If so, have the circumstances or evidence changed?
- (c) Is there a similar or related issue which is the subject of a review on the current work programme? It may be more appropriate to link the new issue to an existing review, rather than hold a separate CCfA hearing. Relevant time pressures on resolving the CCfA should be taken into account;
- (d) have all relevant service areas or partner organisations been informed and been given enough time to resolve the issue? What response has the councillor received?
- (e) Is this a case that is being or should be pursued via the Council's corporate complaints procedure?
- (f) Is it relating to a "quasi-judicial" matter or decision such as planning or licensing?
- (g) Is the matter an issue of genuine local concern which impacts on the local community rather than a personal matter?
- (h) Is this an issue currently being looked at by another form of local scrutiny?
- (i) Does the matter have the potential for scrutiny to produce recommendations which could realistically be implemented and lead to improvements for anyone living or working in the Member's electoral division?

32.5.2 Crime and Disorder referrals should be directed to the designated Crime and Disorder Select Committee (Strong Communities).

32.5.3 If a Select Committee decides not to accept the CCfA it must inform the councillor of the decision and the reasons for it.

32.5.4 If a Select Committee decides to accept the CCfA the Councillor will be informed and advised of the agreed Protocol, e.g. the Councillor will be given adequate notice (a minimum of 10 clear days) of the date of the Select Committee's meeting. The Councillor will be requested to attend to the Select Committee and informed that they will have 5 minutes in which to address the Select Committee.

32.5.5 The Select Committee may then wish to question the Councillor further before deciding how it intends to take the matter forward. This could include:

- (a) asking the relevant responsible authorities to respond to the CCfA;
- (b) setting up a research or task and finish group to undertake a more in-depth review;
- (c) asking for further evidence and/or witnesses to be brought to a future meeting. The Select Committee has the power to request "designated persons" such as representatives from other public bodies/agencies to attend, where relevant, and to request information.

## **32.6 Potential Outcomes from a CCFA**

32.6.1 A Select Committee could:

- (a) determine that it is a complex issue that requires further investigation and commission a scrutiny review of the issue;
- (b) write a response and make recommendations on the CCfA to a relevant responsible authority;
- (c) decide that further action is not appropriate giving its reasons.

32.6.2 Once a Select Committee has completed its work, the Councillor who made the referral will receive a copy of any response or recommendations made.

### **32.7 Timescales for Dealing with a CCFA**

32.7.1 In exceptional circumstances, for example where there are unavoidable time constraints, a special Select Committee meeting may be convened.

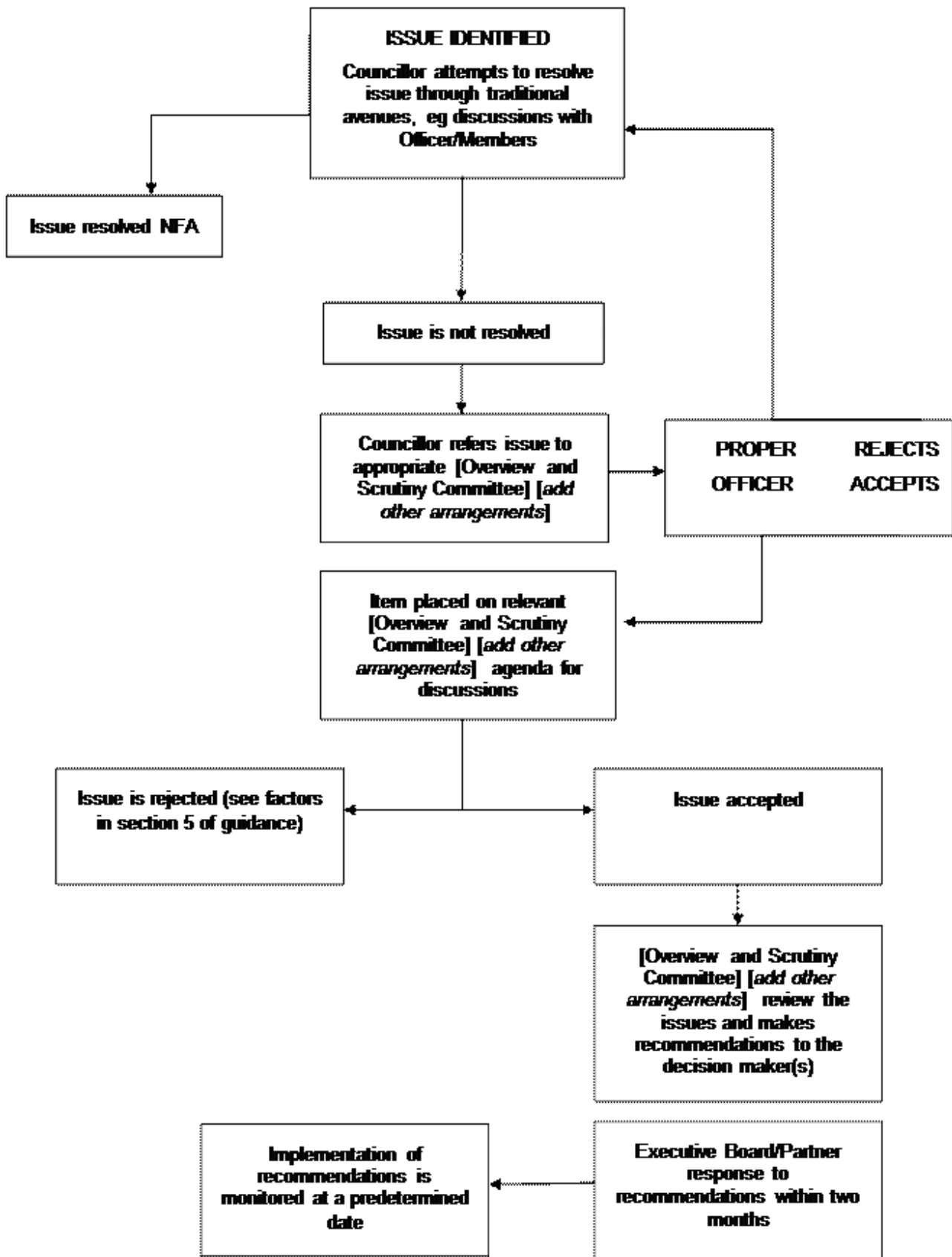
32.7.2 Should a CCfA result in recommendations to the Cabinet responsible authorities, they will be requested to make a response to the recommendations within 28 days and 2 months respectively.

Select Committees will monitor implementation of any recommendations as part of their Forward Work Programme.

## **32.8 Review of this Guidance**

32.8.1 This guidance is based on a model prepared and approved by the Association of Council Secretaries and Solicitors (ACSeS) in October 2009. ACSeS will review their model guidance in light of experience of the use of these procedures by local authorities in Wales, and this guidance may therefore be modified accordingly. Select Committee review the issues and makes recommendations to the decision maker(s). Cabinet/Partner response to recommendations within 2 months .Implementation of recommendations is monitored at a predetermined date.





**Annex B**

<b>For the attention of</b> <b>(name and title of Proper Officer)</b>	
<b>From</b>	Councillor
<b>Electoral Division</b>	
<b>Contact details</b>	
<b>Telephone</b>	
<b>E-mail</b>	
<b>SUBJECT</b>	
<b>Details</b> Please briefly explain what the issue is and how it affects your electoral division.	
<b>Action taken to date</b> Please explain what steps have been taken, with whom, to try to resolve the issue (please tick the actions you have taken to date) or add additional.	<ul style="list-style-type: none"> <li>• Informal discussions with Officers or other councillors</li> <li>• Informal discussions with partner representatives</li> <li>• Referral to other “scrutiny” bodies such as Community Health Councils or internal audit committee</li> <li>• Formal discussions with Officers and councillors</li> <li>• Formal letters to the Cabinet Members</li> <li>• Asking questions at Full Council</li> <li>• Submitting a motion to Full Council</li> <li>• Organising public meetings</li> <li>• Use of petitions</li> <li>• Making a complaint</li> <li>• Questions at Full Council</li> <li>• Freedom of Information requests</li> <li>• Communication with local AMs or MPs</li> <li>• Use of social media or email based campaigns</li> </ul>
<b>Expected Outcome</b> Please describe the outcome you hope to gain via this referral.	
<b>Papers attached</b>	

Please list documents attached which should evidence the impact of the issue, the steps taken and any responses received.

1. The following criteria will be taken into consideration when a Select Committees decide whether to progress with your CCfA:
  - 1.1 Have all reasonable attempts been made to resolve the issue? Do the responses received by you demonstrate that the matter is not being progressed?
  - 1.2 Has the committee considered a similar issue recently – if yes have the circumstances or evidence changed?
  - 1.3 Is there a similar or related issue which is the subject of a review on the current work programme? It may be more appropriate to link the new issue to an existing review, rather than hold a separate LCDR hearing. Relevant time pressures on resolving the CCfA should be taken into account.
  - 1.4 Have all relevant service areas or partner organisations been informed and been given enough time to resolve the issue? What response have you received?
  - 1.5 Is this a case that is being or should be pursued via the Council's corporate complaints procedure?
  - 1.6 Is it relating to a "quasi-judicial" matter or decision such as planning or licensing?
  - 1.7 Is the matter an issue of genuine local concern, which impacts on the local community rather than a personal matter?
  - 1.8 Is this an issue currently being looked at by another form of local scrutiny?
  - 1.9 And, as with all scrutiny, does the matter referred have the potential for scrutiny to produce recommendations, which could realistically be implemented and lead to improvements for anyone living or working in your electoral division.
2. Please consider whether your referral might be considered premature by the Select Committees. Consider whether other potential remedies have been exhausted, before a referral is made. Members should be aware that if a premature referral is made, the Committee is likely to refuse to deal with the issue, based on the criteria outlined above. If the Proper Officer believes that the referral is premature, he/she will advise you accordingly.

### **33 FINANCIAL PROCEDURE RULES (Financial Standing Orders and Financial Regulations)**

#### **33.1 Contents**

33.1.1 Detailed contents can be found [here](#).

#### **33.2 Status**

33.2.1 This is section one of the Financial Procedure Rules.

33.2.2 Financial Procedure Rules provide the framework for managing the Authority's financial affairs and are part of Monmouthshire Council's constitution. They apply to every member and officer of the Authority, and anyone acting on its behalf.

33.2.3 The purpose of the Financial Procedure Rules is to ensure that public accountability and high standards of financial integrity are exercised in the control of public funds that pass through the Authority. The Financial Procedure Rules govern the day to day operation of the Authority's financial administration. They are introduced both to protect the interests of the Authority, and all those who are involved with financial administration.

33.2.4 All members and officers have a general responsibility for taking reasonable action to provide for the security of the assets under their control, and for ensuring that the use of these resources is legal, properly authorised, provides value for money and achieves best value.

33.2.5 The Section 151 Officer is responsible for maintaining a continuous review of the Financial Procedure Rules, and for submitting any additions or changes necessary to Council for approval. The s151 Officer is also responsible for reporting, where appropriate, any breaches of Financial Procedure Rules. In the event of dispute as to the meaning of any of the provisions of the Financial Procedure Rules the matter shall be determined by the s151 Officer whose decision shall be final.

33.2.6 Where in the Financial Procedure Rules, an officer is designated by reference to their job title, the responsibilities shall relate to the post holder. Such an officer may arrange for officers under their supervision or management to carry out any of the obligations, duties or activities required to be performed by him/her under the Financial Procedure Rules, or to act in their absence, provided that the named post holder shall retain responsibility to the Authority.

33.2.7 The s151 Officer is responsible for issuing advice and guidance to underpin the Financial Procedure Rules that members, officers and others acting on behalf of the Council are required to follow.

33.2.8 Chief Officers and Heads of Service are responsible for ensuring that all staff in their service areas are aware of the existence and content of the Authority's Financial Procedure Rules, and guidance documents issued by the s151 Officer, and that they comply with them. Failure to comply with the Financial Procedure Rules, or the instructions issued under them, or any arrangements made for the purposes of them, will constitute misconduct, possibly gross misconduct.

33.2.9 Other related documents approved by the Authority include the Constitution, Delegations, Contract Procedure Rules and Codes of Conduct.

33.2.10 The s151 Officer is responsible for promoting the same high standards of conduct in the management of partnerships as with the Council. Chief Officers and Heads of Service are responsible for ensuring that the Council's interests are protected in such arrangements and that appropriate advice is taken at all stages.

33.2.11 The default position is that any external arrangements will be subject to the Council's Financial Procedure Rules, unless specific approval has been granted by Cabinet to do otherwise.

### **33.3 Financial Management**

33.3.1 This is section 2 of the Financial Procedure Rules and covers Managing Expenditure, Treatment of Year End Balances, Accounting Policies, Accounting Records and Returns, and Annual Statement of Accounts.

33.3.2 Financial management covers all financial accountabilities in relation to the running of the Authority, including the budget and policy framework. All staff and members have a duty to abide by the highest standards of probity in dealing with financial issues. This is facilitated by ensuring everyone is clear about the standards to which they are working and the controls that are in place to ensure that these standards are met.

33.3.3 Key Controls. The key controls for financial management are:

- (a) to ensure their promotion of proper financial management throughout the Authority;
- (b) to have a system in place to review compliance with financial standards.

33.3.4 Responsibilities of the s151 Officer:

- (a) to be responsible, for the purposes of Section 151 of the Local Government Act, 1972 and Section 114 of the Local Government Finance Act, 1988, for the proper administration of the Authority's financial affairs. To adhere to the Statement on the role of the Chief Finance Officer in Local Government (CIPFA);
- (b) as the Authority's financial adviser, to:
  - (i) report to the Cabinet and the Council on resource availability and resources allocation;
  - (ii) advise the Cabinet and the Council of the financial implications and risks of proposals submitted to them;
  - (iii) keep the Cabinet and the Council informed with respect to the Authority's finances and financial performance and other committees informed with respect to financial implications of their activities;
  - (iv) advise on financial systems and procedures for all service areas of the Authority including advice to the Cabinet and the Council if inadequate systems exist;
  - (v) advise and participate in all aspects of Value For Money projects;
  - (vi) advise the Cabinet and the Council on the financial aspects of all policy matters;

- (c) to ensure proper professional practices are adhered to and to act as head of profession in relation to the standards of finance staff throughout the Authority. To ensure that finance staff are competent to perform the responsibilities that they are assigned;
- (d) the s151 Officer shall, after consultation with the Monitoring Officer, personally make a report to the external auditor and each elected member if it appears to them that a Member, officer or partnership in which the Authority is represented:
  - (i) has made or is about to make a decision which involves or would involve the Authority in unlawful expenditure;
  - (ii) has taken or is about to take a course of action which, if pursued to its conclusion, would be unlawful and likely to cause a loss or deficiency on the part of the Authority;
  - (iii) is about to enter an item of account the entry of which is unlawful;
- (e) the s151 Officer shall also make such a report if it appears to them that the expenditure of the Authority incurred (and proposed to incur) in a financial year is likely to exceed the resources available to meet that expenditure.

#### 33.3.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that the Financial Procedure Rules are followed and brought to the attention of all employees in their service areas;
- (b) to be responsible, in consultation with the s151 Officer for:
  - (i) the financial administration of their service areas, including trading accounts, in compliance with the Financial Procedure Rules;
  - (ii) the monitoring and control of expenditure against their service area capital and revenue budgets;
  - (iii) the design and operation of systems of internal control capable of:
    - (1) carrying out the activities of the Authority in an effective and efficient manner;
    - (2) ensuring adherence to the Authority Policy Framework and Budget;
    - (3) safeguarding assets;
    - (4) securing, as far as possible the completeness and accuracy of records;
    - (5) ensuring value for money and preventing waste;
    - (6) identifying and reporting of financial risks.
- (c) to agree with them any amendment to financial systems or introduction of new financial systems.

- (d) to provide all information required by the s151 Officer for finance purposes on a timely basis, and to allow him/her or an authorised representative access to all information, records, documents and explanations that they require;
- (e) to maintain adequate records to provide a management trail leading from the source of income/expenditure through to the accounting statements;
- (f) to establish and maintain sound arrangements for planning, appraising, authorising and controlling their operations in order to achieve continuous improvement, economy, efficiency and effectiveness and for achieving their financial performance targets;
- (g) to allow the s151 Officer adequate opportunity (at least 5 working days) to provide written comments for inclusion in all reports for decision by the Council or the Cabinet or for the purpose of exercising delegated powers;
- (h) to consult with the s151 Officer with respect to any matter within their purview which is liable to materially affect the finances of the Authority, before any provisional or other commitment is incurred or before reporting thereon to the Cabinet or the Council;
- (i) to inform the s151 Officer when officers intend to meet with representatives of Government Service areas or outside bodies on matters which may involve current or future financial or economic proposals and be given the opportunity of being represented or advised of the proposals as the s151 Officer considers necessary;
- (j) to take action upon any internal audit reports to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion;
- (k) to ensure that all employees who are responsible for financial administration are issued with appropriate instructions and periodic training as deemed necessary;
- (l) to ensure that there is a clear separation of duties within the administration of all processes to ensure adequate controls are in place;
- (m) to maintain proper records of authorising officers for all financial processes and to ensure that only these officers authorise key documents such as orders, invoices, claims and payroll records. Such records to be maintained by the system administrators in conjunction with Chief Officers;
- (n) to immediately notify the s151 Officer and the Chief Internal Auditor whenever any matter arises which involves, or is thought to involve, a breach of security, theft, or irregularities concerning cash, stores or other property of the Authority, or any suspected irregularity in the exercise of the functions of the Authority;
- (o) to liaise with the Chief Internal Auditor in relation to the investigation of any suspected irregularities within their service area, in line with the Authority's Anti-Bribery and Corruption Strategy;
- (p) to ensure that all employees comply with the Financial Procedure Rules and any instructions issued under them or any arrangements made for the purposes of them;
- (q) to ensure that any arrangements made under or for the purposes of the Financial Procedure Rules should be documented and where necessary conveyed in writing to relevant employees;

- (r) to promote sound financial practices in relation to the standards, performance and development of staff in their departments.

### 33.4 Managing Expenditure

#### 33.4.1 Virement and in-year changes to the budget:

- (a) the scheme of virement is intended to enable the Cabinet, Chief Officers and their staff to manage budgets with a degree of flexibility within the overall budget and policy framework determined by the full Council, and therefore to optimise the use of resources;
- (b) virement Guidelines are approved by Cabinet. There are different levels and types of budget virement that can occur, each requiring different levels of Member/Officer approval; this is outlined in the document.

#### 33.4.2 Key Controls. Key controls for the scheme of virement are:

- (a) the overall revenue budget is drawn up by the Cabinet and approved by the full Council. Chief Officers and budget holders are, therefore, authorised to incur expenditure in accordance with the estimates that make up the budget as set out in the budget book. The rules below cover virement; that is, switching resources between approved cost centres:
  - (i) virement does not create additional overall budget liability. Chief Officers and budget holders are expected to exercise their discretion in managing their budgets responsibly and prudently. For example, they should not support recurring revenue expenditure from one-off sources of savings or additional income, or creating future commitments, including full-year effects of decisions made part way through a year, for which they have not identified future resources. Chief Officers must plan to fund such commitments from within their own budgets;
  - (ii) the capital programme is drawn up by the Cabinet and approved by the full Council and contains details of approved expenditure on capital schemes.

#### 33.4.3 Responsibility of the Cabinet. To approve revenue and capital budget virements outside of the delegations identified below:

Category	Virement	Authorisation
	Same Directorate/Corporate Area – Same Division	Up to £50k - Relevant Service Manager in consultation with Relevant Chief Officer/Head of Service Between £50k - £250k – Relevant Chief Officer/Head of Service Over £250k – Cabinet



Cost Centre	Same Directorate/Corporate Area – Different Division	Under £250k - Relevant Chief Officer/Head of Service, with consultation with relevant Service managers  Over £250k – Cabinet
	Different Directorate/Corporate Area – No Reserve Funding Impact	Under £250k - Relevant Chief Officers/Heads of Service, with consultation with relevant Service managers  Over £250k - Cabinet
	Different Directorate/Corporate Area – Reserve Funding Impact	Cabinet upon recommendation of Head of Finance
Account Code	Between Indirect Codes	Up to £50k - Directorate Finance Manager (CEO's, Enterprise and Operations)
		Over £50k - Assistant Head of Finance (Accountancy)
	Between Direct Codes	Up to £50k - Respective Directorate Finance Managers for Directorate Budgets and Central Finance Manager for Corporate Areas
	Between Indirect and Direct Codes	Head of Finance
Project Codes and other lower level codes	All	Respective Directorate Finance Manager for Directorate Budgets and Finance Manager Central Accountancy for Corporate Areas

#### 33.4.4 Responsibilities of Chief Officers and Heads of Service:

- (a) in consultation with the s151 Officer to vire, within service areas, sums not exceeding £250,000 provided under specific published revenue budget heads to other purposes (revenue only);
- (b) to refer to the Cabinet for approval, virements in excess of £250,000 provided under the specific published budget heads. A recommendation will be prepared by the appropriate Chief Officer or Head of Service, in consultation with the s151 Officer.

No virement may be approved if it is anticipated to introduce overspend to either the service area or total cash limited budget of the Heads of Service.

#### 33.4.5 Responsibilities of the s151 Officer:

- (a) to consult with the appropriate Chief Officer or other Head of Service, to vire sums, within their service area and within the limits as outlined in these Financial Procedure Rules;

- (b) to refer to the Cabinet for approval, virements in excess of £250,000 provided under the specific published budget heads. A recommendation will be prepared by the appropriate Chief Officer or Head of Service, in consultation with the s151 Officer;
- (c) to recommend to Cabinet the use of reserves and to commit expenditure in future years up to a total of up to £1m and to ensure that appropriate records are kept and maintained.

No virement may be approved if it is anticipated to introduce overspend to either the service area or total cash limited budget of the Head of Service.

#### 33.4.6 Capital Virement Authorisation Levels

Form	Scheme Categories	Virement Type	Authorisation
Cap 2a	<ul style="list-style-type: none"> <li>• Property Maintenance</li> <li>• Infrastructure Maintenance</li> <li>• GF Renovation Grants</li> </ul>	Virement within each category Virement between financial years within each category	Virements up to £50k – Service Manager responsibility Virements over £50k - Relevant Chief Officer/Head of Service
Cap 2b	IT schemes	Virement within this category including virement between financial years	Relevant responsible Chief Officer/Head of Service in consultation with Head of Finance, Cabinet Member and ICT Board
Cap 2c	<ul style="list-style-type: none"> <li>• Development schemes over £250k</li> <li>• Development schemes under £250k – All categories</li> <li>• Reserve Funded</li> <li>• Education Strategic Review</li> </ul>	Virement within and between these categories and between financial years	Virements affecting more than one member's portfolio require Cabinet approval Virements within a single member's portfolio require Single Member approval

Cap 2d	<ul style="list-style-type: none"> <li>• Specific Grant Funded</li> <li>• Section 106</li> <li>• Section 278</li> </ul>	Virements between categories and between financial years	Virements require Cabinet approval along with written notification of approval from the grant funding body, or relevant Section 106 or Section 278 Agreement where it doesn't accord with spirit of existing agreement
Cap 2e	All categories of scheme if the virement is not covered by forms 2a – 2d	Virements between categories and between financial years	Virements require Cabinet approval

#### 33.4.7 Responsibilities of Chief Officers and Heads of Service:

- (a) in consultation with the s151 Officer, to vary within service areas the approved programme of capital expenditure by an addition or deletion or material modification of an existing project by a virement not exceeding £50,000 to or from another project but subject to the medium term financial plan;
- (b) to refer to the Cabinet for approval, virements provided under the specific published budget heads as per above table. A recommendation will be prepared, in consultation with the s151 Officer.

#### 33.4.8 Responsibilities of the s151 Officer:

- (a) to consult with the appropriate Head of Service to vary within their service areas the approved programme of capital expenditure, within the limits as outlined in these Financial Procedure Rules;
- (b) to refer to the Cabinet for approval virements provided under the specific published budget heads as per the table above;

The Council sets a multi-year capital programme, with the latter years indicative only. In order to ensure an effective capital programme, expenditure can be brought forward only with the approval of the s151 Officer. The possibility of delaying spend into future years may be required in some cases and should be observed following any request from the s151 Officer.

#### 33.4.9 Responsibilities of Accountancy Staff in Respect of Virement Administration;

- (a) in all instances, a budget virement can only be actioned on the financial information system upon satisfaction by Accountancy Section that the above authorisations have been obtained;
- (b) accountancy will check the forms. In particular they will need to make sure any financing implications are taken into account. If everything is in order they will make the necessary adjustments to the ledger and inform the relevant budget holders;

- (c) accountancy will identify budget virements on the General Ledger. Expenditure and financing profiles will be adjusted in order to track expenditure and financing through the financial year and to assist in budget monitoring and forecasting.

### **33.5 Treatment of Year End Balances**

33.5.1 Why is this Important? It is important to have a set of rules for the proper treatment of year end balances.

33.5.2 Key Controls. Appropriate accounting procedures are in operation to ensure that carried forward totals are correct.

33.5.3 Responsibilities of the s151 Officer:

- (a) to transfer to reserves any appropriate under-spending arising from the out-turn at financial year ends;
- (b) to report to the Cabinet and Council as part of the budget process on the Authority's financial standing;
- (c) in consultation with Chief Officers to approve carry forward of surpluses from internal trading units.

33.5.4 Responsibilities of Chief Officers and Heads of Service:

- (a) internal trading unit surpluses may be carried forward to the following year subject to approval by the s151 Officer.

### **33.6 Accounting Policies**

33.6.1 The s151 Officer is responsible for the preparation of the Authority's statement of accounts, in accordance with proper practices as set out in the format required by the relevant codes of practice on local authority accounting in the United Kingdom, for each financial year ending 31st March.

33.6.2 Key Controls. The key controls for accounting policies are:

- (a) systems of internal control are in place that ensure that financial transactions are lawful;
- (b) suitable accounting policies are selected and applied consistently;
- (c) proper accounting records are maintained;
- (d) financial statements are prepared which present fairly the financial position of the Authority and its expenditure and income.

33.6.3 Responsibilities of the s151 Officer. To select suitable accounting policies and to ensure that they are applied consistently. The accounting policies are set out in the statement of accounts, which is prepared at 31st March each year, and covers such items as:

- (a) separate accounts for capital and revenue transactions;

- (b) the basis on which debtors and creditors at year end are included in the accounts;
- (c) details on substantial provisions and reserves;
- (d) fixed assets;
- (e) depreciation;
- (f) financial instruments;
- (g) work in progress;
- (h) stocks and stores;
- (i) deferred charges;
- (j) accounting for value added tax;
- (k) government grants;
- (l) leasing.

#### 33.6.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure they and their staff adhere to the accounting policies and guidelines approved by the s151 Officer.

### **33.7 Accounting Records and Returns**

33.7.1 Why is this Important? Maintaining proper accounting records is one of the ways in which the Authority discharges its responsibility for stewardship of public resources. The Authority has a statutory responsibility to prepare its annual accounts to present fairly its operations during the year. These are subject to external audit. This audit provides assurance that the accounts are prepared properly, that proper accounting practices have been followed and that quality arrangements have been made for securing economy, efficiency and effectiveness in the use of the Authority's resources.

33.7.2 Key Controls. The key controls for accounting records and returns are:

- (a) finance staff and budget holders operate within the required accounting standards and timetables;
- (b) all the Authority's transactions, material commitments and contracts and other essential accounting information are recorded completely, accurately and on a timely basis;
- (c) procedures are in place to enable accounting records to be reconstituted in the event of systems failure;
- (d) reconciliation procedures are carried out to ensure transactions are correctly recorded;
- (e) prime documents are retained in accordance with legislative and other requirements.

### 33.7.3 Responsibilities of the s151 Officer:

- (a) to determine the accounting procedures and records for the Authority;
- (b) to arrange for the compilation of all accounts and accounting records under their direction;
- (c) to comply with the following principles when allocating accounting duties:
  - (i) separating the duties of providing information about sums due to or from the Authority and calculating, checking and recording these sums from the duty of collecting or disbursing them;
  - (ii) officers with the duty of examining or checking the accounts of cash transactions must not themselves be engaged in these transactions;
- (d) to make proper arrangements for the audit of the Authority's accounts in accordance with the current Accounts and Audit Regulations;
- (e) to ensure that all claims and returns required by Government Service areas and other bodies are processed through the grant review process as defined within the grants protocol for the Authority;
- (f) to prepare and publish the audited accounts of the Authority for each financial year, in accordance with the statutory timetable and with the requirement;
- (g) to determine the retention period of financial records where there are no requirements prescribed by statutory or other external regulations.

### 33.7.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult and obtain the approval of the s151 Officer before making any changes to accounting records and procedures;
- (b) to comply with the following principles when allocating accounting duties:
  - (i) separating the duties of providing information about sums due to or from the Authority and calculating, checking and recording these sums from the duty of collecting or disbursing them;
  - (ii) employees with the duty of examining or checking the accounts of cash transactions must not themselves be engaged in these transactions;
- (c) to maintain adequate records to provide a management trail leading from the source of income/expenditure through to the accounting statements;
- (d) to ensure that the retention periods of financial records, as determined by the s151 Officer, are complied with. Where retention periods are prescribed by statutory or other external regulations, the Head of Service should ensure that these are complied with;
- (e) to ensure that financial records are not disposed of other than in accordance with prescribed statutory requirements (as advised by the Council's Information Manager) and as approved by the s151 Officer;

- (f) to supply information required to enable the statement of accounts to be completed in accordance with guidelines issued by the s151 Officer. Notable examples are lease agreement (or lease type arrangements) that the Authority has entered into, provisions and contingent liabilities that exist, significant post-balance sheet events, joint arrangements and partnerships that the Authority has entered into.

### **33.8 Annual Statement of Accounts**

33.8.1 The Authority has a statutory responsibility to prepare its own accounts to present fairly its operations during the year.

33.8.2 Key Controls. The key controls for the annual statement of accounts are:

- (a) the Authority is required to make arrangements for the proper administration of its financial affairs and to ensure that one of its officers has the responsibility for the administration of these affairs. In this Authority, that officer is the s151 Officer;
- (b) the Authority's statement of accounts must be prepared in accordance with proper practices as set out in the relevant codes of practice on local authority accounting in the United Kingdom.

33.8.3 Responsibilities of s151 Officer:

- (a) to select suitable accounting policies and to apply them consistently;
- (b) to make judgements and estimates that are reasonable and prudent;
- (c) to comply with the relevant accounting code of practice;
- (d) to sign and date the statement of accounts, stating that it presents the financial position of the Authority as true and fair as at the accounting date for the year ended 31st March;
- (e) to draw up the timetable for final accounts preparation and to advise staff and external auditors accordingly;
- (f) to ensure that good quality audit working papers are provided to external audit in readiness for the agreed commencement of the audit;
- (g) to monitor progress with the completion of account closure to ensure that closure remains on track and in accordance with agreed timetables, as updated and revised during the course of closure;
- (h) to ensure that Members and Strategic Leadership Team are appropriately briefed to allow them to understand the accounts that are presented to them.

33.8.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to comply with accounting guidance provided by the s151 Officer, and to supply the s151 Officer with information in the format, and by the date, requested.

### **33.9 Financial Planning Overview**

33.9.1 This is Section 3 of the Financial Procedure Rules. It covers Performance Plans, Revenue Budgeting and Monitoring, Capital Budgeting and Monitoring and the Maintenance of Reserves.

### **33.10 Performance Plans**

33.10.1 The Authority has a statutory responsibility to publish various performance plans, in accordance with Local Government (Wales) Measure 2009. The purpose of performance plans is to explain overall priorities and objectives, current performance, and proposals for further improvement. External audit is required to report on whether the Authority has complied with statutory requirements in respect of the preparation and Corporate Improvement Plan.

33.10.2 Key Controls. The Key Controls for performance plans are:

- (a) to ensure that all relevant plans are produced and that they are consistent;
- (b) to produce plans in accordance with statutory requirements;
- (c) to meet the timetables set;
- (d) to ensure that all performance information is accurate, complete and up to date;
- (e) to provide improvement targets which are meaningful, realistic and challenging.

33.10.3 Responsibilities of the S151 Officer:

- (a) to advise and supply, as appropriate and in conjunction with Chief Officers, the financial information that needs to be included in performance plans in accordance with statutory requirements and agreed timetables;
- (b) to contribute to the development of corporate and service targets and objectives and performance information;
- (c) to ensure that systems are in place to measure activity and collect the accurate financial information required and to provide said financial information to Service Areas to calculate their respective performance indicators.

33.10.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to contribute to the development of performance plans in line with statutory requirements;
- (b) to contribute to the development of corporate and service targets and objectives and performance information;
- (c) to indicate to the s151 Officer the Financial Information required and to agree the methodology for calculation;
- (d) to ensure that adequate systems are in place to measure activity and collect accurate and timely non-financial information for use as performance indicators;
- (e) to advise and supply, as appropriate and in conjunction with the s151 Officer, the financial information that needs to be included in performance plans in accordance with statutory requirements and agreed timetables.



### **33.11 Revenue Budgeting and Monitoring**

- 33.11.1 Budget Format. The format of the budget determines the level of detail to which financial control and management will be exercised. The format shapes how the rules around virement operate, the operation of cash limits, and sets the level at which funds may be reallocated within budgets.
- 33.11.2 Key Controls. The Key Controls are that the format:
- (a) complies with all legal requirements;
  - (b) complies with proper accounting and professional standards;
  - (c) reflects the accountabilities of service delivery.
- 33.11.3 Responsibilities of the s151 Officer:
- (a) to advise the Cabinet on the format of the budget that is approved by the full Council.
  - (b) to ensure that there is a budget setting timetable in place that is approved by the Cabinet.
- 33.11.4 Responsibilities of Chief Officers and Heads of Service:
- (a) to comply with accounting guidance provided by the s151 Officer.

### **33.12 Revenue Budget Preparation and Medium-Term Financial Planning**

- 33.12.1 The Council is a large and complex organisation responsible for delivering a wide variety of services. It needs to plan effectively and to develop systems to enable scarce resources to be allocated in accordance with carefully weighed priorities. The budget is the financial expression of the Authority's plans and policies.
- 33.12.2 The revenue budget must be constructed so as to ensure that resource allocation properly reflects the service plans and priorities of the full Council. Budgets (spending plans) are needed so that the Authority can plan, authorise, monitor and control the way money is allocated and spent. It is unlawful for a local authority to budget for a deficit.
- 33.12.3 In considering the affordability of its capital plans the Council is required to consider all the resource currently available, and for the future together with an estimate of its requirements for the following year and each of the following three years. The Council is also required to consider known significant changes beyond this timeframe. This requires the development of rolling 4-year forecasts.
- 33.12.4 Key Controls. The Key Controls for budgets and medium-term financial planning are:
- (a) budget holders are responsible for the preparation of the budgets for which they will be held responsible and accept accountability within delegations set by the Cabinet for their budgets and the level of service to be delivered;

- (b) a monitoring process is in place to review the effectiveness and operation of budget preparation and to ensure that any corrective action is taken.

33.12.5 Responsibilities of the s151 Officer:

- (a) to prepare a report annually on a budget strategy for the following financial year for consideration by the Cabinet. This will take account of the commitments, resource constraints and shall include medium term prospects. It will cover all the services of the Authority. The Cabinet having considered the report of the s151 Officer will then agree a medium term financial plan;
- (b) to prepare, after the budget strategy has been agreed by the Cabinet, in conjunction with the Chief Officers and Heads of Service, estimates of the income and expenditure of the various service areas and submit them to the Cabinet. The Cabinet shall consider the aggregate effect of these estimates upon the Authority's financial resources and, subject to any other considerations of policy and to any amendments which it proposes to make, shall draw up proposals for the Budget and the amount of Council Tax to be levied for the ensuing financial year to be referred to the Council. The inclusion of items in approved revenue estimates shall constitute authority to incur such expenditure save to the extent of which the Council shall have placed a reservation on any such items. Expenditure on any such reserved items may be incurred only when and to the extent that such reservations have been removed;
- (c) to prescribe the Budget format required and to ensure that there is a budget setting timetable in place;
- (d) to advise on the medium term implications of spending decisions and prepare medium term plans;
- (e) to encourage the best use of resources and value for money by working with Chief Officers and Heads of Service to identify opportunities to improve economy, efficiency and effectiveness, and by encouraging good practice in conducting financial appraisals of development or savings options, and in developing financial aspects of service planning;
- (f) to advise the full Council on Cabinet proposals in accordance with their responsibilities under section 151 of the Local Government Act 1972;
- (g) to ensure all matters required to be taken into account are reported to the Cabinet and Council when setting and reviewing prudential indicators.

33.12.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to provide the s151 Officer with information to complete the medium term financial plan;
- (b) to prepare, in conjunction with the s151 Officer, estimates of income and expenditure;
- (c) to prepare budgets consistent with any relevant cash limits, with the Authority's annual budget cycle and with guidelines issued by the Cabinet. The budget format will be prescribed by the s151 Officer;

- (d) to integrate financial and budget plans into service planning and for them to link in with the Corporate Plan;
- (e) to ensure that all savings proposals and budget pressures put forward during the budget setting process are evidence based and are constructed using best estimates;
- (f) when drawing up draft budget requirements, to have regard to:
  - (i) spending / income patterns and pressures revealed through the budget monitoring process;
  - (ii) legal requirements;
  - (iii) policy requirements as defined by the full Council in the approved policy framework;
  - (iv) initiatives already under way;
  - (v) areas where savings/efficiencies can be made.

### **33.13 Resource Allocation**

33.13.1 A mismatch often exists between available resources and required resources. A common scenario is that available resources are not adequate to fulfil need/desire. It is therefore imperative that needs/desires are carefully prioritised and that resources are fairly allocated, in order to fulfil all legal responsibilities. Resources may include staff, money, equipment, goods, property and materials.

33.13.2 Key Controls. The key controls for resource allocation are:

- (a) resources are acquired in accordance with the law and using an approved authorisation process;
- (b) resources are used only for the purpose intended, to achieve the approved policies and objectives, and are properly accounted for;
- (c) resources are used with the minimum level of waste, inefficiency or loss for other reasons.

33.13.3 Responsibilities of the s151 Officer:

- (a) to advise on Resources such as grants or the affordability of borrowing;
- (b) to advise on the suitability of proposals to introduce/modify financial procedures to control resources (e.g. stock control systems);
- (c) to assist in the allocation of resources to budget holders.

33.13.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to work within cash limits and to utilise resources allocated, and furthermore to allocate resources, in the most efficient, effective and economic way;

- (b) to identify opportunities to minimise or eliminate resource requirements or consumption without having a detrimental effect on service delivery.

### **33.14 Revenue Budget Monitoring and Control**

33.14.1 Proper budget management ensures that, once the budget has been approved by the full Council, resources are used for their intended purposes and are properly accounted for. Budgetary control is a continuous process, enabling the Authority to review and adjust its budget targets during the financial year. It also provides the mechanism that calls to account managers responsible for defined elements of the budget.

33.14.2 By continuously identifying and explaining variances against budgetary targets, the Authority can identify changes in trends and resource at the earliest opportunity. The Authority itself operates within an annual cash limit, approved when setting the overall budget. To ensure that the Authority, in total, does not overspend, each service area is required to manage its own expenditure within the cash limited budget allocated to it.

33.14.3 Chief Officers and Heads of Service are expected to exercise their discretion in managing their budgets responsibly and prudently. For example, they should not support recurring revenue expenditure from one-off sources of savings or additional income, or creating future commitments, including full-year effects of decisions made part way through a year, for which they have not identified future resources. They must plan to fund such commitments from within their own budgets.

33.14.4 For the purposes of budgetary control by managers, a budget will normally be the planned income and expenditure for a service area or cost centre. However, budgetary control may take place at a more detailed level if this is required.

33.14.5 Key Controls. The minimum key controls for managing and controlling the revenue budget are:

- (a) there is a nominated budget manager for each cost centre;
- (b) budget holders accept accountability for their budgets and the level of service to be delivered and understand their financial responsibilities;
- (c) budget holders follow an approved certification process for all expenditure;
- (d) income and expenditure are properly recorded and accounted for;
- (e) performance levels/levels of service are monitored in conjunction with the budget and necessary action is taken to align service outputs and budget; and
- (f) specific budget approval is given for all expenditure.

33.14.6 Responsibilities of the s151 Officer:

- (a) to establish an appropriate framework of budgetary management and control that ensures that:
  - (i) budget management is exercised within annual cash limits unless the full Council agrees otherwise;
  - (ii) all Chief Officers and Heads of Service are furnished with periodical statements of receipts and payments and such other relevant information as

he/she has which is sufficiently detailed to enable managers to fulfil their budgetary responsibilities;

- (iii) in consultation with Chief Officers and Heads of Service, reports are submitted, as determined by the s151 Officer, to the Cabinet, Select Committees, monitoring expenditure and comparing anticipated outturn with estimates;
  - (iv) each cost centre has a single named manager, determined by the relevant Head of Service. As a general principle, budget responsibility should be aligned as closely as possible to the decision making processes that commits expenditure; and
  - (v) significant variances from approved budgets are investigated and reported by budget holders regularly;
- (b) to ensure that Members and Strategic Leadership Team are appropriately briefed to allow them to understand the reports that are presented to them where a Head of Service is unable to balance expenditure and resources within existing approved budgets under his or her control.

#### 33.14.7 Responsibilities of Chief Officers and Heads of Service:

- (a) to be responsible for keeping strict supervision of the expenditure of their respective service areas and for drawing the attention of the s151 Officer and the Cabinet and the Council to any contemplated expenditure not provided for in the estimates or which, if incurred, would exceed the amount allocated for the purpose in the estimates;
- (b) to maintain budgetary control within their service areas, in adherence to the principles above, and to ensure that all income and expenditure is properly recorded and accounted for;
- (c) to ensure that budgetary provision is identified for all expenditure incurred;
- (d) to ensure that officers responsible for committing expenditure comply with relevant guidance and financial regulations;
- (e) to ensure, after consultation with the s151 Officer that there is subsequent approval by the full Council or Cabinet (as appropriate) for new proposals, of whatever amount, that:
  - (i) create financial commitments in future years;
  - (ii) change existing policies, initiate new policies or cease existing policies;
  - (iii) materially extend or reduce the Authority's services;
- (f) to ensure compliance with procedures regarding virement.

### **33.15 Capital Budgeting and Monitoring**

33.15.1 Capital expenditure (including use of capital grants and PFI/PPP projects or similar type arrangements) involves acquiring or enhancing fixed assets with a long term value to the Authority, such as land, buildings, infrastructure and major items of plant, equipment or vehicles. Capital assets shape the way services are delivered in the long term and create financial commitments for the future in the form of financing costs and revenue running costs.

33.15.2 The financing capacity of the Authority is restricted by the affordability prudence and sustainability of the Capital Programme and the underlying borrowing that supports it. This means that capital expenditure should form part of an investment strategy and should be carefully prioritised in order to maximise the benefit of scarce resources.

33.15.3 Key Controls. The key controls for capital programmes are:

- (a) specific approval by the full Council for the programme of capital expenditure;
- (b) a scheme and estimate, including a robust business plan, options, progress targets and associated revenue expenditure is prepared for each capital project, for appraising by the s151 Officer;
- (c) proposals for improvements and alterations to buildings must be approved by the appropriate Head of Service in accordance with the Asset Management Plan;
- (d) schedules for individual projects within the overall budget approved by the Council must be approved by the appropriate Head of Service;
- (e) accountability for each proposal is accepted by a named project manager;
- (f) progress and expenditure should be monitored and compared to the approved budget;
- (g) Cabinet approval of any changes to the Council approved Capital Programme whereby all funding is grant or s106 Capital;
- (j) VAT is recorded and reported accurately and that payments are made in accordance with the requirements of VAT legislation and the HMRC's Construction Industry Scheme.

33.15.4 Responsibilities of the s151 Officer:

- (a) to issue guidance relating to the strategy and controls for capital schemes. The definition of 'capital' will be determined by the S151 Officer, having regard to Government regulations and accounting requirements;
- (b) to advise the Cabinet and Council on the affordability, prudence and sustainability of the Capital Programme by the preparation of prudential indicators as required by the Prudential Code for Capital Finance in Local Authorities;
- (c) to ensure all matters required to be taken into account are reported to the Cabinet and Council when setting and revising prudential indicators;
- (d) to establish procedures for the monitoring of prudential indicators;

- (e) to prepare a report on the Capital Programme for the service area proposals, taking into account the Prudential Code Borrowing, Policy Framework, commitments, resource constraints and Capital Receipts. This report shall compare the estimates with the finance available and propose the level of annual expenditure of each service area. The report will identify those schemes where expenditure may only be incurred after further work has been undertaken;
- (f) to furnish all Chief Officers and Heads of Service with periodical statements of expenditure and progress on individual schemes. It shall be the responsibility of the s151 Officer in consultations with each Chief Officer and Head of Service to submit reports, as determined by the s151 Officer, to the Cabinet, Select Committees and the Council, monitoring expenditure and comparing with approved programme. The inclusion of items in the approved Capital Programme shall constitute authority to incur such expenditure save to the extent of which the Council shall have placed a reservation on any such items. Expenditure on any such reserved items may be incurred only when and to the extent that such reservations have been removed.

#### 33.15.5 Responsibilities of Heads of Services and Capital Budget Holders:

- (a) to comply with guidance concerning capital projects and controls issued by the s151 Officer;
- (b) to carry out an option appraisal before bidding / incurring capital expenditure to determine alternative methods of meeting need;
- (c) to consider the revenue implications of Capital Projects over the whole life of projects and notify the s151 Officer when planning to undertake such schemes which do commit the Authority to additional Revenue expenditure;
- (d) to submit a prioritised list of bids as part of the Medium Term capital budgeting process representing the schemes required to deliver service and corporate strategy;
- (e) to ensure that all capital expenditure proposals are processed through the capital working group in advance of the s151 Officer making recommendations to Cabinet or Council as necessary;
- (f) to ensure that adequate records are maintained for all capital contracts and the preparation of grant claims;
- (g) to ensure compliance with the Authority's scheme of virement;
- (h) to report to the s151 Officer as soon as it becomes apparent that the total cost of a scheme including variations will or is likely to exceed £50,000 or 5% [whichever is the higher] above the capital budget available. This report should cover the reasons for increased cost, an analysis of options considered to reduce cost to budget and the funding options considered to meet any budget shortfall;
- (i) to ensure that credit arrangements, such as leasing agreements, are not entered into without the prior approval of the s151 Officer and, if applicable, approval of the scheme through the capital programme;
- (j) to consult with the s151 Officer where the Head of Service proposes to bid for Capital Funding to be issued by Government departments or others to support expenditure that has not been included in the current year's capital programme;

- (k) to ensure all expenditure charged against capital budgets meets the definition of capital expenditure in accordance with the Local Government Act 2003 and recommended accounting practice.

### **33.16 Maintenance of Reserves**

33.16.1 Reserves can be provided as a working balance, a contingency for unexpected events or emergencies or to meet known or predicted liabilities.

33.16.2 Key Controls:

- (a) to maintain reserves in accordance with the relevant codes of practice on local authority accounting in the United Kingdom and agreed accounting policies'
- (b) for each reserve established, the purpose, usage and basis of transactions should be clearly identified;
- (c) the establishment of reserves and incurring of expenditure from reserves should be authorised by Cabinet.

33.16.3 Responsibilities of the s151 Officer:

- (a) to advise the Cabinet and/or the full Council on prudent levels of Reserves for the Authority;
- (b) to report to Council on the adequacy of reserves when setting the budget for the year and at outturn.

33.16.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that resources are used only for the purposes for which they were intended.

### **33.17 Risk Management and Control of Resources**

33.17.1 This is section 4 of the Financial Procedure Rules. And covers Risk Management, Internal Controls, Internal and External Audit, Preventing Fraud and Corruption, Security of Assets and Treasury Management and Trust Funds.

### **33.18 Risk Management**

33.18.1 All organisations, whether private or public sector, face risks to people, property and continued operations. Risk is the chance or possibility of loss, damage, injury or failure to achieve objectives caused by an unwanted or uncertain action or event. Risk management is concerned with evaluating the measures an organisation already has in place to manage identified risks, and then recommending the action the organisation needs to take to control these risks effectively.

33.18.2 Key Controls. The key controls for risk management are:

- (a) procedures are in place to identify, assess, prevent or contain material known risks, and these procedures are operating effectively throughout the Authority;



- (b) a monitoring process is in place to review regularly the effectiveness of risk reduction strategies and the operation of these controls. The risk management process should be conducted on a continuing basis;
- (c) managers know that they are responsible for managing relevant risks and are provided with relevant information on risk management initiatives;
- (d) managers apply a standard approach to risk identification and recording, using the risk management strategy;
- (e) provision is made for losses that might result from the risks that remain;
- (f) procedures are in place to investigate claims within required timescales;
- (g) acceptable levels of risk are determined and insured against where appropriate;
- (h) the Authority has identified business continuity plans for implementation in the event of disaster that results in significant loss or damage to its resources.

#### 33.18.3 Responsibilities of the Strategic Leadership Team:

- (a) to develop risk management controls in conjunction with Chief Officers and Heads of Service;
- (b) to ensure that arrangements are in place for measuring the effectiveness of the risk management process, and that all findings from monitoring arrangements are fed back into the risk management cycle.

#### 33.18.4 Responsibilities of s151 Officer:

- (a) to affect insurance cover, and to arrange for the negotiation of claims in consultation with other Chief Officers, where necessary;
- (b) to hold in safe custody all insurance policies of the Authority, arrange for payment of premiums by the due date, and manage the Authority's own Insurance Fund;
- (c) to make arrangements to ensure that insurance records relating to liability policies and related correspondence must be retained indefinitely. Documents relating to other policies and internal funding arrangements must be retained for 6 years. All employees will adhere to the requirements of the s151 Officer as to the retention of any documents of the nature referred to in this rule.

#### 33.18.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to take responsibility for risk management, having regard to advice from the s151 Officer, and other specialist officers (e.g. emergency planning, health and safety);
- (b) to ensure that there are regular reviews of risk within their service areas;
- (c) to ensure that risk management is brought to the attention of relevant staff in their service areas;
- (d) to notify the s151 Officer immediately in writing of any loss, liability or damage, or any event likely to lead to a claim by or against the Authority, and inform the Police, where necessary;

- (e) to submit claims in such a form as prescribed from time to time by the s151 Officer;
- (f) to arrange for the identification of all appropriate employees of the Authority who should be included in a suitable fidelity guarantee insurance, and shall make arrangements through the s151 Officer for such inclusion;
- (g) to notify the s151 Officer promptly of all new risks, properties or vehicles that require insurance and of any alterations affecting existing insurances;
- (h) to notify the s151 Officer promptly of any significant acquisitions or disposals of assets or any alteration to the scope or level of services provided, particularly where the risk of accident, injury, loss or damage is likely to increase;
- (i) on a regular basis, the s151 Officer will forward to Chief Officers, schedules of assets covered by insurance. Chief Officers must examine the schedules and ensure that the details of those assets are correctly recorded and that the scope and level of insurance cover are adequate, and consistent with the Authority's corporate insurance arrangements;
- (j) to provide the s151 Officer with any information that he/she needs and in the timescale that he or she sets, to enable him or her to manage the Authority's insurances effectively;
- (k) to consult with the s151 Officer and the Head of Law on the terms of any indemnity that the Authority is requested to give;
- (l) to ensure that officers, or anyone covered by the Authority's insurances, do not admit liability or make any offer to pay compensation that may prejudice cover under the council's insurance policy and the assessment of liability in respect of any insurance claim.

### **33.19 Internal Controls**

33.19.1 The Authority is a large, complex organisation which requires internal controls to manage and monitor progress towards strategic objectives.

33.19.2 The Authority has statutory obligations and, therefore, requires internal controls to identify, meet and monitor compliance with these obligations.

33.19.3 The Authority faces a wide range of financial, administrative and commercial risks, both from internal and external factors, which threaten the achievement of its objectives. Internal controls are necessary to manage these risks.

33.19.4 The system of internal controls is established in order to provide measurable achievement of:

- (a) efficient and effective operations;
- (b) reliable financial information and reporting;
- (c) compliance with laws and regulations;
- (d) risk management.

33.19.5 Key Controls. The key controls are:

- (a) key controls should be reviewed on a regular basis and the Authority should make a formal statement annually to the Audit Committee to the effect that it is satisfied that the systems of internal control are operating effectively [Chief Internal Auditor's Annual Report];
- (b) managerial control systems, including defining policies, setting objectives and plans, monitoring financial and other performance and taking appropriate anticipatory and remedial action. The key objective of these systems is to promote ownership of the control environment by defining roles and responsibilities;
- (c) financial and operational control systems and procedures, which include physical safeguards for assets, segregation of duties, authorisation and approval procedures and information systems;
- (d) an effective internal audit function that is properly resourced. It should operate in accordance with the principles contained in the Auditing Practices Board's auditing guideline Guidance for Internal Auditors, the Public Sector Internal Auditing Standards and with any other statutory obligations and regulations; and
- (e) an effective Audit Committee which meets on a regular basis to consider internal control and auditing matters.

33.19.6 Responsibilities of the s151 Officer:

- (a) to assist the Authority to put in place an appropriate control environment and effective internal controls which provide reasonable assurance of effective and efficient operations, financial stewardship, probity and compliance with laws and regulations.

33.19.7 Responsibilities of Chief Officers and Heads of Service:

- (a) to establish sound arrangements, consistent with guidance given by the s151 Officer, or the Chief Internal Auditor, for planning, appraising, authorising, and controlling their operations, in order to achieve:
  - (i) continuous improvement;
  - (ii) economy;
  - (iii) efficiency;
  - (iv) effectiveness;
  - (v) the proper use of resources;
  - (vi) the achievement of objectives; and
  - (vii) the management of risks;
- (b) to review existing controls in the light of changes affecting the Authority and to establish and implement new ones in line with guidance from the Chief Internal Auditor. Chief Officers should also be responsible for removing controls that are unnecessary or not cost or risk effective, for example, because of duplication;

- (c) to ensure staff have a clear understanding of the consequences of lack of control.

### **33.20 Internal Audit**

33.20.1 The requirement for an internal audit function for local authorities is implied by Section 151 of the Local Government Act 1972, which requires that authorities 'make arrangements for the proper administration of their financial affairs'. The Accounts and Audit Regulations (Wales) 2005, more specifically, require that a 'local government body shall maintain an adequate and effective system of internal audit of its accounting records and of its systems of internal control in accordance with the proper internal audit practices'.

33.20.2 Internal audit is an independent and objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. It examines, evaluates and reports on the adequacy of internal control as a contribution to the proper, economic, efficient and effective use of resources.

33.20.3 Key Controls. The key controls for internal audit are:

- (a) that it is independent in its planning and operation;
- (b) the Chief Internal Auditor has direct access to the Chief Executive and the Leader of the Council, all levels of management and directly to elected members;
- (c) internal auditors comply with the Public Sector Internal Auditing Standards;
- (d) that it reports to the Audit Committee.

33.20.4 Responsibilities of the s151 Officer:

- (a) to maintain a continuous and independent internal audit of the Authority's accounting, financial and other operations of the Authority;
- (b) to ensure that all employees carrying out auditing duties comply with the current Public Sector Internal Auditing Standards and that they are competent to perform the responsibilities that they are assigned;
- (c) to make arrangements for there to be undertaken a cyclical review of all financial systems throughout the Authority and to determine the appropriate level of audit coverage;
- (d) to ensure that internal auditors have the authority to:
  - (i) access authority premises at reasonable times, subject to the Chief Internal Auditor being satisfied as to any risk to health and safety;
  - (ii) access all assets, records, documents, correspondence and control systems;
  - (iii) receive any information and explanation considered necessary concerning any matter under consideration;

- (iv) require any employee of the Authority to account for cash, stores or any other authority asset under his or her control;
  - (v) access records belonging to third parties, such as contractors, when required;
  - (vi) review, appraise and report on the adequacy and application of financial and other controls, and on the protection of the Authority's property and assets against loss due to fraud or wasteful practices.
- (e) to consider the strategic and annual audit plans prepared by the Chief Internal Auditor, which take account of the characteristics and relative risks of the activities involved, before the plan is endorsed by the Audit Committee;
  - (f) to ensure that the Chief Internal Auditor has the right to report independently to the Council, the Audit Committee or an appropriate committee, in his/her own name;
  - (g) to ensure that the Chief Internal Auditor provides an annual opinion on the Council's internal control environment as part of his / her annual report;
  - (h) to ensure the Chief Internal Auditor reports regularly to the Audit Committee on the adequacy of the internal control environment operated by the Authority.

#### 33.20.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that internal auditors are given access at all reasonable times to premises, personnel, documents and assets that the auditors consider necessary for the purposes of their work;
- (b) to ensure that auditors are provided with any information and explanations that they seek in the course of their work;
- (c) to consider and respond promptly to recommendations contained in audit reports;
- (d) to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion;
- (e) to ensure that new systems for maintaining financial records, or records of assets, or changes to such systems, are discussed with and agreed by the Chief Internal Auditor prior to implementation.

### 33.21 External Audit

33.21.1 Under section 13 of the Public Audit (Wales) Act 2004, the Auditor General for Wales is the external auditor of each local authority in Wales. (Under transitional provisions of the Public Audit (Wales) Act 2013, an auditor appointed by the Auditor General continues to be the auditor of a local authority until the termination of his/her appointment.) The external auditor has rights of access to all documents and information, which he or she considers necessary to carry out his/her statutory functions.

33.21.2 The duties of the external auditor are set out in the Public Audit (Wales) Act 2004. The auditor must be satisfied that the authority's accounts give a true and fair view, are prepared in accordance with statute and proper practice. The auditor must also be satisfied that the authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.

33.21.3 In addition to the audit of the accounts, the Auditor General has duties under the 2004 Act to undertake improvement studies of local authorities and powers to undertake other studies regarding the provision of services. The Auditor General also has duties to undertake improvement assessments, improvement planning audits and special inspections under the Local Government (Wales) Measure 2009.

33.21.4 The External Auditors attend all the meetings of the Authority's Audit Committee.

33.21.5 Responsibilities of the s151 Officer:

- (a) to ensure there is effective liaison between external and internal audit;
- (b) to ensure good quality audit working papers are provided in readiness for external audit to undertake any planned work;
- (c) to work with the external auditor and advise the full Council, Cabinet and Chief Officers on their responsibilities in relation to external audit.

33.21.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that external auditors are given access at all reasonable times to premises, personnel, documents and assets, which the external auditors consider necessary for the purposes of their work;
- (b) to ensure that all records and systems are up to date and available for inspection;
- (c) to ensure that all employees have proper regard to the guidance issued by the s151 Officer in connection with any external audits, and any reports of the external auditor;
- (d) to consider and respond promptly to recommendations contained in audit reports;
- (e) to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion.

## **33.22 Preventing Fraud and Corruption**

33.22.1 The Authority will not tolerate fraud and corruption in the administration of its responsibilities, whether from inside or outside the Authority.

33.22.2 The Authority's expectation of propriety and accountability is that members and staff at all levels will lead by example in ensuring adherence to legal requirements, rules, procedures and practices.

33.22.3 The Authority also expects that individuals and organisations (e.g. suppliers, contractors, service providers) with whom it comes into contact will act towards the Authority with integrity and without thought or actions involving fraud and corruption.

- 33.22.4 Key Controls. The key controls regarding the prevention of financial irregularities are that:
- (a) the Authority has an effective Anti-Fraud and Anti-Corruption Strategy and maintains a culture that will not tolerate fraud or corruption;
  - (b) all members and staff act with integrity and lead by example;
  - (c) senior managers are required to deal swiftly and firmly with those who defraud or attempt to defraud the Authority or who are corrupt;
  - (d) high standards of conduct are promoted;
  - (e) the maintenance of a register of interests in which any hospitality or gifts accepted must be recorded;
  - (f) whistle blowing procedures are in place and operate effectively;
  - (g) legislation, including the Public Interest Disclosure Act 1998, is adhered to; and
  - (h) matters relating to fraud and corruption are reported promptly to the s151 Officer.
- 33.22.5 Responsibilities of the s151 Officer:
- (a) to develop and maintain an Anti-Fraud and Anti-Corruption Strategy;
  - (b) to assist the Authority to put in place an appropriate control environment and effective internal controls which provide reasonable assurance of effective and efficient operations, financial stewardship, probity and compliance with laws and regulations;
  - (c) to ensure that all suspected financial irregularities are reported to the Chief Internal Auditor. The Chief Internal Auditor shall take steps as he/she considers necessary by way of investigation, in liaison with service area management where appropriate, and in line with the Authority's Anti-Fraud and Corruption Strategy. Where sufficient evidence exists to believe that a criminal offence may have been committed, the matter will be referred in conjunction with the Head of Finance to the police.
- 33.22.6 Responsibilities of Chief Officers and Heads of Service:
- (a) to review existing controls in the light of changes affecting the Authority and to establish and maintain new controls where appropriate;
  - (b) to immediately notify the Chief Internal Auditor whenever any matter arises which involves, or is thought to involve, a breach of security, theft, or irregularities concerning cash, stores or other property of the Authority, or any suspected irregularity in the exercise of the functions of the Authority;
  - (c) to liaise with the Chief Internal Auditor in relation to the investigation of any suspected irregularities within their service area, in line with the Authority's Anti-Fraud and Corruption Strategy;
  - (d) where sufficient evidence exists to believe that a criminal offence may have been committed by a member of staff, to discuss with the Head of Finance, Head of Law

and the Chief Internal Auditor; a joint decision will be taken to refer the matter to the Police;

- (e) to instigate the Authority's disciplinary and suspension procedures where the outcome of an investigation indicates improper behaviour by a member of staff;
- (f) to ensure that employees comply with Council guidance regarding the acceptance of hospitality, gifts and other benefits;
- (g) to ensure their staff are aware of and comply with the Employee Code of Conduct and responsibilities under the Whistleblowing Policy are brought to their attention.

### **33.23 Security of Assets**

- 33.23.1 The Authority holds assets in the form of property, vehicles, equipment, furniture and other items worth many millions of pounds. It is important that assets are safeguarded and used efficiently in service delivery, and that there are arrangements for the security of both assets and information required for service operations. An up to date asset register is a prerequisite for proper fixed asset accounting and sound asset management.
- 33.23.2 Obsolete, non-repairable or unnecessary assets should be disposed of in accordance with these regulations and the Contract Procedure Rules of the Authority.
- 33.23.3 Misuse of computer resources can seriously affect the business interests of the Authority.
- 33.23.4 Intellectual property is a generic term meaning non-physical product that is the product of original thought. It includes inventions, literary and artistic works, symbols, names, images, and designs. If these are created by an employee or consultant during the course of employment, then, as a general rule, they belong to the employer. Various Acts of Parliament cover different types of intellectual property. Certain activities undertaken within the Authority may give rise to items that may be patentable, for example, software development.
- 33.23.5 Key Controls. The key controls for the security of resources such as land, buildings, vehicles, plant, machinery, furniture equipment, software and information are:
- (a) resources are used only for the purposes of the Authority and are properly accounted for;
  - (b) resources are available for use when required;
  - (c) resources no longer required are disposed of in accordance with the law and the regulations of the Authority so as to maximise benefits;
  - (d) an asset register is maintained for the Authority - assets are recorded when they are acquired by the Authority and this record is updated as changes occur with respect to the location and condition of the asset;
  - (e) assets for disposal are identified and disposed of at the most appropriate time, and only when it is in the best interests of the Authority, and best price is obtained, bearing in mind other factors, such as environmental issues. For items estimated to be of the value of £10,000, disposal should be by competitive tender or public auction;



- (f) approval for the disposal of assets, stocks and equipment up to the value of £5,000 must be sought from the Head of Services; if the value of disposal is likely to exceed £5,000 then approval must be given by the Head of Service in conjunction with the Head of Finance;
- (g) procedures should protect staff involved in the disposal of assets from accusations of personal gain;
- (h) all staff are aware of their responsibilities with regard to safeguarding the Authority's assets and information, including the requirements of the Data Protection Act, Freedom of Information Act and software copyright legislation;
- (i) all staff are aware of their responsibilities with regard to safeguarding the security of the Authority's computer systems, including maintaining restricted access to the information held on them and compliance with the Authority's Information Governance policies;

In the event that the Authority decides to become involved in the commercial exploitation of inventions, the matter should proceed in accordance with any approved intellectual property procedures.

### **33.24 Security of Assets – Land and Buildings**

#### **33.24.1 Responsibilities of the s151 Officer:**

- (a) to maintain a terrier of all properties owned by the Authority and an asset register for all 'material' fixed assets, in accordance with good practice;
- (b) to ensure that assets are valued in accordance with the relevant codes of practice on local authority accounting in the United Kingdom;
- (c) to determine arrangements for the acquisition and disposal of land and buildings;
- (d) to advise on the financial implications of any purchase, sale or holding of property on the Authority's behalf.

#### **33.24.2 Responsibilities of the Head of Law:**

- (a) to ensure the safe custody of all title deeds under arrangements agreed with the s151 Officer.

#### **33.24.3 Responsibilities of Chief Officers and Heads of Service:**

- (a) to make arrangements to ensure the proper security of all the Authority's buildings;
- (b) to consult with the Chief Internal Auditor in any case where security is thought to need improvement or where it is considered that special security arrangements may be needed;
- (c) to ensure there are procedures in place to review the condition of physical assets used in delivery of services e.g. undertake regular impairment review.

### **33.25 Security of Assets - Vehicles, Furniture and Equipment**

33.25.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on the maintenance of inventories and the disposal of assets;
- (b) to ensure appropriate accounting entries are made to include all material assets and to remove the value of disposed assets from the Authority's records and to include the sale proceeds if appropriate;
- (c) to agree procedures for the disposal of lost property.

33.25.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure the proper security and safe custody of all vehicles, equipment and furniture, belonging to or under the control of the Authority, and shall make contingency plans for the continuity of service in the event of disaster or system failure;
- (b) to maintain inventories of furniture, equipment, vehicles and plant, including items leased by the Authority. This shall be kept up to date and shall be in a form approved by the s151 Officer and in accordance with the Authority's guidance. Chief Officers shall make arrangements to ensure that inventories shall include for each item, information relating to date of purchase, cost, location and any technical features, which might affect its value or usefulness;
- (c) to make arrangements to ensure that an annual, independent, check of all items on the inventory is carried out, in order to verify location, review, and condition and to take action in relation to surpluses or deficiencies, annotating the inventory accordingly. Attractive and portable items such as computers and cameras shall be identified with security markings as belonging to the Authority;
- (d) to ensure that the Authority's property shall not be removed from its ordinary location otherwise than in accordance with the ordinary course of the Authority's business except in accordance with specific directions issued by the Head of Service concerned or used otherwise than for the Authority's purposes. A record should be kept of all authorised removals;
- (e) to ensure that no Authority asset is subject to personal use by an employee without proper authorisation from the Head of Service;
- (f) to make arrangements to ensure that any disposal of any vehicle, furniture, fittings, equipment, plant and machinery is in accordance with the Authority's procedure for disposals;
- (g) before disposal to check if the asset is subject to leasing arrangements. If the asset is leased, disposal must be in accordance with the terms of the lease;
- (h) to ensure that income received for the disposal of an asset is properly banked and coded;
- (i) if an item is lost, stolen or disposed of, this must be recorded against the entry in the inventory and reported to the Head of Service;
- (j) to notify the s151 Officer of the purchase or disposal of any material asset, to enable the asset register to be updated;

- (k) any property left on Council premises and regarded as lost must be disposed of in accordance with procedures agreed with the s151 Officer.

### **33.26 Security of Assets - Stocks and Stores (including products)**

#### 33.26.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on the maintenance of stock and stores;
- (b) to approve the write off of stock and stores in accordance with the Scheme of Delegations within the Constitution;
- (c) to ensure that appropriate accounting entries are made in relation to stock balances and write offs.

#### 33.26.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to make arrangements for the recording of and the care and safe custody of the stocks and stores held by their service area;
- (b) to make arrangements to ensure stocks are maintained at reasonable levels and are subject to a regular independent physical check, at least annually. Each Head of Service must make arrangements for discrepancies to be investigated and pursued to a satisfactory conclusion;
- (c) to advise the Chief Internal Auditor immediately of any significant discrepancy in stocks;
- (d) to approve the write off of stock and stores up to the value of £5,000 in accordance with the Scheme of Delegations;
- (e) to provide the s151 Officer with such information as he/she requires in relation to stores for accounting and costing purposes.

### **33.27 Security of Assets – Cash**

#### 33.27.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on cash handling;
- (b) to agree, in consultation with the appropriate Head of Service, the maximum limits for cash holdings;
- (c) to approve the write off of stolen cash, not covered by insurance;
- (d) to authorise the depositing of unofficial funds or valuables in a safe.

#### 33.27.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to agree with the s151 Officer, the maximum limits for cash holdings and to ensure that these limits shall not be exceeded without his /her permission;

- (b) to ensure that cash holdings are kept to a minimum, and do not exceed the insurance limit for that safe/cashbox;
- (c) to ensure that cash handling is carried out in line with the Authority's guidance;
- (d) to notify the Chief Internal Auditor and the Principal Insurance Officer of cash lost or stolen immediately. Stolen cash, which is not covered by insurance, can only be written-off with the agreement of the s151 Officer;
- (e) to ensure that under no circumstances are personal cheques cashed out of monies held on behalf of the Authority;
- (f) to ensure that a schedule is kept of the officers who hold keys to safes and similar receptacles;
- (g) to ensure that the keys to safes and similar receptacles are held securely at all times. Arrangements shall be made for the nomination (from amongst employees) of key holders and substitute key holders who must be available in the absence of the principal key holder(s). The loss of any such keys must be reported by the key holder, or nominated substitute, to the relevant Head of Service forthwith, who shall take appropriate steps to protect the interests of the Authority;
- (h) to ensure that safe key holders do not accept unofficial funds or valuables for depositing in the safe unless authorised by the s151 Officer. In such circumstances, it must be made clear by the key holder to the depositor, that the Authority is not to be held liable for any loss, and the key holder must obtain an acknowledgment to that effect before accepting the deposit.

### **33.28 Security of Assets - Information and Communication Technology**

#### **33.28.1 Responsibilities of ICT Board /SRS:**

- (a) to maintain a central inventory of technology equipment;
- (b) the development and integrity of the Authority's voice and data network infrastructure;
- (c) to approve all additions and alterations to the Authority's voice and data network;
- (d) to issue detailed guidance, in conjunction with Chief Officers, to all employees who are responsible for and/or use computer equipment on their responsibilities within the Authority's IT Security Policy.

#### **33.28.2 Responsibilities of Chief Officers and Heads of Service:**

- (a) to ensure that all equipment connected to the Authority's voice and data network infrastructure meets the standards identified by the ICT Board / SRS. Any requirement to add or make alterations to this network must be approved by the ICT Board / SRS;
- (b) to ensure that the provisions of the Authority's IT Security Policy and other ICT policies are applied to all employees of the Authority, as appropriate to their use of information technology;

- (c) to make arrangements to implement and monitor the procedures contained in the Authority's IT Security Policy. All employees must be familiar with, and comply with, the principals of the Data Protection Legislation, the Copyright, Designs and Patents Act 1988, the Computer Misuse Act 1990, and any other legislation or Authority policy which may apply to all employees at any time;
- (d) to agree, in advance, with the ICT Board / SRS, a requirement to use specialist IT goods and services that might not meet the standards identified by the ICT Board / SRS, but are necessary to perform particular business activities. The Head of Service will be responsible for ensuring that such acquisitions do not compromise their corporate, financial and legal obligations, as defined by the Authority;
- (e) to ensure that all employees are aware that misuse of technology and associated systems can seriously affect the business interest of the authority. Such misuse or any breach of security policy will result in disciplinary action being taken;
- (f) to ensure that all employees are aware that they have a personal responsibility with regard to the protection and confidentiality of information in accordance with the Authority's Information Security Policy, whether held in manual or computerised records. Information may be sensitive or privileged, or may possess some intrinsic value, and its disclosure or loss could result in a cost to the Authority in some way.

### **33.29 Security of Assets - Intellectual Property**

#### 33.29.1 Responsibilities of the S151 Officer:

- (a) to develop and disseminate good practice.

#### 33.29.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that controls are in place to ensure that employees do not carry out private work during periods when they are working for the Authority and that employees are aware of an employer's rights with regard to intellectual property;
- (b) to make officers aware that, if, at any time during their employment, an officer makes or discovers or participates in the making or discovery of any intellectual property relating to or capable of being used by the Authority, the officer must provide full details of the intellectual property to the relevant Head of Service or relevant Chief Officer.

### **33.30 Security of Assets – Clients' Private Property**

#### 33.30.1 Responsibilities of Chief Officers and Heads of Service:

- (a) the Chief Officer for Social Care & Health and any other Head of Service affected, shall take all necessary steps to prevent or mitigate loss or damage of a client's (being a person other than the Council) moveable property, where responsibility lies within the National Assistance Act 1948 and shall arrange for an itemised inventory in each case to be prepared in the presence of two officers, in a form prescribed by the s151 Officer;
- (b) all valuables such as jewellery, watches and other small articles of a similar nature and documents of title shall be deposited with the Chief Officer for Social Care &

Health and any other Head of Service affected, for safe custody. Any loss of property shall be reported to the s151 Officer, without delay;

where the Council acts as an Appointeeship for any of the Council's service users the procedures will be determined by the Chief Officer for Social Care & Health.

### **33.31 Treasury Management and Trust Funds**

33.31.1 Many millions of pounds pass through the Authority's bank accounts each year. It is vital that the Authority's money is managed in a secure and controlled way. Surplus funds are invested by the Authority with external organisations, and it is essential that risk is spread evenly, and that investments are placed with reputable organisations.

33.31.2 Key Controls. Compliance with the CIPFA Treasury Management Code of Practice and the Authority's Treasury Management Policy Statement and Strategy. This provides assurances that the Authority's money is properly managed in a way that balances risk with return, but with the overriding consideration being given to the security of the Authority's capital sum.

33.31.3 All payments out of the Authority > £50,000 should be made via BACS or CHAPS.

33.31.4 Responsibilities of the s151 Officer:

- (a) to prepare a Treasury Management Policy and Annual Report in accordance with the CIPFA Code of Practice;
- (b) to maintain prudential indicators in accordance with the Prudential Code of Capital Finance for Local Authorities;
- (c) to arrange the borrowing and investments of the authority in such a manner as to comply with the CIPFA Code of Practice on Treasury Management in Local Government, which has been adopted by the Authority;
- (d) to set an investment strategy in accordance with WAG investment guidance;
- (e) to ensure that all investments of money under its control shall be made in the name of the Authority or in the name of nominees approved by the Cabinet or the Council within their respective responsibilities: bearer securities shall be excepted from this rule;
- (f) to hold all securities the property of, or in the name of the Authority, or its nominees, or otherwise as the s151 Officer may specifically direct;
- (g) to ensure that all borrowings shall be effected in the name of the Authority;
- (h) to be the Authority's Registrar of loan instruments and to maintain records of all borrowings of money by the Authority;
- (i) to report on the Treasury Management practices of the Authority in accordance with the CIPFA Code of Practice;
- (j) to hold all Trust Fund securities etc., where Members or employees act as Trustees by virtue of their official position, unless the deed otherwise provides; or as otherwise directed by the Chief Cabinet;

- (k) to arrange, where funds are held on behalf of third parties, for their secure administration, and to maintain records of all transactions;
- (l) to ensure that trust funds are operated within any relevant legislation and the specific requirements for each trust.

33.31.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to notify the s151 Officer or delegated Officer of planned monetary receipts or payments in excess of £0.5 million at an early stage.

### **33.32 Financial Systems and Procedures**

33.32.1 This is section 5 of the Financial Procedure Rules and covers income, imprest accounts, payment to employees and members, internal charges, taxation, banking, and ordering and paying for work, goods and services.

33.32.2 Service Areas have many systems and procedures relating to the control of the Authority's assets, including purchasing, costing and management systems. It is important that systems and procedures are sound and well administered to ensure financial stewardship and control to enable effective decision making. All financial systems and procedures should contain controls to ensure that transactions are properly processed and errors detected promptly.

33.32.3 The s151 Officer has a statutory responsibility to ensure that the Authority's financial systems are sound and must be notified, in advance, of any new developments or changes.

33.32.4 Key Controls. The key controls for systems and procedures are:

- (a) basic data exists to enable the Authority's objectives, targets, budgets and plans to be formulated;
- (b) performance is communicated to the appropriate managers on an accurate, complete and timely basis;
- (c) early warning is provided of deviations from target, plans and budgets that require management attention;
- (d) operating systems and procedures are secure;
- (e) data is backed up on a regular basis.

33.32.5 Responsibilities of the s151 Officer:

- (a) to make arrangements for the proper administration of the Authority's financial affairs, including to:
  - (i) issue advice, guidance and procedures for officers and others acting on the Authority's behalf;
  - (ii) determine the accounting systems, form of accounts and supporting financial records;
  - (iii) establish arrangements for audit of the Authority's financial affairs;

- (iv) determine the accounting procedures, records and controls for any new financial systems to be introduced; and
- (v) to approve in advance any changes to be made to existing financial systems.

33.32.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with and gain the approval of the s151 Officer before changing any existing system or introducing new systems;
- (b) to ensure that accounting records are properly maintained and held securely;
- (c) to ensure that supporting vouchers and documents with financial implications are retained and not destroyed, except in accordance with arrangements approved by the s151 Officer;
- (d) to ensure that a complete audit trail, allowing financial transactions to be traced from the accounting records to the original document, and vice versa, is maintained;
- (e) to incorporate appropriate controls to ensure that, where relevant:
  - (i) all input is genuine, complete, accurate, timely and not previously processed;
  - (ii) all processing is carried out in an accurate, complete and timely manner;
  - (iii) output from the system is complete, accurate and timely;
  - (iv) data is backed up on a regular basis.
- (f) to ensure that the organisational structure provides an appropriate segregation of duties to provide adequate internal controls and to minimise the risk of error, fraud or other malpractice;
- (g) to ensure there is a documented and tested disaster recovery plan to allow information system processing to resume quickly in the event of an interruption;
- (f) to ensure that systems are documented and staff adequately trained;
- (g) to establish a scheme of service area authorisations identifying officers to act upon their behalf in respect of placing orders, use of procurement cards, payments and income collection, including variations, and showing the limits of their authority;
- (h) to ensure that effective contingency arrangements, including back-up procedures, exist for computer systems. Wherever possible, back-up information should be securely retained in a fireproof location, preferably off site or at an alternative location within the building;
- (i) to ensure that, where appropriate, computer systems are registered in accordance with data protection legislation and that staff are aware of their responsibilities under the legislation;
- (j) to ensure that the Council's information security standards and internet security policy are complied with;



- (k) to ensure that computer equipment and software are protected from loss and damage through theft, vandalism, etc.;
- (l) to comply with the copyright, designs and patents legislation and, in particular, to ensure that:
  - (i) only software legally acquired and installed by the Authority's IT management body is used on its computers;
  - (ii) staff are aware of legislative provisions;
  - (iii) in developing systems, due regard is given to the issue of intellectual property rights.

### **33.33 Income**

33.33.1 Income can be a vulnerable asset, and effective income collection systems are necessary to ensure that all income due is identified, collected, receipted and banked properly. It is preferable to obtain income in advance of supplying goods or services as this improves the Authority's cash flow and also avoids the time and cost of administering debts.

33.33.2 Key Controls. The key controls for income are:

- (a) all income due to the Authority is identified and charged correctly, in accordance with an approved charging policy, which is regularly reviewed;
- (b) all income is collected from the correct person, at the right time, using the correct procedures and the appropriate stationery;
- (c) all money received by an officer on behalf of the Authority is properly recorded and promptly banked;
- (d) the responsibility for cash collection should be separated from that for identifying the amount due, and that for reconciling the amount due to the amount received;
- (e) effective action is taken to pursue non-payment within defined timescales;
- (f) formal approval for debt write-off is obtained;
- (g) appropriate write-off action is taken within defined timescales;
- (h) appropriate and timely accounting adjustments are made following write-off action;
- (i) all appropriate income documents are retained and stored for the defined period in accordance with guidance issued by the s151 Officer;
- (j) money collected and deposited is reconciled to the bank account by a person who is not involved in the collection or banking process.

33.33.3 Responsibilities of the s151 Officer:

- (a) to agree arrangements for the collection of all income due to the Authority, and to approve the procedures, systems and documentation for its collection. To raise

awareness and ensure compliance with the Council's Sundry Debtors Policy and the Debtors Policy for Social Care & Health;

- (b) to ensure that all electronic monies are properly received, assigned and reconciled;
- (c) to approve the writing off of all irrecoverable debts as follows:

up to £5,000 and any bankruptcies	Revenues Manager Finance Manager for SCH for specific SCH Debts
Between £5,000 and £10,000	s151 Officer
Over £10,000	s151 Officer and Cabinet Member for Finance

- (d) to use debt recovery procedures to collect any income due to the Authority which has not been paid within specified time limits;
- (e) to ensure that appropriate accounting adjustments are made following any write-off action;
- (f) to advise the Head of Law of debts that have remained unpaid with a view to the institution of legal proceedings in appropriate cases;
- (g) to ensure that any sum due to the Authority shall only be discharged by payment, credit note or write off.

33.33.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with the s151 Officer before any proposal to introduce or revise scales of charges for services is submitted to the Cabinet or the Council as the case may be;
- (b) to ensure that all such charges are reviewed at least once a year in consultation with the s151 Officer;
- (c) to ensure that no agreements are put in place (legal or otherwise) that preclude the Council from reviewing its charges on an annual basis;
- (d) to ensure that new charges are promptly implemented following appropriate approval;
- (e) to ensure that where possible, income is received in advance of the service being provided;
- (f) to ensure that all income due, is promptly collected, correctly receipted, reconciled, accounted for and promptly banked;
- (g) to ensure that income collected and deposited is reconciled to the ledger on a regular basis;
- (h) to ensure that there is clear separation of duties within income procedures to ensure that adequate controls are in place;
- (i) to ensure that all income is correctly coded to the appropriate financial code;

- (j) to maintain such particulars in connection with work done, goods supplied or services rendered and of all other amounts due, to record correctly all sums due to the Authority and to ensure the prompt rendering of accounts for the recovery of income due;
- (k) to notify the s151 Officer promptly in writing of all money due to the Authority, and of contracts, leases and other agreements and arrangements entered into, which involve the receipt of money by the Authority;
- (l) to designate employees to receive monies due and to make arrangements to ensure that appropriate records are maintained;
- (m) to make arrangements to ensure that employees responsible for receiving income are issued with written instructions on cash handling and till operation procedures and that such employees have signed to acknowledge that instructions have been received and understood prior to commencing such duties;
- (n) to ensure that all employees use official receipts or tickets for all income received on behalf of the Authority and ensure that all chargeable VAT is accounted for. To seek approval from the Chief Internal Auditor for alternative receipting arrangements, where it is considered inappropriate to issue an official receipt or ticket, in advance of implementing such arrangements;
- (o) to ensure that all official receipt forms, books, tickets and other such items are ordered and supplied to service areas by the Chief Internal Auditor or under arrangements approved by him/her;
- (p) to ensure that all financial controlled stationery is securely held and accounted for at all times;
- (q) to ensure that the opening of incoming mail where money is being handled, is undertaken by at least two responsible officers designated for that purpose. In exceptional circumstances where this is considered impractical alternative arrangements must have the approval of the relevant Head of Service, and the relevant Head of Service will arrange for the Chief Internal Auditor to be advised accordingly;
- (r) to ensure that upon opening of incoming mail, all income is immediately recorded by the employee concerned either by way of receipt, remittance record or by another means, approved by the Chief Internal Auditor;
- (s) to ensure that all cheques received in the incoming mail are immediately stamped upon opening by the relevant employee, in preparation for banking;
- (t) to ensure that keys entrusted to employees are held securely at all times and are kept under their personal control. To ensure that employees understand their responsibilities as key holders, and of insurance requirements;
- (u) to ensure that income held by the Authority is not used to cash personal cheques or make personal loans or other payments;
- (v) to establish proper accountability wherever money is being handled. To ensure that every transfer of the Authority's money from one employee to another is evidenced in the records of the service area concerned. This may be by way of an official

receipt being issued by the receiving employee, or if not, a record shall be maintained detailing the amount transferred, the date and the signature of both employees;

- (w) to ensure that when income is due to the Authority and the payment is not to be made at the time, all amounts due are claimed on official invoices or by arrangements approved by the Chief Internal Auditor. Instructions for the cancellation or reduction of invoices for income must be authorised by the appropriate Head of Service or such member of staff specifically designated by him/her for that purpose;
- (x) to make every reasonable effort to recover a debt before write off is considered. Once a debt is judged irrecoverable, write off procedures must commence promptly and adhere to the requirements of the relevant part of the scheme of delegations. Chief Officers must make arrangements in their respective service areas to ensure that correct procedures, for writing off debts, as prescribed by the s151 Officer, have been adhered to and that adequate documentation exists for each case;
- (y) to ensure that credit notes to replace a debt are only raised to correct a factual inaccuracy or administrative error in the calculation and/or billing of the original debt;
- (z) to ensure that proper procedures are followed for checking and authorisation for write off, prior to submission to the s151 Officer for approval;
- (aa) to seek to achieve payment by direct debit or standing orders in situations where regular payments are due to the Authority;
- (bb) to authorise an adjustment to the accounts, in consultation with the s151 Officer, if a mistake has been made in raising an invoice;
- (cc) to consult the s151 Officer about any proposal to arrange to accept payments by credit cards, debit cards, switch cards, internet, or similar means;
- (dd) to notify the s151 Officer of outstanding income (accruals) relating to the previous financial year as soon as possible after 31st March in line with the timetable determined by the s151 Officer;
- (ee) to notify the s151 Officer or delegated Officer of planned monetary receipts in excess of £0.5 million.

### **33.34 Banking**

33.34.1 Many millions of pounds pass through the Authority's bank accounts each year. It is vital that proper procedures are in place to ensure that the Authority's banking arrangements are secure and controlled.

33.34.2 Key Controls:

- (a) all banking arrangements are operated in accordance with approved procedures.

33.34.3 Responsibilities of the s151 Officer:

- (a) to make or approve all arrangements with the Authority's bankers;
- (b) to open and operate such bank accounts as are considered necessary;

- (c) to ensure that all bank accounts operated by or on behalf of the Authority shall bear an official title and in no circumstances shall an account be opened in the name of an individual;
- (d) to approve the use of any direct debit/standing order on the Authority's accounts;
- (e) to arrange the reconciliation of the main bank account with the Authority's cash accounts;
- (f) to ensure that all cheques, excluding those drawn on authorised imprest accounts, are ordered only on his/her authority;
- (g) to make proper arrangements for the safe custody of cheques;
- (h) to ensure that cheques on the Authority's main bank accounts shall bear the facsimile signature of the s151 Officer or be signed by him/her or another officer authorised to do so;
- (i) request for payments by alternative methods must first be approved by the s151 Officer or any officers delegated by them;
- (j) personal cheques of Councillors or employees are not to be cashed;
- (k) to ensure that proper procedures are followed for receiving income through touch tone telephone banking systems and via the internet;
- (l) to ensure that bank accounts do not become overdrawn.

33.34.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all income collected is promptly banked. This is particularly important where large sums are involved that impact on the Authority's cash flow;
- (b) to ensure that all income received by an officer, on behalf of the Authority, is paid in direct to the Authority's bank, or transmitted directly to any other body or person entitled thereto. No deduction may be made from any money held, save to the extent that the s151 Officer may specifically authorise;
- (c) to ensure that, in accordance with the relevant Accounts and Audit Regulations, each employee who banks money, enters on the paying in slip, a reference to the related debt (such as the receipt number or the number or the name of the debtor) and indicate its place of origin on the reverse of each cheque;
- (d) to ensure that all income received on behalf of the Authority is properly safeguarded from the time it is received until the time that it is banked (e.g. kept in a safe or locked receptacle – subject to guidance available from Internal Audit);
- (e) to ensure that in the transport of money by any employee for banking, or other purpose, that employee and his or her supervisor have due regard for the safety of employees (including the employee transporting such money), and for the proper security of cash. The Head of Service shall ensure arrangements are made which incorporate the necessary safeguards;

- (f) to ensure that payments made through the Council's bank account are properly authorised, correctly calculated, valid and in accordance with Council's procurement and payment procedures.

### **33.35 Ordering and Paying for Work, Goods and Services**

33.35.1 Public money should be spent with demonstrable probity and in accordance with the Authority's policies. Local authorities have a statutory duty to achieve best value in part through economy and efficiency. The Authority's procedures should help to ensure that services obtain value for money from their purchasing arrangements. These procedures should be read in conjunction with the Authority's Contract Procedure Rules.

33.35.2 Key Controls. The key controls for ordering and paying for work, goods and services are:

- (a) all orders shall be in a form approved by the s151 Officer;
- (b) official orders will be raised for all work, goods or services to be supplied to the Authority, except for supplies of utilities, periodic payments, procurement card or petty cash purchases or other exceptions specified by the s151 Officer;
- (c) all goods, works and services are ordered only by appropriate persons and are correctly recorded;
- (d) all goods and services shall be ordered in accordance with the Authority's Contract Procedure Rules, unless they are purchased from sources within the Authority;
- (e) goods, works and services received are checked to ensure they are in accordance with the order;
- (f) payments are not made unless goods, works or services have been received by the Authority to the authorised price, quantity and quality standards, subject to tolerance levels set by the s151 Officer;
- (g) all payments are made to the correct person/supplier based on the supply of sufficiently detailed documentation, for the authorised amount and are properly recorded, regardless of the payment method;
- (h) all officers and members are required to declare any links or personal interests that they may have with purchasers, suppliers and/or contractors if they are engaged in contractual or purchasing decisions on behalf of the Authority;
- (i) all appropriate evidence of the transaction and payment documents are retained and stored for the defined period, in accordance with guidance issued by the s151 Officer;
- (j) all expenditure is accurately recorded against the right budget, any exceptions are corrected and VAT is accurately against the correct VAT code; and
- (k) in addition, the use of e-commerce and electronic purchasing / invoicing requires that processes are in place to maintain the security and integrity of data for transacting business electronically.

33.35.3 Responsibilities of the s151 Officer – Procurement:

- (a) to produce Contract Procedure Rules and provide service areas with guidance relating to contracting and tendering arrangements;
- (b) to publish data on a monthly basis showing details of the Authority's procurement activity, including the use of procurement cards, in accordance with the Council's requirements for openness and transparency.

33.35.4 Responsibilities of the s151 Officer - Procurement Cards:

- (a) to produce and maintain a Policy for the use of procurement cards (also known as purchasing cards);
- (b) to consider, on an exceptional basis, business cases for the non-standard use of procurement cards where service areas can demonstrate that such use is in the best interests of the Authority;
- (c) to arrange payment of all confirmed and authorised procurement card transactions on a monthly basis;
- (d) to report any instances of non-compliance with Procurement Card Policy identified to the relevant Heads of Service and Chief Officers for their investigation.

33.35.5 Responsibilities of Chief Officers and Heads of Service – Procurement:

- (a) to ensure that all employees comply with the Authority's Contract Procedure Rules;
- (b) to ensure that the service area obtains best value from purchases by taking appropriate steps to obtain competitive prices for goods and services of the appropriate quality, with regard to the best practice guidelines issued by the s151 Officer, which are in line with best value principles and contained in the Authority's Contract Procedure Rules;
- (c) to make arrangements to ensure that every employee declares any links or personal interests that they may have with purchasers, suppliers and/or contractors if they are engaged in contractual or purchasing decisions on behalf of the Authority, in accordance with the Employee Code of Conduct. Any employee declaring such an interest or having such an interest will not participate in (or act so as to influence or appear to influence) any decisions relating to the matter in which they have such an interest. All Councillors involved in contractual or purchasing decisions on behalf of the Authority will declare any interests and act in accordance with the Members' Code of Conduct;
- (d) to ensure that officers within their service areas will not make any personal or private use of the benefits of any Authority contracts. For the avoidance of doubt, nothing in this paragraph will preclude an employee from taking advantage of Council wide schemes, which have been approved by the s151 Officer;
- (e) to ensure that all IT purchases conform to a standard identified by the Head of ICT. Exceptional purchases, outside of these standards, shall be agreed in advance with the Head of ICT, through the ICT Programme Board;
- (f) to ensure that no financial systems are purchased without the prior agreement of the s151 Officer.

33.35.6 Responsibilities of Chief Officers and Heads of Service - Procurement Cards:

- (a) to ensure all employees comply with the terms of the Authority's Procurement Card Policy;
- (b) to ensure the necessary separation of duties required by the Procurement Card Policy is in place in respect of all cards in use within their service areas;
- (c) to authorise all applications for new Procurement Cards from prospective cardholders within their service areas;
- (d) to approve any variations to the standard credit limits in place for procurement cards within their service areas. Current standard limits are £250 per transaction and cumulatively £5,000 per card per calendar month;
- (e) to ensure that all procurement cardholders within their service areas complete the mandatory personal data form;
- (f) to update the s151 Officer promptly with details of all changes in procurement cardholders, lost and/or damaged procurement cards and any declined transactions;
- (g) to ensure cardholders and card administrators confirm the accuracy and completeness of monthly procurement card transactions promptly in accordance with the relevant Policy;
- (h) to investigate promptly all instances of non-compliance with the Procurement Card Policy referred by the s151 Officer.

33.35.7 Responsibilities of the s151 Officer – Ordering:

- (a) to approve the format of official orders and arrangements for placing orders under Purchase Order Processing (POP) System;
- (b) to approve the format and use of emergency order books and to order, control and issue these to exempted service areas.;
- (c) to approve all exceptions to the use of official orders;
- (d) to approve any amendments to the arrangements for the use of debit, credit and procurement cards.

33.35.8 Responsibilities of Chief Officers and Heads of Service – General Ordering:

- (a) to ensure that official orders are raised through the POP system for all works, goods and services supplied to the Authority except for internal services, periodical payments (e.g. utility payments), procurement card or petty cash purchases, and for such other exceptions as the s151 Officer may approve;
- (b) to determine purchase order approval levels within each service area;
- (c) in cases of urgency, a verbal order may be issued, using an order number from a valid emergency order book and with a clearly labelled confirmation order sent out as soon as possible thereafter;



- (d) to ensure that employees do not use official orders to obtain goods or services for their private use;
- (e) to ensure that each order conforms to the directions of the Authority with respect to any policy on central purchasing, computer purchasing, standardisation, quality and sustainability as may from time to time be adopted by the Authority. Chief Officers shall make arrangements to ensure that all purchases comply with any legal or health and safety requirements;
- (f) to ensure that debit, credit and procurement cards are only used under arrangements approved by the s151 Officer and in particular the Authority's Procurement Card Policy;
- (g) to make arrangements to ensure that loans, leasing or rental arrangements are not entered into or exited early without prior agreement from the s151 Officer. This is because of the potential impact on the authority's borrowing powers, to protect the authority against entering into unapproved credit arrangements and to ensure that value for money is being obtained;
- (h) after due consideration, to arrange for nominations for officers for the roles of requisitioner and approver. Note that the POP system will allow a requisitioner to fulfil the approver role, but will prevent an officer from approving their own requisition;
- (i) to maintain an up to date list of requisitioners, approvers/substitutes within their service area. No officer shall process or approve an order, or purport to do so, unless he/she is duly authorised for that purpose;
- (j) to ensure that all requisitions used are authorised by a nominated 'approver' with a financial approval limit greater than or equal to the value of the requisition and to ensure that the requisition's data is retained within the POP system;
- (k) where a POP requisition is forwarded for approval to any other officer (e.g. in the case of absence of the usual approver), this officer must also be a nominated approver with a financial approval limit greater than or equal to the value of the requisition;
- (l) to ensure that the requisitioner enters the following details on the official order within the POP system:
  - (i) a full description of the item required;
  - (ii) an accurate price, where appropriate, as quoted by catalogue or supplier;
  - (iii) the required quantity;
  - (iv) an appropriate product category (account code will be generated);
  - (v) cost centre and sub code;
  - (vi) the correct VAT suffix code; and
  - (vii) the delivery address;

- (m) to ensure that, prior to approving a requisition on POP, the approving officer checks that:
  - (i) all relevant details have been entered and are correct;
  - (ii) there is adequate provision in the budget;
  - (iii) the items are appropriate for the purpose intended.

33.35.9 Responsibilities of Chief Officers and Heads of Service - Emergency Orders:

- (a) to make arrangements to ensure the control and safe custody of all emergency order books;
- (b) to ensure that emergency order books are only used for cases of genuine emergency and for those POP exempt service areas as formally approved by the s151 Officer.

33.35.10 Responsibilities of Chief Officers and Heads of Service - Goods Received:

- (a) to make arrangements to ensure that goods, services and works are checked on receipt to verify that they are in accordance with the order. This check shall, where possible, be carried out by a different officer from the officer who approved the order. The officer carrying out the check shall make appropriate entries in inventories or stores records;
- (b) to ensure that goods (or services) received details are entered promptly onto the POP system by the requisitioner or approver. This should be prior to receipt of the invoice;
- (c) to ensure that budget holders regularly review any open orders for their cost centres and ensure that they are processed or closed (as appropriate) promptly.

33.35.11 Responsibilities of the s151 Officer – Payment:

- (a) to arrange for officers to be nominated as Payment Officers and a list of these maintained on POP and kept up to date;
- (b) to make payments on behalf of the Authority with the exception of disbursements from petty cash imprests and from subsidiary bank accounts which have been authorised by the s151 Officer. The normal method of payment of money due from the Authority shall be by cheque, BACS, CHAPS or other instrument drawn on the Authority's bank account. The use of direct debit/standing order requires the prior agreement of the s151 Officer;
- (c) to make safe and efficient arrangements for all payments. All cheques shall be despatched by the s151 Officer direct to the recipient and not returned to the originating service. In the exceptional circumstances when cheques do need to be returned to a service area for despatch with associated documents, this must be approved in advance by the relevant Operational Manager, and the cheque must not be passed to the initiating officer;
- (d) to ensure that payments made to a sub-contractors in the construction industry, are made in accordance with the Construction Industry Scheme, and the Authority's procedures;

- (e) to make payments to contractors on an approved certificate, which must include details of the value of work, retention money, amounts previously certified and amounts now certified. These payments are to be made to contractors using authenticated receipts raised by service areas;
- (f) to provide advice on making payments by the most economical means;
- (g) to set tolerance levels for cost and quantity variations;
- (h) to agree any exceptions to payment through the POP system;
- (i) to approve all arrangements for supplier invoices. These relate to payments which do not have an associated order, such as utility payments;
- (j) to approve the format of General Claim for Payment forms;
- (k) to periodically check that General Claim for Payment forms and supplier invoices have been certified for payment by an authorised signatory;
- (l) to consider General Claim for Payment forms and supplier invoices to the extent that he/she considers necessary, to make such enquiries and to receive such information and explanation as he/she may reasonably require;
- (m) to monitor the levels of non-order purchases and report any concerns to Chief Officers and Heads of Service for investigation.

33.35.12 Responsibilities of Chief Officers and Heads of Service – Payment:

- (a) to make arrangements for the submission of accounts for payment in accordance with arrangements made by the s151 Officer;
- (b) to ensure that payment is made only against a valid invoice or General Claim for Payment, not on statements of account. In exceptional circumstances, payment may be made against a photocopy or faxed invoice but only where the relevant service manager has confirmed that the original invoice has been lost and that he/she has satisfied him/herself that the invoice has not previously been paid;
- (c) to notify the s151 Officer at 1st April, or as required, of all outstanding expenditure relating to the previous financial year, and to comply with any instruction issued in connection with the year-end accounting arrangements (accruals);
- (d) to ensure that the POP is used for all payments; and that any exceptions have been agreed previously by the s151 Officer;
- (e) to ensure that there is a segregation of duties between the officers requisitioning, approving and inputting invoices for payment. Any exceptions to this require the prior approval of the Chief Officer and an officer nominated by the s151 Officer;
- (f) to ensure that invoices are input to the system without delay, in the manner specified by the s151 Officer. Sufficient time should be allowed to enable payments to be made within 30 days of receipt of the invoice;

- (g) to ensure that invoices that do not meet the set tolerance levels are promptly dealt with. Where there is no match to an order and/or a delivery note, to ensure that further approval as required is given by a nominated approver/substitute;
- (h) to ensure that invoices are not processed until the inputting officer is satisfied that delivery details have been entered;
- (i) to ensure that all invoices input for payment are filed and stored securely in the manner prescribed by the s151 Officer.

33.35.13 Responsibilities of Chief Officers and Heads of Service - General Claims for Payment:

- (a) to ensure that all General Claims for Payment are completed on a form approved by the s151 Officer. These must not be used in place of any invoice, demand, fee note or other written request for payment received from a creditor, and all relevant supporting documentation must be attached to support the payment;
- (b) to ensure that a General Claim for Payment is completed by a designated officer and then passed to an authorised signatory for certification;
- (c) to ensure that before a General Claim for Payment is authorised, the authorising officer undertakes the following checks:
  - (i) the payment is properly the liability of the Authority;
  - (ii) the work, goods or services to which the account relates have been received, carried out, examined and approved as to the quality and quantity (where appropriate);
  - (iii) the prices, extensions, calculations, trade discounts, other allowances, credits and tax are correct;
  - (iv) the expenditure has been properly coded to the relevant service area;
  - (v) expenditure is within budget;
  - (vi) where a payment includes VAT, in accordance with HM Revenue and Customs Regulations:
    - (1) the invoice is a tax invoice with the relevant Company VAT number;
    - (2) for construction industry payments, an authenticated receipt will be obtained; and
    - (3) for payments made in advance of services/goods being received, a tax receipt will be obtained;
- (d) to ensure that payment in advance of the receipt of goods or services is only made where it is essential in order to secure the particular supply required or where a beneficial discount would otherwise be lost. This should be done in conjunction with the Legal Section to ensure an indemnity order is maintained;
- (e) to ensure that duly certified General Claims for Payment and direct payment invoices are passed without delay to the s151 Officer.

33.35.14 Responsibilities of Chief Officers and Heads of Service - Supplier Invoices (Non-Order Invoices):

- (a) any invoices received in departments with no responsibility for invoice entry to the Agresso system should be forwarded immediately to the central Creditor Payments Team;
- (b) on receipt of e-mail notification of non-order invoices for approval, the relevant officer (who will in all cases be an authorised POP approver) should access the Agresso Webpage to review promptly the invoice awaiting approval. Approving officers should also check the system regularly;
- (c) to ensure that before a Supplier invoice is authorised, the authorising officer undertakes the following checks:
  - (i) the payment is properly the liability of the Authority; all invoices should be made out to Monmouthshire County Council;
  - (ii) the work, goods or services to which the account relates have been received, carried out, examined and approved as to the quality and quantity (where appropriate);
  - (iii) the prices, extensions, calculations, trade discounts, other allowances, credits and tax are correct;
  - (iv) the expenditure has been properly coded to the relevant service area;
  - (v) expenditure is within budget;
  - (vi) where a payment includes VAT, in accordance with HM Revenue and Customs Regulations:
    - (1) the invoice is a tax invoice with the relevant Company VAT number;
    - (2) for construction industry payments, an authenticated receipt will be obtained; and
    - (3) for payments made in advance of services/goods being received, a tax receipt will be obtained;
- (d) to ensure that authorising officers promptly reject any invoices containing an error or discrepancy, or which do not relate to the cost centre shown. In all cases the officer should a suitable explanation for rejection in the comments box on screen to enable further action to be taken by central Creditor Payments team;
- (e) to note that the use of supplier invoices will be routinely monitored for evidence of breach of the Financial Procedure Rules relating to the requirement for the use of POP orders and to investigate any concerns over non-compliance referred by the Head of Finance.

### 33.36 Imprest Accounts

33.36.1 Imprest Accounts are used for minor items of expenditure. It is important that such accounts are properly managed, and that all expenditure is valid and correctly incurred.

33.36.2 Key Controls. The key controls for the operation of Imprest Accounts are:

- (a) all Imprest Accounts should be operated in accordance with guidance issued by the s151 Officer;
- (b) regular reconciliations between the imprest sum advanced and imprest records are undertaken.

33.36.3 Responsibilities of the s151 Officer:

- (a) where he/she considers it appropriate to open an account with the Authority's bankers for use by the imprest holder (bank imprest) or alternatively to advance a cash sum (petty cash imprest);
- (b) to determine the imprest level;
- (c) to periodically review the arrangements for the safe custody and control of imprest accounts;
- (d) to reimburse imprest holders as often as necessary to restore the imprests and to keep a record of such advances;
- (e) to provide guidance on how imprest accounts are to be operated and how records are to be kept of payments and reimbursements.

33.36.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all imprest accounts are maintained in accordance with the Authority's procedures;
- (b) to maintain a list of officers in their service areas who are authorised to hold imprest accounts;
- (c) to notify the s151 Officer when an imprest holder leaves the service area and to ensure that the imprest advanced is accounted for to the s151 Officer, unless responsibility for the imprest is transferred to a different officer, in which case the s151 Officer should be notified of the new account holder;
- (d) to agree with the s151 Officer the procedure for reimbursing expenditure imprest accounts;
- (e) to ensure that officers:
  - (i) do not, under any circumstances, allow personal cheques to be cashed, or personal loans to be made, from monies held in an imprest account;
  - (ii) obtain and retain a receipt to substantiate each payment from the imprest, which should be attached to a voucher and authorised. Particular care shall be taken by the employee to obtain a VAT invoice when this tax is charged;

- (iii) restrict the amount of each separate payment to such limit as may be prescribed from time to time by the s151 Officer;
- (iv) maintain records and operate the account in accordance with the s151 Officer instructions;
- (v) maintain the safe custody of imprest cash by keeping it securely locked away preferably in a safe; guidance on this matter can be obtained from the Chief Internal Auditor;
- (vi) produce, upon demand, to the s151 Officer or his/her representative cash and/or vouchers to the total of the imprest;
- (vii) record transactions promptly;
- (viii) when requested, give to the s151 Officer a certificate as to the state of his/her imprest advance;
- (ix) where an imprest is operated through a bank account, ensure that the account remains in credit, and that the procedures set out under banking arrangements in the Financial Procedure Rules are followed. It shall be a standing instruction to the Authority's bankers that the amount of any overdrawn balance on an imprest holder's account shall be reported forthwith to the s151 Officer;
- (x) do not make salaries or wages payments to employees from an imprest account; No payment must be made to sub-contractors for building work unless authorised by the s151 Officer;
- (xi) reconcile and balance the account to the total of the sum advanced, at least monthly, with a copy of the reconciliation sheet signed and retained by the imprest holder. Periodic checks shall be made by a senior officer to ensure that this is being properly carried out;
- (xii) on leaving the employment of the Authority, or otherwise ceasing to be entitled to hold an imprest advance, account to the relevant Head of Service for the amount advanced.

### **33.37 Payments to Employees and Members**

33.37.1 Staff costs are the largest item of expenditure for most local authority services. It is, therefore, important that payments are accurate, timely, made only where they are due for services to the Authority and that payments accord with individuals' conditions of employment. It is also important that all payments are accurately and completely recorded and accounted for, and that Members' allowances are authorised in accordance with the scheme approved by full Council.

33.37.2 Key Controls. The key controls for payments to officers and Members are:

- (a) proper authorisation procedures are in place, and that there is adherence to corporate timetables in relation to starters, leavers, variations and enhancements, and that payments are made based on timesheets or claims where appropriate;
- (b) names on the payroll are checked at regular intervals to verify accuracy and completeness;

- (c) frequent reconciliation of payroll expenditure against approved budgets;
- (d) all appropriate payroll documents are retained and stored for the defined period, in accordance with guidance issued by the S151 Officer;
- (e) all expenditure, including VAT, is accurately recorded against the right service area;
- (f) HM Revenue and Customs Regulations are complied with.

33.37.3 Responsibilities of the Chief Officer Resources or delegate Officer:

- (a) to arrange, control and make accurate and timely payment of:
  - (i) salaries and wages;
  - (ii) tax and national insurance;
  - (iii) car mileage, travel, subsistence and other incidental allowances/expenses;
- (b) to approve, in consultation with the appropriate Head of Service, the form of all timesheets, overtime forms, car mileage and travel and subsistence claims, and any other payroll related records;
- (c) to maintain an up to date list of all officers authorised to approve timesheets, overtime forms, car mileage and travel and subsistence claims, and all other payroll related records;
- (d) to check periodically that all officer claims for salaries, wages, overtime, travel, subsistence and other allowances/expenses are correctly certified by an authorised signatory before payment is made. This also includes electronic certification via MyView;
- (e) to maintain all necessary personal records concerning pay, pension, national insurance contributions and income tax and make all relevant payments on behalf of both employees and the Authority to the appropriate Government agencies;
- (f) to provide advice and encouragement to secure payment of salaries and wages by the most economical means;
- (g) to issue guidance to service areas on the retention of payroll records. All payroll records relating to Income Tax and National Insurance are to be retained for six years plus the current year, to satisfy the requirements of the Taxes Management Act. Records relating to pensions should be retained for six years following the cessation of any liability;
- (h) where staff have access to the Authority's computerised payroll system, names of all officers authorised to do so shall be retained and kept up to date. Each officer shall have a password that must be confidential and not divulged to any person in any circumstances (in accordance with the Authority's IT Security Policy);
- (i) to ensure that staff outside of the Employee Services Section do not have update access to the personnel screens on the Authority's personnel and payroll system without approval.



33.37.4 Responsibilities of the Monitoring Officer to the Council:

- (a) to make arrangements for paying Members' allowances, travel, and subsistence upon receiving the prescribed form, duly completed and authorised. All claims will be examined and checked for reasonableness with respect to the amounts claimed. A record of authorised signatories shall be retained and kept up to date.

33.37.5 Responsibilities of the Head of People:

- (a) to ensure that the appointment of officers is made in accordance with the Procedure Rules of the Council and the approved establishments, grades and rates of pay;
- (b) to approve the format of all records relating to the notification of appointments, terminations, sickness, special leave and any other personnel matter;
- (c) to maintain all necessary records relating to the appointment, termination and all other personnel matters;
- (d) to require on a quarterly basis from each staffing budget holder, confirmation of the accuracy of all employees recorded within the budget holder's area of responsibility;
- (e) where Employee Services staff have access to the Authority's computerised personnel system, names of all officers authorised to do so shall be retained and kept up to date. Each employee shall have a password that must be confidential and not divulged to any person in any circumstances (in accordance with the Authority's IT Security Policy).

33.37.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to furnish the Head of Commercial and People Development with all documents that are required to arrange payment by the due date and any documentation required for pension, income tax and national insurance purposes;
- (b) to ensure appointments are made in accordance with the regulations of the Authority and approved establishments, grades and scale of pay and that adequate budget provision is available;
- (c) to ensure that time sheets, overtime forms or other payroll related records are in a form prescribed or approved by the Head of People . All such records shall be appropriately certified in manuscript, by an authorised signatory;
- (d) to make arrangements to ensure that the Head of People as appropriate, are notified promptly, and in the approved format, of all matters affecting the remuneration of officers within their service area, and in particular:
  - (i) appointments, resignations, dismissals, suspensions, secondments and transfers;
  - (ii) absences from duty for sickness or other reasons apart from approved leave;
  - (iii) changes in remuneration, other than normal increments and pay awards and agreements of general application; and

- (iv) information necessary to maintain records of service for pension, income tax, national insurance and the like;
- (e) to ensure that adequate and effective systems and procedures are operated, so that:
  - (i) payments are only authorised to bona fide employees;
  - (ii) payments are only made where there is a valid entitlement;
  - (iii) conditions and contracts of employment are correctly applied;
  - (iv) employees' details listed on the payroll are checked at regular intervals to verify accuracy and completeness;
  - (v) the same person does not both complete and authorise a timesheet, overtime form or other claim for payment;
  - (vi) persons involved in the different processes of completing and authorising a timesheet, overtime form or other claim for payment are clearly identifiable on the relevant document;
  - (vii) adequate supporting records are maintained to back up summary timesheet entries, completed by an individual on behalf of a group of employees. The supporting records must show the start and finish times of each employee each day, and should be signed by the employee concerned; and
  - (viii) no employee may certify or authorise a payment or other benefit to himself/herself or any document which would lead to a payment or other benefit to himself/herself;
- (f) to ensure that the service area maintains and reviews periodically a list of officers approved to authorise timesheets, overtime forms and other payroll related records together with specimen signatures, and to ensure that only authorised officers authorise payments. A copy of the list should be sent to the Head of People;
- (g) to ensure that the service area reviews the establishment as required by the People Services Manager on a quarterly basis and confirms the accuracy of the report;
- (h) to ensure that payroll transactions are processed only through the payroll system. "Cash in hand" and other non PAYE payments are not permitted. Chief Officers shall give careful consideration to the employment status of individuals employed on a self-employed, consultant or subcontract basis. The HM Revenue and Customs applies a tight definition for employee status, and in cases of doubt, advice shall be sought from the Head of People;
- (i) to ensure that all claims for the payment of car mileage, travel and subsistence, and incidental expenses are submitted promptly by officers in the approved format each month;
- (j) to arrange for the correct certification of claims for car mileage, travel and subsistence, and incidental expenses. Certification by the Head of Service or an officer authorised by him/her shall be taken to mean that the certifying officer is satisfied that the journeys were authorised, the expenses properly and necessarily incurred in connection with the Authority's business, the most cost effective route

and means of transport was used and that the allowances claimed are properly payable by the Authority. The names of officers authorised by Chief Officers to approve such records shall be retained in each service area, together with specimen signatures and this shall be amended on the occasion of any change. The accuracy of the information contained in a claim shall be the responsibility of the employee concerned. Due consideration should be given to tax implications and that the Head of People is informed where appropriate;

- (k) to ensure that claims for travel, subsistence and other allowances are paid through the payroll system wherever possible to ensure the correct treatment for Tax and National Insurance purposes. Imprest accounts should only be used to process minor payments, where there are no tax implications;
- (l) to ensure that the Head of People is notified of the details of any employee benefits in kind, to enable full and complete reporting within the income tax self-assessment system;
- (m) to ensure that all appropriate payroll documents are retained and stored for the defined period in accordance with guidance issued by the Head of People.

#### 33.37.7 Responsibilities of Elected Members and Co-opted Members of Council Committees:

- (a) to submit claims for travel or subsistence allowances on the prescribed form duly completed. All claims shall be submitted promptly, The accuracy of the information contained in a claim shall be the responsibility of the Member or co-opted Member concerned.

### **33.38 Internal Charges**

33.38.1 Service Areas often undertake work for other service areas. The charge for such work should be recovered by way of a journal; only in exceptional circumstances should an internal debtor invoice be raised.

33.38.2 It is important that the basis of charge is agreed between the client and provider, and the financial transaction is accurately recorded in the Council's accounts.

33.38.3 The use of journals will cover Service Level Agreements, reallocation of costs and charges that are considered inappropriate for the Internal Trading Solution. The Internal Trading Solution will be used for those services where it is considered to be cost effective.

33.38.4 Key Controls. The key controls for internal charges are:

- (a) all income and expenditure arising from an internal recharging relationship is correctly recorded and accounted for in a robust manner;
- (b) each charging activity will have a clear basis on which it will be recharged;
- (c) each charging activity will include the cost of the provision of the service plus an appropriate level of overhead;
- (d) no significant surplus should be made by the provider at the expense of the internal customer unless there are contrary policies in place as approved by the s151 Officer;

- (e) all providers ensure that all internal customers are provided with the information reasonably required to accompany the journal charge;
- (f) all charges must be challenged within an appropriate timescale (two months from being informed of charge). The provider must ensure all challenges are considered and where appropriate resolution is made by clarifying query or amending the charge made by journal;
- (g) there will be an arbitration process to clear disputes promptly.

33.38.5 Responsibilities of the s151 Officer:

- (a) to issue guidelines and procedures on the administration of the Authority's internal charging systems;
- (b) to ensure internal charging processes are efficient and effective and represent the best interests of the Authority as a whole;
- (c) to arbitrate on outstanding disputed charges where the client and supplier service area fail to reach agreement.

33.38.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to comply with guidelines and procedures issued by the s151 Officer on the administration of the internal charging systems.

### 33.39 Taxation

33.39.1 Like all organisations, the Authority is responsible for ensuring its tax affairs are in order. Tax issues are often very complex and the penalties for incorrectly accounting for tax can be severe. It is, therefore, very important for all officers to be aware of their role.

33.39.2 Key Controls. The key controls for taxation are:

- (a) budget holders are provided with relevant information and kept up to date on tax issues;
- (b) budget holders are instructed on required record keeping;
- (c) all taxable transactions are identified, properly carried out and accounted for within stipulated timescales;
- (d) records are maintained in accordance with instructions;
- (e) returns are made to the appropriate authorities within the stipulated timescale.

33.39.3 Responsibilities of the s151 Officer:

- (a) to complete all HM Revenue and Customs returns regarding Pay As You Earn (PAYE);
- (b) to complete VAT returns and to supply other information as specified by HM Revenue and Customs;

- (c) to provide details to the HM Revenue and Customs of deductions made under the Construction Industry Tax Deduction Scheme;
- (d) to advise Chief Officers, in the light of guidance issued by appropriate bodies and relevant legislation as it applies, on all taxation issues that affect the Authority.

#### 33.39.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that where VAT is accounted for in respect of a payment, in accordance with HM Revenue and Customs regulations, the following conditions are satisfied:
  - (i) the payment relates to a supply of goods or services to Monmouthshire Council or to some other body covered by the Council's VAT registration;
  - (ii) unless otherwise authorised, a VAT invoice (or receipt) is held in respect of the payment;
  - (iii) where a payment is made to a contractor in the construction industry on the authority of an architect's certificate, an authenticated receipt is obtained as soon as possible;
  - (iv) the VAT identified on the VAT invoice is identified and coded correctly;
  - (v) that VAT invoices are processed expeditiously and are not unduly delayed.
- (b) to ensure that VAT is accounted for, in the correct tax period, on all supplies of goods and services made by the Council that are subject to VAT;
- (c) to ensure that a VAT invoice (or receipt) is issued upon request by any person to whom taxable supplies of goods or services have been made by the Council, showing the VAT charged;
- (d) to ensure that all VAT invoices are raised and processed expeditiously;
- (e) to ensure that documents identifying VAT transactions, including proof of payment and banking records, are retained for the period specified by HM Revenue and Customs;
- (f) to ensure that, where construction and maintenance works are undertaken, the contractor fulfils the necessary construction industry tax deduction requirements;
- (g) to ensure that all persons employed by the Authority are added to the Authority's payroll and that tax is deducted from any payments, except where the individuals are bona fide self-employed or are employed by a recognised staff agency;
- (h) to follow any guidance on taxation issued by the s151 Officer;
- (i) to ensure that arrangements are in place for all relevant staff to be informed about the correct VAT treatment of all transactions and of changes to this as notified by the s151 Officer.

#### 33.40 External Arrangements

33.40.1 This is section 6 and covers Partnerships, External Funding and Work for third parties.

### **33.41 Partnerships**

33.41.1 Partnerships play a key role in delivering community strategies and in helping to promote and improve the well-being of the area. Local authorities are working in partnership with others – Aneurin Bevan LHB, Heddlu Gwent Police, public agencies, private companies, community groups and voluntary organisations. Local authorities still deliver some services, but their distinctive leadership role is to bring together the contributions of the various stakeholders. They therefore need to deliver a shared vision of services based on user wishes.

33.41.2 Local authorities will mobilise investment, bid for funds, champion the needs of their areas and harness the energies of local people and community organisations. Local authorities will be measured by what they achieve in partnership with others.

33.41.3 Individual Cabinet Members are responsible for approving the contractual arrangements for any work for third parties or external bodies where the contract value exceeds £250,000.

33.41.4 The default position is that any external arrangements will be subject to the Council's financial regulations, unless specific approval has been granted by Cabinet to do otherwise.

33.41.5 The main reasons for entering into a partnership are to share risk, to access new resources, to provide new and better ways of delivering services and to forge new relationships.

33.41.6 A partner is defined as either:

- (a) an organisation (private or public) undertaking, part funding or participating as a beneficiary in a project, or
- (b) a body whose nature or status give it a right or obligation to support the project.

33.41.7 Partners have common responsibilities:

- (a) to be willing to take on a role in the broader programme appropriate to the skills and resources of the partner organisation;
- (b) to acknowledge that the best interest of the partnership is more important than the best interest of each participating group;
- (c) to acknowledge that the partnerships require a level of flexibility which may require non-compliance with the Authority's Financial and Contract Procedure Rules. Where this arises it should be formally approved by Cabinet;
- (d) to act in good faith at all times and in the best interests of the partnership's aims and objectives;
- (e) to be open about any conflict of interests that might arise;
- (f) to encourage joint working and promote the sharing of information, resources and skills between public, private and community sectors;

- (g) to hold confidentially any information received as a result of partnership activities or duties that is of a confidential or commercially sensitive nature;
- (h) to act wherever possible as ambassadors for the project.

33.41.8 Key Controls. The key controls for the Authority's partners are:

- (a) to be aware of their responsibilities under the Authority's Financial and Contract Procedure Rules and to consider the appropriateness of each control to the partnership and any external funding guidance received;
- (b) to ensure that processes are put in place which ensure that the partnership is effective in carrying out its duties in the required timely manner;
- (c) to ensure that risk management processes are in place to identify and assess and mitigate all known risks without affecting the ability of the partnership to effectively function;
- (d) to ensure that project appraisal processes and a strategic business case is in place to assess the viability of the project in terms of resources, staffing and expertise;
- (e) to ensure that there is a sound legal vehicle in place prior to any project commencing;
- (f) to ensure that there are robust arrangements for decision making and that budgets agreed by partners are lawful;
- (g) to ensure clear accountability where the partnership uses grant income as a source of funding;
- (h) to agree and accept formally the roles and responsibilities of each of the partners involved in the project before the project commences; and
- (i) to communicate regularly with other partners throughout the project so that problems can be identified and shared to achieve their successful resolution.

33.41.9 Responsibilities of the s151 Officer:

- (a) to advise on the use of effective and waiving of ineffective controls within the partnership in order to ensure that resources are not wasted;
- (b) to advise, as appropriate, on the key elements of funding a project, including:
  - (i) a scheme appraisal for financial viability in both the current and future years;
  - (ii) risk appraisal and management;
  - (iii) resourcing, including taxation issues;
  - (iv) audit, security and control requirements; and
  - (v) carry-forward arrangements;
- (c) to ensure that the accounting arrangements are satisfactory.

33.41.10 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with the s151 Officer, as necessary, on a scheme's appraisal for financial viability in both the current and future years;
- (b) to ensure that risk management processes are in place to identify, assess and mitigate all known risks without affecting the ability of the partnership to effectively function;
- (c) to ensure that such agreements and arrangements do not impact adversely upon the services provided either by the Authority or the partnership;
- (d) to ensure that all agreements and arrangements are properly documented;
- (e) to provide appropriate information to the s151 Officer to enable a note to be entered into the Authority's statement of accounts concerning material items.

**33.42 External Funding**

33.42.1 External funding is potentially a very important source of income, but funding conditions need to be carefully considered to ensure that they are compatible with the aims and objectives of authorities. Local authorities are increasingly encouraged to provide seamless service delivery through working closely with other agencies and private service providers. Funds from external agencies provide additional resources to enable the Authority to deliver services to the local community. However, in some instances, although the scope for external funding has increased, such funding is linked to tight specifications and may not be flexible enough to link to the Authority's overall plan.

33.42.2 Key Controls. The key controls for external funding are:

- (a) to ensure that key conditions of funding and any statutory requirements are complied with and that the responsibilities of the accountable body are clearly understood;
- (b) to ensure that funds are acquired only to meet the priorities approved in the policy framework by the full Council;
- (c) to ensure that any match-funding requirements are given due consideration prior to entering into long-term agreements and that future capital and revenue budgets reflect these requirements.

33.42.3 Responsibilities of the s151 Officer:

- (a) to ensure that all funding notified by external bodies is received and properly recorded in the Authority's accounts and budgets;
- (b) to ensure that the match-funding requirements are considered prior to entering into the agreements and that future capital and revenue budgets reflect these requirements;
- (c) to ensure that audit requirements are met;
- (d) where they are specifically responsible for submitting grant claims, to ensure that all claims for funds are made by the due date.



33.42.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all checks are carried out to make certain that funding instructions associated in a bid for external funding are taken into account;
- (b) to maintain adequate supporting documentation to enable claims for funding to be maximised;
- (c) to ensure that all claims for funds are made by the due date;
- (d) to ensure that the project progresses in accordance with the agreed project plan and that all expenditure is properly incurred and recorded.

**33.43 Work for Third Parties**

33.43.1 Current legislation enables the Authority to provide a range of services to other bodies. Such work may enable a unit to maintain economies of scale and existing expertise. Arrangements should be in place to ensure that any risks associated with this work is minimised and that such work is within the Authority's legal powers.

33.43.2 Key Controls. The key controls for working with third parties are:

- (a) to ensure that proposals are costed properly in accordance with guidance provided by the s151 Officer; and
- (b) to ensure that contracts are drawn up using guidance provided by the s151 Officer and that the formal approvals process is adhered to.

33.43.3 Responsibilities of s151 Officer:

- (a) to issue guidance with regard to the financial aspects of third party contracts.

33.43.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that appropriate insurance arrangements are made;
- (b) to ensure that the Authority is not put at risk from any bad debts;
- (c) to ensure that, wherever practicable, payment is received in advance of the delivery of the service;
- (d) to ensure that the department/unit has the appropriate expertise to undertake the contract;
- (e) to ensure that such contracts do not impact adversely upon the services provided for the Authority;
- (f) to ensure that all contracts are properly documented;
- (g) to provide appropriate information to the s151 Officer to enable a note to be entered into the statement of accounts.

## 34 CONTRACT PROCEDURE RULES

### 34.1 Definitions and Interpretations

34.1.1 In these Contract Procedure Rules the following definitions will apply:

Approved Lists	a list of suppliers or providers that have been selected by the Council through a non-OJEU tendering process, from which Authorised Officers may select, by way of a mini competition to provide services to the Council.
Authorised Officer	means any officer named within the Council's Authorised Signatory List with responsibility for carrying out procurement processes detailed within these Contract Procedure Rules.
Contract	means any form of agreement ( including, without limitation, official purchase orders) for the supply of goods, provision of services or carrying out of works.
Contract Manager	means an officer responsible for the monitoring and management of a contract
Contractor	means any third party contractor, supplier or provider with whom the Council enters into a contract for the carrying out of works, the provision of services or the supply of goods.
Corporate Frameworks Register	a list of contracts that are accessible to the Council
Framework Agreement	an agreement with one or more contractors, the purpose of which is to establish the terms ( in particular with regard to price and quality) governing a contract or contracts to be awarded during the period for which the framework agreement applies.
Head of Service	means the officer with responsibility for a service area within the Council.
Goods	an umbrella term to mean all goods, supplies, substances and materials that the Council purchases, hires or otherwise obtains.
Lots	means the sub division of contracts into different parts or categories, usually to increase competition and allow greater supplier access.
OJEU thresholds	means the financial thresholds assigned by the Public Contract Regulations 2015 which require tender opportunities above a certain financial threshold to be advertised in the Supplement to the Official Journal of the European Union ( "OJEU") or any subsequent UK National eNotification service.
Operational Buyers Guides	means the operational procurement guidance that is developed for Authorised Officers that is contained within the procurement pages of the Council's intranet.
Procurement	means the process by which the Council manages the acquisition of all its goods, services and works, in a manner that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also providing opportunity for how this money can be spent in a way that delivers wider economic, social, environmental and cultural well-being both locally and within Wales
Procurement Process	means the procurement process that spans the whole life cycle, from identification of needs, options appraisal, supplier selection, award and contract management through to the end of a contract or the end of the useful life of the asset, or disposal of the asset.
Public Contract Regulations	refers to the governance that applies to all above threshold procurement processes that are contained within the Public Contract Regulations 2015 or any amendments or variations that follow from UK Government.
Services	includes all services, which the Council purchases or otherwise obtains, including advice, specialist consultancy, work or agency staff etc.
Tender(s)	means the competitive process used to obtain pricing and quality returns through either a quotation or tender exercise.

Tenderer(s)	means an individual, individuals, partnerships, companies or other bodies invited to submit a price and quality return for providing the Council with services, supplying goods or carrying out works.
Variation(s)	means any alteration to a contract, including additions, omissions, substitutions, alterations or changes of any other nature.
Works	includes all works of new construction and repairs in respect of physical assets ( buildings, roads, etc.) including all those activities constituting Works for the purposes of the Public Contract Regulations 2015, or any amendments or variations that follow from UK Government.

## 34.2 General Considerations

### 34.2.1 Introduction:

- (a) Monmouthshire County Council spends approximately £100 million annually on bought in goods, services and works. It is therefore crucial that this level of spend is undertaken in such a manner that represents maximum value to the residents of Monmouthshire and our service users.
- (b) There is growing interest in how the Council can leverage our considerable purchasing power to secure an array of economic, social and environmental outcomes. This renewed scrutiny provides an opportunity to think again about how we approach procurement.
- (c) 21st Century procurement practice needs to be considered as a strategic undertaking. By adopting a sustainable public procurement path we will ensure that we build proportionate social, environmental, economic and cultural benefits into all procurement activities. In this way the Council can promote social inclusion, boost local economies and the resilience of our supply chains, whilst reducing our carbon footprint and preventing human trafficking in our supply chains for current and future generations.
- (d) Procurement is the process by which the Council manages the acquisition of all its Goods, Services and Works. It spans the whole life cycle of the requirement, including the identification of need, make or buy decisions, through to supplier selection, award and Contract Management to the end of a contract or the end of the useful life or disposal of an asset.

### 34.2.2 Key Messages:

- (a) These Contract Procedure Rules are made under sections 135(1) and 135(2) of the Local Government Act 1972, which requires that Local Authorities provide Contract Procedure Rules in respect of contracts for the supply of goods, services and works to ensure competition and to regulate the manner in which tenders are invited.
- (b) Procurement and Commissioning activity by the Council is governed by detailed European and UK legislation. The law requires all Council procurement (to include schools) to be conducted transparently, fairly and in a non-discriminatory and proportionate manner.
- (c) The funding for all goods, services and works must be in accordance with approved budgets and comply with Financial Regulations.
- (d) Before undertaking any competitive tendering process or before placing any official purchase orders on behalf of the Council, Authorised Officers must familiarise

themselves with the Corporate Frameworks Register which has been developed either by the Council or on its behalf.

- (e) A full list of accessible contracts can be located on sharepoint within the Procurement pages.
- (f) These Contract Procedure Rules are not intended as detailed guidance for implementation and should be read in conjunction with the Council's Operational Buyers Guides, which can be located on sharepoint within the Procurement pages.
- (g) All values referred to in these Contract Procedure Rules are Exclusive of VAT.

#### 34.2.3 Authorised Signatory List:

- (a) All officers that are required to lead a given procurement or commissioning process on behalf of the Council must be named and have the relevant approvals within the Councils Authorised Signatory List which is held by the Strategic Procurement Unit.
- (b) Exempt Contracts. The following contracts are exempt from the requirements of these Contract Procedure Rules:
  - (i) contracts of employment which make an individual a direct employee of the Council (this exemption does not extend to the recruitment of agency staff);
  - (ii) contracts relating solely to the disposal or acquisition of an interest in land and property;
  - (iii) contracts for the execution of mandatory works by statutory undertakers, such as utilities providers;
  - (iv) use of the Council's in-house services;
  - (v) individual care packages or education placements where it is considered in the Council's interest or the Council is required to meet obligations under relevant legislation;
  - (vi) orders placed under a corporate framework arrangement or contract arranged for the Council by the Strategic Procurement Manager;
  - (vii) unconditional grants by the Council;
  - (vii) in a genuine emergency threatening public health, injury to persons or serious and immediate damage to property, an Authorised Officer can take any necessary action to alleviate the threat. This power is limited to the alleviation of the threat and does not extend to any Works beyond what is strictly essential.

An exemption form does not need to be completed for any of the reasons stated in clause 4.

#### 34.2.4 Exemption Process.

- (a) In exceptional circumstances an Authorised Officer can request an exemption from the Council's Contract Procedure Rules. No exemption will be considered where the value of such action exceeds the EU procurement thresholds or any subsequent UK

Government threshold. Approval has to be obtained in the first instance by the completion of the “Request for Exemption from Compliance with the Contract Procedure Rules”, which can be obtained from Internal Audit.

- (b) Where approval has been granted Contract Procedure Rules shall not apply to the following:
  - (i) purchase by auction or works of art-artists;
  - (ii) single tender action where a single contractor or a proprietary item or service of a special character is required and justified;
  - (iii) extensions of existing contracts where the extension is in accordance with the terms & conditions, specification, rates and/or prices of the original Contract award and where provision for the extension was provided for in the original contract notice;
  - (iv) extensions of consultancy contracts (where the combined original value and extension value do not exceed any EU/UK thresholds), where continuation of Services is deemed necessary, and where the particular knowledge and understanding of the requirement is intrinsically linked to the supplier, and no suitable supplier could undertake the work without undue delay or additional/further cost.

Poor planning or insufficient time is not justification for seeking an exemption.

#### 34.2.5 Declarations of Interests.

- (a) No officer or agent of the Council shall improperly use their position to obtain any personal or private benefit from any contract entered into by the Council.
- (b) Elected Members and employees of the Council shall comply with the requirements of Section 117 of the Local Government Act 1972 and the officers and Elected Members Code of Conduct as set out in the Constitution in respect of the declaration of interests in contracts with the Council.
- (c) Such interests must be declared to the Council’s Head of Law/ Monitoring Officer for inclusion in the appropriate registers, detailing how the conflict has been addressed.

#### 34.2.6 Welsh Language Act.

- (a) All invitations to tender for a contract below the OJEU financial threshold must state that tenders may be submitted in Welsh.
- (b) Any invitation to tender for a contract must be published in Welsh, where the:
  - (i) subject matter of the tender for a contract suggests that it should be produced in Welsh; or
  - (ii) the anticipated audience, and their expectations, suggests that the document should be produced in Welsh.
- (c) Where a tender or quote has been received in Welsh, this must be treated no less favourably than a submission in English.

- (d) If a tender has been submitted in Welsh and it is necessary to interview the bidder as part of the assessment process, you must:
  - (i) offer to provide a translation service from Welsh to English to enable the bidder to use the Welsh language at the interview; and
  - (ii) if the bidder wishes to use the Welsh language at interview, provide a simultaneous translation service for that purpose ( unless you conduct the interview in Welsh without a translation service).
- (e) When informing a bidder of the decision to award a contract, you must do so in Welsh if the quotation or tender was submitted in Welsh.
- (f) Where relevant to the subject matter of the contract, contracts must contain provision requiring the contractor to comply with all applicable requirements of:
  - (i) The Council's Welsh Language Scheme;
  - (ii) The Welsh Language (Wales) Measure 2011.

#### 34.2.7 Amendment and review of the Contract Procedure Rules.

- (a) A full review of these Contract Procedure Rules will be periodically undertaken following any substantive change to EU or UK law.
- (b) Amendments to the appendices associated with these Contract Procedure Rules ie. Operational Buyers Guides, will be updated and/or amended as necessary by the Strategic Procurement Manager.

#### 34.2.8 ICT Procurement

- (a) The procurement of software and licences shall be undertaken centrally by the Council's Digital Programme team (or its successor). Any exception to this rule will need to be justified by the Head of Service where the procurement activity is taking place and approved by the Head of Service for Digital and Agile.

#### 34.2.9 Non-Council Staff

- (a) Any person who is not an officer of the Council, but is engaged by the Council to advise, conduct, or supervise any stage of a Tender, must Comply with the Council's Contract Procedure and Financial Rules. No consultant shall make any decision on whether to award a contract or who a contract should be awarded to.

#### 34.2.10 Electronic Tendering

- (a) All procurements in excess of £10,000 must be conducted electronically using the Council's approved e sourcing tools. No formal communication shall be made outside of this system.

### 34.3 Sustainable Procurement Planning

#### 34.3.1 Pre-procurement considerations.

- (a) In advance of the new financial year and quarterly thereafter budget holders will be required to submit to the Strategic Procurement Manager a completed

“Procurement Forward Plan Notice” detailing the additional planned procurement activities over £75,000 for goods and services and £1,000,000 for works.

#### 34.3.2 Risk Assessment.

- (a) There is risk in every supplier relationship, the focus should be on identifying these risks and managing them proactively. All Authorised Officers who have a responsibility for administering a procurement exercise shall carry out a risk assessment, proportionate to the nature and value of the proposed requirement. More detailed guidance can be located on sharepoint within the Procurement pages.
- (b) The Risk Log shall be prepared at the outset of the pre procurement considerations and thereafter maintained and updated throughout the duration of the contract. The relevant Authorised Officer must be informed of any risks identified and of the contingency measures in place.

#### 34.3.3 In-house providers

- (a) Before commencing any external procurement activity, Authorised Officers shall establish whether an in-house service provider is able to cater for the procurement in question. If it is confirmed in writing by the in-house provider that they do not have the capacity to fulfil the service, the relevant officer can proceed to procure in accordance with these Contract Procedure Rules.
- (b) For the avoidance of doubt, the following in-house service providers are included:
  - (i) building hygiene & cleaning services;
  - (ii) school meals & catering provision;
  - (iii) energy management services;
  - (iv) ICT & digital support;
  - (v) landscape & grounds maintenance services;
  - (vi) landlord services – including new build, refurbishments & maintenance;
  - (vii) refuse collection & waste management services;
  - (viii) strategic procurement;
  - (ix) legal services;
  - (x) health & safety support;
  - (xi) corporate training provision;
  - (xii) communications & marketing;
  - (xiii) HR & payroll.
- (c) Where an Authorised Officer has evidence that the price provided via an in-house provider does not represent value for money, they may apply to the Strategic

Procurement Manager and Internal Audit Section for the authority to waive this requirement and procure from the external market.

- (d) Any amendments to the list of in-house providers will be communicated via the Strategic Procurement Units sharepoint pages.

#### 34.3.4 Framework Agreements.

- (a) The Council has entered into a number of collaborative contracts or framework agreements for goods, services and works.
- (b) The Strategic Procurement Unit maintain a register of framework arrangements that have been endorsed by the Strategic Procurement Manager. Where it is deemed that the framework offers best value for money, use of the framework will be mandatory.
- (c) The use of framework agreements not listed in the Councils register of frameworks is only permissible once the Strategic Procurement Manager has approved its use.
- (d) Where officers wish to rely upon the use of a framework arrangement they must ensure that all relevant guidance issued in relation to the use of the framework is understood and abided by. This will include, the scope of the framework, the process for utilising the framework, whether this be a mini competition or direct award, the weightings attached to the award criteria and the terms and conditions that govern its use.
- (e) All mini competitions made via a framework agreement must include a contract award notice via Sell2Wales when the contract has been awarded.

#### 34.3.5 Use of an Approved List.

- (a) A relevant Head of Service may determine that a list or lists shall be kept of persons who or suppliers which may be invited to tender for contracts for the supply of goods, services or the execution of works of specified categories, values or amounts.
- (b) The approved list must contain the names of all persons, suppliers who wish to be included in it and are approved by the relevant Head of Service. The approved list must be maintained by an Authorised Officer who is named within the Council's Authorised Signatory List.
- (c) The approved list shall be compiled and maintained in accordance with these Contract Procedure Rules.
- (d) No approved lists will be maintained where the aggregated value exceeds the OJEU limit or subsequent UK thresholds.

#### 34.3.6 Preliminary Market Consultations.

- (a) Before undertaking any competitive procurement exercise or before placing any Official Purchase Orders on behalf of the Council, Authorised Officers will need to be familiar with the guidance provided within the operational Buyers Guide.
- (b) Authorised Officers may wish to conduct market consultation, prior to a Request For Quotation ( RFQ) or Invitation To Tender ( ITT).Such market consultation could



potentially cover, the nature, level, coverage and standard of supply, the price range and any innovative ideas that should be considered when developing the procurement documentation with which to test the market.

- (c) Prior to undertaking Market Consultation for above OJEU requirements (or subsequent UK thresholds), advice and guidance must be sought from the Strategic Procurement Unit.

#### 34.3.7 Estimating the Contract Value.

- (a) The value of the contract shall mean the estimated total monetary value over the lifetime of the requirement (not the annual value) and must include any extension options. Where the duration of the contract is indeterminate, the estimated value of the contract shall be calculated over a period of four years.
- (b) No procurement exercise may be artificially split to avoid compliance with these Contract Procedure Rules, the European Union procurement directives or any subsequent UK Government amendments.
- (c) Where the same goods, services or works are purchased at regular intervals by the Council, it is the aggregated value of these purchases that determines the total contract value.
- (d) Where the aggregated value is equal to or above the existing OJEU ( or subsequent UK) financial threshold, advice and guidance should be sought from the Strategic Procurement Unit.

#### 34.3.8 Wellbeing of Future Generations (Wales) Act 2015 & Community Benefits.

- (a) The Council is committed to achieving economic, social, environmental and cultural changes through utilising its third party spending power to help promote Well Being within the day to day delivery of contracts across the County and within Wales, to ensure a better quality of life for everyone, now and for generations to come.
- (b) It is a requirement that all Council contracts exceeding £1,000,000 in value should include the delivery of community benefits as a contractual obligation on the successful bidder.
- (c) Any contract funded or part-funded by UK or Welsh Government are also likely to require the inclusion of Community Benefits as a contractual obligation, regardless of the value of the contract.
- (d) Examples of Community Benefits that can be included in contractual clauses include:
  - (i) targeted recruitment and training opportunities for the economically inactive;
  - (ii) community initiatives;
  - (iii) contributions to education;
  - (iv) promotion of social enterprises and supported businesses;
  - (v) promoting environmental benefits;

- (vi) supply chain initiatives.
- (e) In all cases where Community Benefits are being delivered, there must be a contractual requirement for the successful contractor to provide monitoring information on the Community Benefits as determined by the Strategic Procurement Manager.
- (f) Regard must be had to Welsh Government guidance on Community Benefits and other such guidance as the Strategic Procurement Manager may issue from time to time on the approaches to delivering Community Benefits through Council contracts.
- (g) It is the Authorised Officers responsibility to ensure that the successful contractor delivers the Community Benefits that they have agreed as part of the contractual agreement.

34.3.9 Key Financial Thresholds & Procurement Procedures. The procurement of any goods, services or works, including an extension or variation to a contract requires appropriate levels of authority before it can commence and prior to contract award. See table below:

Activity	Up to £10,000	£10,001 - £75,000	£75,001 – Up to relevant EU Threshold	In excess of relevant EU Threshold
Procurement process as a minimum	Prepare specification and scoring criteria.  Up to two written quotations, which represents value for money.  Where possible at least one quotation must be sought from a local supplier	Prepare specification and scoring criteria.  A minimum of four written quotations, which represents value for money.  Where possible at least two quotations must be sought from local suppliers or suppliers within an “NP” Post Code.	Prepare specification and scoring criteria.  An openly advertised formal tendering process must be undertaken or a compliant framework must be used.	Prepare specification and scoring criteria.  Formal OJEU compliant tender procedure or a compliant framework must be used.
Method of Publication	Email	Using the Council’s approved e sourcing tool  <a href="http://www.sell2wales.gov.wales">www.sell2wales.gov.wales</a>	Using the Council’s approved e sourcing tool	Contact Strategic Procurement Unit
RFQ – ITT Opening & Evaluation	One Authorised Officer	One Authorised Officer to access returns via the post box facility via sell2wales <a href="#">(Buyer User Guide Post-box)</a>  Two relevant Officers to evaluate returns.	One Authorised Officer to access returns via the post box facility via sell2wales <a href="#">(Buyer User Guide Post-box)</a>  Two relevant Officers to evaluate returns.	Two Officers from the Strategic Procurement Unit

Authority to advertise.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.
Authority to award	Relevant line manager.	Relevant line manager.	Relevant Head of Service	Relevant Head of Service
Method of awarding	Purchase Order	Signed and returned " Contract of Award Letter"	Signed and returned " Form of Tender" Signed "Form of Agreement"	Signed and returned " Form of Tender" Signed "Form of Agreement"

#### 34.3.10 Public Contract Regulations 2015.

- (a) Where the aggregated value of the requirement dictates that the European Union Procurement Directives ( and any subsequent UK Legislation) apply the advice of the Strategic Procurement Unit must be sought at the outset to develop a procurement strategy and to determine the procurement procedure to be followed.

#### 34.3.11 Division of Contracts into Lots.

- (a) The Council may, where it considers appropriate, decide to award a contract in the form of separate lots and may determine the size and subject matter of such lots in accordance with the Public Contract Regulations 2015 or subsequent UK Legislation.
- (b) Where the Council is developing above OJEU procurement solutions and has decided not to subdivide a contract into lots, it has a duty to provide an indication of its reasons within the procurement documentation.

Refer to the Strategic Procurement Unit for advice and guidance.

#### 34.3.12 Contracts and documentation.

- (a) All contracts must be in writing and where possible be subject to the Council's standard terms and conditions.
- (b) All Contracts, irrespective of value, shall, where appropriate, clearly specify as a minimum:
- (i) what is to be supplied (i.e. the works, materials, services, matters or things to be furnished, had or done);
  - (ii) the provisions for payment (i.e. the price to be paid and when);
  - (iii) the time, or times, within which the contract is to be performed;
  - (iv) the provisions for the Council to terminate the Contract;
- (c) The formal advice of the Head of Law/Monitoring Officer must be sought for a Contract that includes one or more of the following features:
- (i) where the contract value is greater than the EU threshold for services and supplies (or subsequent UK threshold) and greater than £250,000 for works;

- (ii) where it involves financial lease arrangements;
  - (iii) where it is proposed to use a contractor's own terms;
  - (iv) where it is particularly complex or high risk;
  - (v) where payment in advance is required then formal written approval of the s151 Officer is also required.
- (d) All Contract formalities must be concluded before the supply, service or works begin, bar in exceptional circumstances, and then only with the written approval of the Head of Law/Monitoring Officer
  - (e) The Authorised Officer responsible for securing signature of the Contract must ensure that the person signing for the other contracting party has authority to bind it. Cases where this is uncertain must be referred to legal services

#### 34.3.13 Contractor Subsidies and State Aid.

- (a) Where it is proposed to provide financial support to a Contractor, or where a Contractor proposal entails financial support or benefit from the Council or another public body necessary to ensure the continuance of Contracting activity (State Aid), the advice of the Head of Law/Monitoring Officer must be sought prior to advertising the opportunity or concluding the Contract.

#### 34.3.14 General Data Protection Regulations.

- (a) In carrying out any procurement, the Authorised Officer must take all reasonable steps, including incorporation of appropriate provision into tender documentation and Contracts, to ensure that the personal data of individuals is protected in accordance with all legal requirements (including the General Data Protection Regulation) and Codes of Practice from the Information Commissioner's Office (ICO). The Authorised Officer must ensure the Councils' obligations and risks, in respect of personal data, are considered and indemnities are sought where appropriate.
- (b) More information and guidance can be obtained from the Council's Data Protection Officer.

### 34.4 Procurement Tendering Process

#### 34.4.1 Supplier Selection.

- (a) It must be demonstrated that appropriately experienced, technically competent and financially resilient contractors have the essential credentials to be shortlisted. Supplier Selection criteria for shortlisting may include, but not be limited to:
  - (i) financial standing, including provisions for insurance to cover liability;
  - (ii) technical or professional capability and capacity;
  - (iii) health & safety assurances;
  - (iv) environmental sustainability;

- (v) evidence as to whether they are unsuitable on certain grounds, eg. people trafficking, bankruptcy, bribery, corruption, money laundering or failure to pay taxes;
  - (vi) data protection – GDPR implications;
  - (vii) ethical supply chain considerations.
- (b) Authorised Officers shall ensure that appropriate and proportionate supplier selection questions are included at the selection or pre-qualification stage depending on the outcomes of the risk assessment and the procurement process being used.

#### 34.4.2 Financial Vetting.

- (a) Financial vetting shall be considered for all tenders in excess of £75,000.
- (b) The decision as to whether a financial assessment is required should be based on risk and the impact on the Council of contract failure. All vetting shall be undertaken at the selection stage and agreed with the Council's Internal Audit Section.

#### 34.4.3 Insurance.

- (a) Authorised Officers undertaking the procurement shall ensure as a minimum that all Contractors have sufficient levels of insurance in place prior to entering and throughout the duration of a Contract.
- (b) These amounts may only be varied on the advice of the Insurance Officer whose advice shall be sought on any other insurances required.
- (c) Details of minimum insurance thresholds are available via the Operational Buyers Guides located within the Procurement pages within sharepoint.

#### 34.4.4 Bribery and Corruption.

- (a) Authorised Officers must comply with the Council's "Code of Conduct Policy for employees" in addition to the Council's "Anti-Fraud, Bribery and Corruption Policy 2017" and must not invite or accept any gift or reward in respect of the award or performance of any contract. It will be for the officer to prove that anything received was not received corruptly. High standards of conduct are obligatory. Corrupt behaviour will lead to investigation under the council's disciplinary procedures and is a criminal offence under the "Bribery Act 2010"

#### 34.4.5 Contract Terms and Conditions.

- (a) Authorised Officers shall use their best endeavours to ensure that contracts are entered into on the appropriate set of Council's terms and conditions ( which can be located on sharepoint within the Procurement section), which shall be included with each purchase order or invitation to tender.
- (b) Where this is not possible, variations to the relevant Council terms and conditions and/or the terms and conditions submitted by a contractor must be formally approved in writing by the Council's Head of Law/ Monitoring Officer.

#### 34.4.6 Tender Evaluation Criteria.

- (a) The criteria must be designed to secure value for money for the Council. Generally, this shall be the 'most economically advantageous tender (MEAT)
- (b) All evaluation criteria must be defined and listed within the procurement documents by the Authorised Officer. Such criteria shall remain unchanged at all times throughout the evaluation and contract award procedure.
- (c) Such evaluation criteria should be listed in its order of importance and any particular scoring or weightings attributed to the criteria.

Further information on award criteria and weightings can be accessed via the Procurement sharepoint pages.

#### 34.4.7 Errors and Omissions in submitted bids.

- (a) As a general rule, no adjustment or qualification to any quotation or tender(s) is permitted. Errors or omissions identified during the evaluation process shall be dealt with as follows:
  - (i) where the error contained in a quotation or tender appears to be of a clerical or arithmetical nature, or appears to be an e sourcing technical issue, the tenderer shall be given details of the error(s) and shall be given the option to either agree to the tender being corrected or withdrawn;
  - (ii) the tenderer will be given up to 3 working days to respond;
  - (iii) if confirmation from the tenderer is not received within the defined timescale, the tender will be withdrawn.

Request For Quotation and Invitation to Tender documentation must state how errors (and omissions) will be dealt with.

#### 34.4.8 Tender Negotiation and Clarification.

- (a) Planned and structured supplier contact in the form of market consultation (soft market testing) or dialogue/negotiation as part of a prescribed procedure are permitted.
- (b) Discussions with tenderers after submission of a Tender and before the award of a Contract, with a view to obtaining adjustments in price, delivery or content (i.e. post-tender negotiations) is generally not be permitted.
- (c) An Authorised Officer may seek clarification of the information provided ( or omitted) by a tenderer only where it is necessary to aid understanding. The types of clarification may include:
  - (i) where a tenderer has made an accidental omission such as not including a relevant certificate;
  - (ii) where ALL tenderers responding have misinterpreted a question;

- (iii) the Council will however not seek clarifications from individual tenderers where a question has been misinterpreted, not answered or poorly answered;
- (iv) if, for any reason, it is necessary to amend the specification after tenders have been received, a new tender process shall be undertaken.

#### 34.4.9 Late Submissions.

- (a) The invitation to tender or quotation shall state that no tender or quotation will be considered unless it is received by the date and time stipulated in the invitation.

#### 34.4.10 Abnormally Low Tenders.

- (a) Where the overall tendered price or costs raise significant doubts that the Contractor will be able to perform their obligations within the terms specified, the Council shall require tenderers to fully explain the price and costs proposed.
- (b) This must be undertaken in accordance with the Regulations and in consultation with the Strategic Procurement Unit.

#### 34.4.11 Bonds and Securities.

- (a) The Authorised Officer is responsible for ensuring that a risk assessment is undertaken, to determine if a performance bond or performance guarantee is required. If appropriate, the advice of the Council's Finance officers should be sought.

### 34.5 Contract Award

#### 34.5.1 Authorised Award of Tenders/Quotations and Reports.

- (a) An Authorised Officer shall only award a Contract where it represents best value for money.
- (b) A Contract shall only be awarded using the pre-determined tender evaluation criteria and weightings.
- (c) Where a tender is to be evaluated on price only, the Contract must be awarded to the Tenderer submitting the lowest (compliant with specification) price.
- (d) A Contract may only be awarded by an Authorised Officer with the required approval to award contracts. As outlined in the Authorised Signatory List.
- (e) Where the procurement is conducted pursuant to the Public Contract Regulations 2015 or subsequent UK Regulations, the Authorised Officer must notify all tenderers in writing of the outcome of the tender, of the Council's intention to award a contract.
- (f) Unsuccessful tenderers must be informed of the scoring attributed to the evaluation, being their score and the score of the winning tender, as well as any characteristics and relative advantages of the winning tender. The name of the winning tenderer must also be provided.
- (g) Where the procurement is conducted pursuant to the Public Contract Regulations 2015 or subsequent UK Law, the Authorised Officer must allow the statutory

standstill period prior to issuing a final award of contract and shall publish a Contract Award Notice in the Official Journal of the European Union ( OJEU) or its UK equivalent no later than 30 days after the date of the contract.

- (h) Under Regulation 84(1) of the Public Contracts Regulations 2015, there is an obligation to create a report on every above OJEU public contract and framework agreement entered into, and to send a copy of this to the Cabinet Office if requested to do so.
- (i) Where the Public Contract Regulations 2015 or any subsequent UK Law do not apply, all successful and unsuccessful tenderers should be notified of the award decision at the same time. Standard templates both for the successful and unsuccessful contractors can be located within sharepoint under the procurement pages.

## **34.6 Contract Management**

### 34.6.1 Contract Management.

- (a) All tenders in excess of £75,000 should consider the appointment of a dedicated contract manager. The resources spent managing the contract should be proportionate to the price being paid and the risks being managed.
- (b) In addition to the processes by which Contracts are established, there is a need to ensure that Contracts are properly managed during their life. These Contract Procedure Rules therefore cover aspects of Contract Management, which relate to ongoing day to day contract welfare, Contract variation & price control at any time during the Contract period.
- (c) The day to day management of Contracts shall be undertaken by the Contract Manager and shall include monitoring in respect of:
  - (i) performance;
  - (ii) compliance with specification and contract terms;
  - (iii) cost;
  - (iv) value for money;
  - (v) user satisfaction;
  - (vi) risk;
  - (vii) community benefits (where applied).
- (d) it is the responsibility of the contract manager to raise any incidents of poor performance immediately with the Contractor and seek rectification. In instances of particularly poor performance, or persistent poor performance, the Contract Manager should consider the appropriate course of action taking advice from the Strategic Procurement Manager in the first instance.

### 34.6.2 Contract Extension.



- (a) The decision to extend the contract period (term) may only be made before the original contract expiry date, where it is in accordance with the terms and conditions of the original contract.
- (b) Approval via the relevant Authorised Officer has to be obtained in the first instance by the completion of the “Request for Exemption from Compliance with the Contract Procedure Rules”, which can be obtained from Internal Audit.
- (c) Where the terms of the contract and the original procurement exercise do not expressly provide for an extension, the contract may only be extended in exceptional circumstances, where legislation permits and value for money issues have been addressed. Such decisions will be made by the relevant Authorised Officer, Internal Audit & the Strategic Procurement Manager.

#### 34.6.3 Contract Variation.

- (a) Contracts may be varied without a new procurement procedure where:
  - (i) the variations have been provided for in the relevant contract documents in clear unequivocal terms and these do not alter the overall nature of the contract; and/or
  - (ii) additional goods, services or works which were not included in the original quotation or tender have become necessary, where a change of contractor cannot be made for economic or technical reasons or where it would cause serious inconvenience or duplication and the price does not exceed 20% of the original contract value and that it does not extend the contract period by more than 50%; and/or
  - (iii) the circumstances causing the need for variation were unforeseen, the variation does not alter the overall nature of the contract and the price does not exceed 20% of the original contract value and that it does not extend the contract period by more than 50%.
  - (iv) in all cases of contract variation, careful consideration must be made of the impact of the increased value of the contract on the procurement threshold levels, particularly whether the increase in value will move a contract from below OJEU value into high value, OJEU level. In this circumstance the variation should not normally be granted.

#### 34.6.4 Assignments and novation.

- (a) Any contracts subject to novation must be referred to the Head of Law/ Monitoring Officer at the earliest possible instance.

#### 34.6.5 Termination of Contract.

- (a) For any Contract exceeding £75,000 in value, early termination must be approved by the Head of Law/ Monitoring Officer.
- (b) Contracts of a lesser value may be terminated early by agreement prior to the expiry date or in accordance with the termination provisions set out in the contract following consultation with the Strategic Procurement Manager.

## **35 OFFICER EMPLOYMENT PROCEDURE RULES**

### **35.1 Recruitment and appointment**

#### 35.1.1 Declarations:

- (a) the Council has drawn up procedures which include a requirement that any candidate for an appointment as an Officer must state in writing whether they have any relationship with any councillor or Officer of the Council;
- (b) no candidate so related to a councillor or an officer will be appointed without the authority of the relevant chief officer or an officer nominated by them.

#### 35.1.2 Seeking support for appointment:

- (a) the Council will disqualify any applicant who directly or indirectly seeks the support of any councillor for any appointment with the Council. The content of this paragraph will be included in any recruitment information;
- (b) no councillor will seek support for any person for any appointment with the Council.

#### 35.1.3 Recruitment and remuneration of Chief Officers:

- (a) where the Council proposes to appoint a Chief Officer, within the meaning of the Local Authorities (Standing Orders) (Wales) Regulations 2006 [as amended], and the proposed remuneration of the post is £100,000 or more per annum, or it is otherwise not proposed that the appointment be made exclusively from among their existing Officers, the Council will:
  - (i) draw up a statement specifying the duties of the officer concerned and any qualifications or qualities to be sought in the person to be appointed;
  - (ii) make arrangements for the post to be advertised publicly in such a way as is likely to bring it to the attention of persons who are qualified to apply for it (unless the proposed appointment is for a period of 12 months or less); and
  - (iii) make arrangements for a copy of the statement mentioned above to be sent to any person on request
- (b) where a post has been advertised as provided above, the Council must:
  - (i) interview all qualified applicants for the post; or
  - (ii) select, or direct appropriate officers to select, a short list of such qualified applicants and interview those included on the short list;
- (c) where no qualified person has applied, or if the Council decides to re-advertise the appointment, the Council may make further arrangements for advertisement;
- (d) any decision to determine or vary the remuneration of Chief Officers (or those to be appointed as Chief Officers) must be made by full Council.

- 35.1.4 Appointment of Head of Paid Service. The full council will make the appointment of the Head of Paid Service following the recommendation of a short list for such an appointment by a committee of the Council. That committee must include at least one member of the executive but must not comprise a majority of members of the executive.
- 35.1.5 Appointment of Chief Officers, Statutory Officers and Deputy Chief Officers. The full Council will appoint statutory chief officers and statutory officers. A committee of the Council may appoint non-statutory chief officers and deputy chief officers. That committee must include at least one member of the executive but must not comprise a majority of members of the executive.
- 35.1.6 Other appointments:
- (a) officers other than those listed above. Appointment of these officers (other than assistants to political groups) is the responsibility of the Head of Paid Service or their nominee, and may not be made by councillors;
  - (b) assistants to political groups. Appointment of an assistant to a political group shall be made in accordance with the wishes of that political group.

## **35.2 Disciplinary Action and Investigations**

### **35.2.1 Head of Paid Service, s151 Officer, Monitoring Officer, Head of Democratic Services:**

- (a) no disciplinary action (other than action to which paragraph (b) applies) in respect of the head of the authority's paid service (unless the head of the authority's paid service is also a council manager of the relevant authority), its monitoring officer, its s151 officer or its Head of Democratic Services may be taken by the relevant authority, or by a committee, a sub-committee, a joint committee on which the relevant authority is represented or any other person acting on behalf of the relevant authority, other than in accordance with a recommendation in a report made by a designated independent person under regulation 9 of the Local Authorities (Standing Orders) (Wales) Regulations 2006 [as amended] (investigation of alleged misconduct). The detailed rules appear below;
- (b) the action to which this paragraph applies is suspension of the officer for the purpose of investigating the alleged misconduct occasioning the action; provided such suspension is on full pay and terminates no later than the expiry of 2 months beginning on the day on which the suspension takes effect.

### **35.2.2 Investigation of alleged misconduct - Head of Paid Service, s151 Officer, Monitoring Officer, Head of Democratic Services:**

- (a) subject to sub-paragraph (k), where it appears to the council that an allegation of misconduct which may lead to disciplinary action has been made against the above officers the council must appoint a committee ("an investigation committee") to consider the alleged misconduct;
- (b) the investigation committee must:
  - (i) consist of a minimum of 3 members of the authority;
  - (ii) be politically balanced in accordance with section 15 of the 1989 Act; and

- (iii) must, within one month of its appointment, consider the allegation of misconduct and decide whether it should be further investigated;
- (c) for the purpose of considering the allegation of misconduct, the investigation committee:
  - (i) may make such enquiries of the relevant officer or any other person it considers appropriate;
  - (ii) may request the relevant officer or any other person it considers appropriate to provide it with such information, explanation or documents as it considers necessary within a specified time limit; and
  - (iii) may receive written or oral representations from the relevant officer or any other person it considers appropriate;
- (d) where it appears to the investigation committee that an allegation of misconduct by the relevant officer should be further investigated, it must appoint a person ("the designated independent person");
- (e) the designated independent person who is appointed:
  - (i) must be such person as may be agreed between the relevant authority and the relevant officer within one month of the date on which the requirement to appoint the designated independent person arose; or
  - (ii) where there is no such agreement, must be such person as is nominated for the purpose by the Welsh Ministers;
- (f) the designated independent person:
  - (i) may direct:
    - (1) that the relevant authority terminates any suspension of the relevant officer;
    - (2) that any such suspension is to continue after the expiry of the period referred to in 35.2.1(b);
    - (3) that the terms on which any such suspension has taken place are to be varied in accordance with the direction; or
    - (4) that no steps (whether by the relevant authority or any committee, sub-committee or officer acting on behalf of the relevant authority) by way of disciplinary action or further disciplinary action against the relevant officer, other than steps taken in the presence, or with the agreement, of the designated independent person, are to be taken before a report is made;
  - (ii) may inspect any documents relating to the conduct of the relevant officer which are in the possession of the relevant authority, or which the relevant authority has power to authorise the designated independent person to inspect;
  - (iii) may require any member or member of staff of the relevant authority to

answer questions concerning the conduct of the relevant officer;

- (iv) must make a report to the relevant authority:
  - (1) stating an opinion as to whether (and, if so, the extent to which) the evidence obtained supports any allegation of misconduct against the relevant officer; and
  - (2) recommending any disciplinary action which appears appropriate for the relevant authority to take against the relevant officer, and
  - (3) must no later than the time at which the report is made send a copy of the report to the relevant officer;
- (g) subject to sub-paragraph (h), the relevant officer and relevant authority must, after consulting the designated independent person, attempt to agree a timetable within which the designated independent person is to undertake the investigation;
- (h) where there is no agreement under sub-paragraph (g), the designated independent person must set a timetable as that person considers appropriate within which the investigation is to be undertaken;
- (i) the relevant authority must consider the report prepared by the independent person within one month of receipt of that report;
- (j) a relevant authority must pay reasonable remuneration to a designated independent person appointed by the investigation committee and any costs incurred by, or in connection with, the discharge of functions under this regulation;
- (k) these rules do not apply in the case of a Head of Paid Service who is also the Council Manager. For the purposes of these rules, any officer who was a relevant officer at the time of the alleged misconduct or when the reason for the proposed dismissal occurred (but is no longer so), shall be regarded as a relevant officer;
- (l) a disciplinary committee of the Council (excluding those persons who served on the investigation committee) will consider the report along with representations from the officer against whom allegations are made, in accordance with the Council's detailed disciplinary procedures. An appeal will lie to the full Council from the decision of this committee, except in the case of the Head of Paid Service (in which case the Council will consider an appeal, or approve the recommendation of the committee if no appeal is made).

#### 35.2.3 Other Officers:

- (a) appointment and dismissal of Officers below Chief Officer is the responsibility of the Head of Paid Service or his nominee, and may not be undertaken by councillors;
- (b) Councillors will not be involved in disciplinary action against any Officer below Chief Officer or statutory officer except where such involvement is necessary for any investigation or inquiry into alleged misconduct or where the Council's disciplinary, capability and related procedures, as adopted from time to time, allow a right of appeal to Members.

### 35.3 Definitions

35.3.1 The following definitions are applicable:

- (a) references to the 1989 Act are to the Local Government and Housing Act 1989;
- (b) Head of Paid Service means the officer designated as the authority's Head of Paid Service under s.4 of the 1989 Act;
- (c) Statutory Chief Officer means:
  - (i) the Chief Education Officer or Director of Education appointed under s532 of the Education Act 1996;
  - (ii) the Director of Social Services appointed under s.6 of the Local Authority Social Services Act 1970;
- (d) Non-Statutory Chief Officer means:
  - (i) a person for whom the Head of Paid Service is directly responsible;
  - (ii) any person who is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the authority;
- (e) Deputy Chief Officer means a person who is required to report directly or is directly accountable to one or more of the statutory or non-statutory chief officers (except for secretarial, clerical and support staff);
- (f) s151 Officer means the officer appointed for the purposes of s151 of the Local Government Act 1972, s73 of the Local Government Act 1985 or s112 of the Local Government Finance Act 1988;
- (g) Monitoring Officer means the officer designated under s5(1) of the 1989 Act;
- (h) Head of Democratic Services means the officer appointed under s8 of the Local Government (Wales) Measure 2011;
- (i) disciplinary action means, in relation to a member of staff of a relevant authority, any action occasioned by alleged misconduct which, if proved, would, according to the usual practice of the authority, be recorded on the member of staff's personal file, and includes any proposal for dismissal of a member of staff for any reason other than redundancy, permanent ill-health or infirmity of mind or body, but does not include failure to renew a contract of employment for a fixed term unless the relevant authority has undertaken to renew such a contract.

## PART 5 – CODES AND PROTOCOLS

### 36 MONMOUTHSHIRE COUNTY COUNCIL CODE OF CONDUCT FOR MEMBERS AND CO-OPTED MEMBERS

#### 36.1 Introduction

36.1.1 The following code of conduct is the model code of conduct set out in The Local Authorities (Model Code of Conduct) (Wales) Order 2008 as updated. As such, and for the sake of consistency with investigations carried out by the Public Services Ombudsman of Wales and hearings by the Adjudication Panel for Wales, it is repeated here verbatim with original layout, referencing and content.

#### 36.2 The Code of Conduct

##### PART 1 INTERPRETATION

1.— (1) In this code —

"Co-opted member", in relation to a relevant authority, means a person who is not a member of the authority but who —

- (a) is a member of any committee or sub-committee of the authority, or
- (b) is a member of, and represents the authority on, any joint committee or joint sub-committee of the authority, and who is entitled to vote on any question which falls to be decided at any meeting of that committee or subcommittee;

"Meeting" means any meeting —

- (a) of the relevant authority,
- (b) of any executive or board of the relevant authority,
- (c) of any committee, sub-committee, joint committee or joint sub-committee of the relevant authority or of any such committee, sub-committee, joint committee or joint sub-committee of any executive or board of the authority, or
- (d) where members or officers of the relevant authority are present other than a meeting of a political group constituted in accordance with regulation 8 of the Local Government (Committees and Political Groups) Regulations 1990,

and includes circumstances in which a member of an executive or board or an officer acting alone exercises a function of an authority;

"Member" includes, unless the context requires otherwise, a co-opted member;

"Registered society" means a society, other than a society registered as a credit union, which is —

- (a) a registered society within the meaning given by section 1(1) of the Co-operative and Community Benefit Societies Act 2014; or

- (b) a society registered or deemed to be registered under the Industrial and Provident Societies Act (Northern Ireland) 1969;

“Register of members’ interests” means the register established and maintained under section 81 of the Local Government Act 2000;

“Relevant authority” means—

- (a) a county council,
- (b) a county borough council,
- (c) a community council,
- (d) a fire and rescue authority constituted by a scheme under section 2 of the Fire and Rescue Services Act 2004 or a scheme to which section 4 of that Act applies,
- (e) a National Park authority established under section 63 of the Environment Act 1995;

“You” means you as a member or co-opted member of a relevant authority; and

“Your authority” means the relevant authority of which you are a member or co-opted member.

(2) In relation to a community council—

- (a) “Proper officer” means an officer of that council within the meaning of section 270(3) of the Local Government Act 1972; and
- (b) “standards committee” means the standards committee of the county or county borough council which has functions in relation to the community council for which it is responsible under section 56(1) and (2) of the Local Government Act 2000.

## **PART 2**

### **GENERAL PROVISIONS**

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

- (a) whenever you conduct the business, or are present at a meeting, of your authority;
  - (b) whenever you act, claim to act or give the impression you are acting in the role of member to which you were elected or appointed;
  - (c) whenever you act, claim to act or give the impression you are acting as a representative of your authority; or
  - (d) at all times and in any capacity, in respect of conduct identified in paragraphs 6(1) (a) and 7.
- (2) You should read this code together with the general principles prescribed under section 49(2) of the Local Government Act 2000 in relation to Wales.

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



- (a) on another relevant authority, or any other body, which includes a Local Health Board you must, when acting for that other authority or body, comply with the code of conduct of that other authority or body; or
- (b) on any other body which does not have a code relating to the conduct of its members, you must, when acting for that other body, comply with this code of conduct, except and insofar as it conflicts with any other lawful obligations to which that other body may be subject.

4. You must —

- (a) carry out your duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of their gender, race, disability, sexual orientation, age or religion;
- (b) show respect and consideration for others;
- (c) not use bullying behaviour or harass any person; and
- (d) not do anything which compromises, or which is likely to compromise, the impartiality of those who work for, or on behalf of, your authority.

5. You must not —

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

6.— (1) You must —

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

7. You must not —

- (a) in your official capacity or otherwise, use or attempt to use your position improperly to confer on or secure for yourself, or any other person, an advantage or create or avoid for yourself, or any other person, a disadvantage;
- (b) use, or authorise others to use, the resources of your authority —
  - (i) imprudently;
  - (ii) in breach of your authority's requirements;
  - (iii) unlawfully;
  - (iv) other than in a manner which is calculated to facilitate, or to be conducive to, the discharge of the functions of the authority or of the office to which you have been elected or appointed;
  - (v) improperly for political purposes; or
  - (vi) improperly for private purposes.

8. You must —

- (a) when participating in meetings or reaching decisions regarding the business of your authority, do so on the basis of the merits of the circumstances involved and in the public interest having regard to any relevant advice provided by your authority's officers, in particular by —
  - (i) the authority's head of paid service;
  - (ii) the authority's chief finance officer;
  - (iii) the authority's monitoring officer;
  - (iv) the authority's chief legal officer (who should be consulted when there is any doubt as to the authority's power to act, as to whether the action proposed lies within the policy framework agreed by the authority or where the legal consequences of action or failure to act by the authority might have important repercussions);
- (b) give reasons for all decisions in accordance with any statutory requirements and any reasonable additional requirements imposed by your authority.

9. You must —

- (a) observe the law and your authority's rules governing the claiming of expenses and allowances in connection with your duties as a member;
- (b) avoid accepting from anyone gifts, hospitality (other than official hospitality, such as a civic reception or a working lunch duly authorised by your authority), material benefits or services for yourself or any person which might place you, or reasonably appear to place you, under an improper obligation.

**PART 3**  
**INTERESTS**

### ***Personal Interests***

- 10.— (1) You must in all matters consider whether you have a personal interest, and whether this code of conduct requires you to disclose that interest.
- (2) You must regard yourself as having a personal interest in any business of your authority if —
- (a) it relates to, or is likely to affect —
- (i) any employment or business carried on by you;
  - (ii) any person who employs or has appointed you, any firm in which you are a partner or any company for which you are a remunerated director;
  - (iii) any person, other than your authority, who has made a payment to you in respect of your election or any expenses incurred by you in carrying out your duties as a member;
  - (iv) any corporate body which has a place of business or land in your authority's area, and in which you have a beneficial interest in a class of securities of that body that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body;
  - (v) any contract for goods, services or works made between your authority and you or a firm in which you are a partner, a company of which you are a remunerated director, or a body of the description specified in sub-paragraph (iv) above;
  - (vi) any land in which you have a beneficial interest and which is in the area of your authority;
  - (vii) any land where the landlord is your authority and the tenant is a firm in which you are a partner, a company of which you are a remunerated director, or a body of the description specified in subparagraph (iv) above;
  - (viii) any body to which you have been elected, appointed or nominated by your authority;
  - (ix) any —
    - (aa) public authority or body exercising functions of a public nature;
    - (bb) company, registered society, charity, or body directed to charitable purposes;
    - (cc) body whose principal purposes include the influence of public opinion or policy;
    - (dd) trade union or professional association; or
    - (ee) private club, society or association operating within your authority's area,

in which you have membership or hold a position of general control or management;

- (x) any land in your authority's area in which you have a licence (alone or jointly with others) to occupy for 28 days or longer;

[Note: subparagraph (b) is omitted.]

- (c) a decision upon it might reasonably be regarded as affecting —
  - (i) your well-being or financial position, or that of a person with whom you live, or any person with whom you have a close personal association;
  - (ii) any employment or business carried on by persons as described in 10(2) (c) (i);
  - (iii) any person who employs or has appointed such persons described in 10(2) (c)(i), any firm in which they are a partner, or any company of which they are directors;
  - (iv) any corporate body in which persons as described in 10(2) (c) (i) have a beneficial interest in a class of securities exceeding the nominal value of £5,000; or
  - (v) any body listed in paragraphs 10(2)(a)(ix)(aa) to (ee) in which persons described in 10(2)(c)(i) hold a position of general control or management,

to a greater extent than the majority of—

- (aa) in the case of an authority with electoral divisions or wards, other council tax payers, rate payers or inhabitants of the electoral division or ward, as the case may be, affected by the decision; or
- (bb) in all other cases, other council tax payers, ratepayers or inhabitants of the authority's area.

### ***Disclosure of Personal Interests***

- 11.— (1) Where you have a personal interest in any business of your authority and you attend a meeting at which that business is considered, you must disclose orally to that meeting the existence and nature of that interest before or at the commencement of that consideration, or when the interest becomes apparent.
- (2) Where you have a personal interest in any business of your authority and you make —
- (a) written representations (whether by letter, facsimile or some other form of electronic communication) to a member or officer of your authority regarding that business, you should include details of that interest in the written communication; or
  - (b) oral representations (whether in person or some form of electronic communication) to a member or officer of your authority you should disclose the interest at the commencement of such representations, or when it becomes apparent to you that you have such an interest, and confirm the representation and interest in writing within 14 days of the representation.

- (3) Subject to paragraph 14(1) (b) below, where you have a personal interest in any business of your authority and you have made a decision in exercising a function of an executive or board, you must in relation to that business ensure that any written statement of that decision records the existence and nature of your interest.
- (4) You must, in respect of a personal interest not previously disclosed, before or immediately after the close of a meeting where the disclosure is made pursuant to sub-paragraph 11(1), give written notification to your authority in accordance with any requirements identified by your authority's monitoring officer, or in relation to a community council, your authority's proper officer from time to time but, as a minimum containing —
  - (a) details of the personal interest;
  - (b) details of the business to which the personal interest relates; and
  - (c) your signature.
- (5) Where you have agreement from your monitoring officer that the information relating to your personal interest is sensitive information, pursuant to paragraph 16(1), your obligations under this paragraph 11 to disclose such information, whether orally or in writing, are to be replaced with an obligation to disclose the existence of a personal interest and to confirm that your monitoring officer has agreed that the nature of such personal interest is sensitive information.
- (6) For the purposes of sub-paragraph (4), a personal interest will only be deemed to have been previously disclosed if written notification has been provided in accordance with this code since the last date on which you were elected, appointed or nominated as a member of your authority.
- (7) For the purposes of sub-paragraph (3), where no written notice is provided in accordance with that paragraph you will be deemed as not to have declared a personal interest in accordance with this code.

### ***Prejudicial Interests***

- 12.— (1) Subject to sub-paragraph (2) below, where you have a personal interest in any business of your authority you also have a prejudicial interest in that business if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice your judgement of the public interest.
- (2) Subject to sub-paragraph (3), you will not be regarded as having a prejudicial interest in any business where that business—
- (a) relates to —
    - (i) another relevant authority of which you are also a member;
    - (ii) another public authority or body exercising functions of a public nature in which you hold a position of general control or management;
    - (iii) a body to which you have been elected, appointed or nominated by your authority;

- (iv) your role as a school governor (where not appointed or nominated by your authority) unless it relates particularly to the school of which you are a governor;
  - (v) your role as a member of a Local Health Board where you have not been appointed or nominated by your authority;
- (b) relates to —
- (i) the housing functions of your authority where you hold a tenancy or lease with your authority, provided that you do not have arrears of rent with your authority of more than two months, and provided that those functions do not relate particularly to your tenancy or lease;
  - (ii) the functions of your authority in respect of school meals, transport and travelling expenses, where you are a guardian, parent, grandparent or have parental responsibility (as defined in section 3 of the Children Act 1989) of a child in full time education, unless it relates particularly to the school which that child attends;
  - (iii) the functions of your authority in respect of statutory sick pay under Part XI of the Social Security Contributions and Benefits Act 1992, where you are in receipt of, or are entitled to the receipt of such pay from your authority;
  - (iv) the functions of your authority in respect of an allowance or payment made in accordance with the provisions of Part 8 of the Local Government (Wales) Measure 2011, or an allowance or pension provided under section 18 of the Local Government and Housing Act 1989;
- (c) your role as a community councillor in relation to a grant, loan or other form of financial assistance made by your community council to community or voluntary organisations up to a maximum of £500.
- (3) The exemptions in subparagraph (2) (a) do not apply where the business relates to the determination of any approval, consent, licence, permission or registration.

### ***Overview and Scrutiny Committees***

13. You also have a prejudicial interest in any business before an overview and scrutiny committee of your authority (or of a sub-committee of such a committee) where—
- (a) that business relates to a decision made (whether implemented or not) or action taken by your authority's executive, board or another of your authority's committees, sub-committees, joint committees or joint subcommittees; and
  - (b) at the time the decision was made or action was taken, you were a member of the executive, board, committee, sub-committee, joint-committee or joint sub-committee mentioned in sub-paragraph (a) and you were present when that decision was made or action was taken.

### ***Participation in Relation to Disclosed Interests***

- 14.— (1) Subject to sub-paragraphs (2), (2A), (3) and (4), where you have a prejudicial

interest in any business of your authority you must, unless you have obtained a dispensation from your authority's standards committee —

- (a) withdraw from the room, chamber or place where a meeting considering the business is being held—
  - (i) where sub-paragraph (2) applies, immediately after the period for making representations, answering questions or giving evidence relating to the business has ended and in any event before further consideration of the business begins, whether or not the public are allowed to remain in attendance for such consideration; or
  - (ii) in any other case, whenever it becomes apparent that that business is being considered at that meeting;
- (b) not exercise executive or board functions in relation to that business;
- (c) not seek to influence a decision about that business;
- (d) not make any written representations (whether by letter, facsimile or some other form of electronic communication) in relation to that business; and
- (e) not make any oral representations (whether in person or some form of electronic communication) in respect of that business or immediately cease to make such oral representations when the prejudicial interest becomes apparent.
- (2) Where you have a prejudicial interest in any business of your authority you may attend a meeting but only for the purpose of making representations, answering questions or giving evidence relating to the business, provided that the public are also allowed to attend the meeting for the same purpose, whether under a statutory right or otherwise.
- (2A) Where you have a prejudicial interest in any business of your authority you may submit written representations to a meeting relating to that business, provided that the public are allowed to attend the meeting for the purpose of making representations, answering questions or giving evidence relating to the business, whether under statutory right or otherwise.
- (2B) When submitting written representations under sub-paragraph (2A) you must comply with any procedure that your authority may adopt for the submission of such representations.
- (3) Sub-paragraph (1) does not prevent you attending and participating in a meeting if —
  - (a) you are required to attend a meeting of an overview or scrutiny committee, by such committee exercising its statutory powers; or
  - (b) you have the benefit of a dispensation provided that you —
    - (i) state at the meeting that you are relying on the dispensation; and
    - (ii) before or immediately after the close of the meeting give written notification to your authority containing —

- (aa) details of the prejudicial interest;
  - (bb) details of the business to which the prejudicial interest relates;
  - (cc) details of, and the date on which, the dispensation was granted; and
  - (dd) your signature.
- (4) Where you have a prejudicial interest and are making written or oral representations to your authority in reliance upon a dispensation, you must provide details of the dispensation within any such written or oral representation and, in the latter case, provide written notification to your authority within 14 days of making the representation.

**PART 4**  
**THE REGISTER OF MEMBERS' INTERESTS**

***Registration of Personal Interests***

- 15.— (1) Subject to sub-paragraph (4), you must, within 28 days of—
- (a) your authority's code of conduct being adopted or the mandatory provisions of this model code being applied to your authority; or
  - (b) your election or appointment to office (if that is later),
- register your personal interests, where they fall within a category mentioned in paragraph 10(2) (a), in your authority's register of members' interests by providing written notification to your authority's monitoring officer.
- (2) Subject to sub-paragraph (4), you must, within 28 days of becoming aware of any new personal interest falling within a category mentioned in paragraph 10(2) (a), register that new personal interest in your authority's register of members' interests by providing written notification to your authority's monitoring officer.
  - (3) Subject to sub-paragraph (4), you must, within 28 days of becoming aware of any change to a registered personal interest falling within a category mentioned in paragraph 10(2) (a), register that change in your authority's register of members' interests by providing written notification to your authority's monitoring officer, or in the case of a community council to your authority's proper officer.
  - (4) Sub-paragraphs (1), (2) and (3) do not apply to sensitive information determined in accordance with paragraph 16(1).
  - (5) Sub-paragraphs (1) and (2) do not apply if you are a member of a relevant authority which is a community council when you act in your capacity as a member of such an authority.
  - (6) You must, when disclosing a personal interest in accordance with paragraph 11 for the first time, register that personal interest in your authority's register of members' interests by providing written notification to your authority's monitoring officer, or in the case of a community council to your authority's proper officer.

***Sensitive information***



- 16.— (1) Where you consider that the information relating to any of your personal interests is sensitive information, and your authority's monitoring officer agrees, you need not include that information when registering that interest, or, as the case may be, a change to the interest under paragraph 15.
- (2) You must, within 28 days of becoming aware of any change of circumstances which means that information excluded under sub-paragraph (1) is no longer sensitive information, notify your authority's monitoring officer, or in relation to a community council, your authority's proper officer asking that the information be included in your authority's register of members' interests.
- (3) In this code, "sensitive information" means (i) information whose availability for inspection by the public creates, or is likely to create, a serious risk that you or a person who lives with you may be subjected to violence or intimidation or (ii) information, the disclosure of which would or could place you in breach of a legally or professionally enforceable duty of confidence.

### ***Registration of Gifts and Hospitality***

17. You must, within 28 days of receiving any gift, hospitality, material benefit or advantage above a value specified in a resolution of your authority, provide written notification to your authority's monitoring officer, or in relation to a community council, to your authority's proper officer of the existence and nature of that gift, hospitality, material benefit or advantage.

36.2.1 Monmouthshire County Council adopted this revised version of the Code of Conduct at its Annual Meeting on 12th May 2016.

## **37 CODE OF CONDUCT FOR EMPLOYEES**

### **37.1 The Statutory Employee Code of Conduct**

- 37.1.1 The following code of conduct is the model code of conduct set out in The Code of Conduct (Qualifying Local Government Employees) (Wales) Order 2001 as updated. As such, it is repeated here verbatim with original layout, referencing and content.

#### *General Principles*

1. The public is entitled to expect the highest standards of conduct from all qualifying employees of relevant authorities. The role of such employees is to serve their employing authority in providing advice, implementing its policies, and delivering services to the local community. In performing their duties, they must act with integrity, honesty, impartiality and objectivity.

#### *Accountability*

2. Qualifying employees of relevant authorities work for their employing authority and serve the whole of that authority. They are accountable to, and owe a duty to that authority. They must act in accordance with the principles set out in this Code, recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.

#### *Political Neutrality*

3. Qualifying employees of relevant authorities, whether or not politically restricted, must follow every lawfully expressed policy of the authority and must not allow their own personal

or political opinions to interfere with their work. Where qualifying employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities.

#### *Relations with members, the public and other employees*

4. Mutual respect between qualifying employees and members is essential to good local government, and working relationships should be kept on a professional basis.
5. Qualifying employees of relevant authorities should deal with the public, members and other employees sympathetically, efficiently, and without bias.

#### *Equality*

6. Qualifying employees of relevant authorities must comply with policies relating to equality issues, as agreed by the authority, in addition to the requirements of the law.

#### *Stewardship*

7. Qualifying employees of relevant authorities must ensure that they use public funds entrusted to them in a responsible and lawful manner, and must not utilise property, vehicles or other facilities of the authority for personal use unless authorised to do so.

#### *Personal Interests*

8. Whilst qualifying employees' private lives are their own concern, they must not allow their private interests to conflict with their public duty. They must not misuse their official position or information acquired in the course of their employment to further their private interests, or the interests of others. In particular, they must comply with:
  - (1) any rules of their relevant authority on the registration and declaration by employees of financial and non - financial interests,
  - (2) any rules of their relevant authority on the declaration by employees of hospitality or gifts offered to or received by them, from any person or organisation doing or seeking to do business, or otherwise benefiting or seeking to benefit from a relationship with the authority. Qualifying employees must not accept benefits from a third party unless authorised to do so by their relevant authority.

#### *Whistleblowing*

9. In the event that a qualifying employee becomes aware of activities which that employee believes to be illegal, improper, unethical or otherwise inconsistent with this Code, the employee should report the matter, acting in accordance with the employee's rights under the Public Interest Disclosure Act 1998, and with the relevant authority's confidential reporting procedure, or any other procedure designed for this purpose.

#### *Treatment of Information*

10. Openness in the dissemination of information and decision making should be the norm in relevant authorities. However, certain information may be confidential or sensitive and therefore not appropriate for a wide audience. Where confidentiality is necessary to protect the privacy or other rights of individuals or bodies, information should not be released to anyone other than a member, relevant authority employee or other person who is entitled to receive it, or needs to have access to it for the proper discharge of their functions. Nothing

in this Code can be taken as overriding existing statutory or common law obligations to keep certain information confidential, or to divulge certain information.

### *Appointment of Staff*

11. Qualifying employees of relevant authorities involved in the recruitment and appointment of staff must ensure that appointments are made on the basis of merit. In order to avoid any possible accusation of bias, such employees must not be involved in any appointment, or any other decisions relating to discipline, promotion or pay and conditions for any other employee, or prospective employee, to whom they are related, or with whom they have a close personal relationship outside work.

### *Investigations by Monitoring Officers*

12. Where a monitoring officer is undertaking an investigation in accordance with regulations made under section 73(1) of the Local Government Act 2000 a qualifying employee must comply with any requirement made by that monitoring officer in connection with such an investigation.

## **37.2 The MCC Code of Conduct for Employees**

- 37.2.1 To the extent that its provisions do not conflict with the foregoing statutory code, the Council has adopted (after appropriate consultation) the following Code of Conduct for Employees.

### **37.3 Introduction**

- 37.3.1 The public is entitled to expect the highest standards of conduct from all employees who work for local government. This Code of Conduct is based on the recommendations of the Committee on the Standards of Conduct in Public Life. It applies to employees' conduct both within the council and when dealing with other organisations as a representative of the council. The principles detailed below are the basic ones governing all council employees.
- 37.3.2 The Code does not affect an employee's rights and responsibilities under the law; its purpose is to provide clear and helpful advice but all employees must comply with the Code.
- 37.3.3 This Policy should be read in conjunction with the council's Whistle Blowing procedure, the Dignity at Work policy and the Social Media Policy. This allows employees to disclose any wrong doing on the part of any employee or Councillor under The Public Interest Disclosure Act 1998. A breach of this Code may give rise to disciplinary action, which will be taken in accordance with the Council's Disciplinary Procedure.

### **37.4 Nolan Principles**

- 37.4.1 The Code incorporates "The Seven Principles of Public Life":
  - (a) selflessness. Employees shouldn't take decisions which will result in any financial or other benefit to themselves, their family, or their friends. Decisions should be based solely on the Council's best interests;
  - (b) integrity. Employees shouldn't place themselves under any financial or other obligation to an individual or an organisation which might influence them in their work with the Council;

- (c) objectivity. Any decisions that employees take in the course of their work, including making appointments, awarding contracts, or recommending individuals for rewards or benefits must be based solely on merit;
- (d) accountability. Employees are accountable to the council as their employer. The council, in turn, is accountable to the public;
- (e) openness. Employees should be as open as possible in all the decisions and actions that they take. They should give reasons for their decisions and shouldn't restrict information unless this is clearly required by council policy or by the law;
- (f) honesty. Employees have a duty to declare any private interests, which might affect their work with the council;
- (g) leadership. Employees in a leadership or managerial position should promote and support these principles by their leadership and example.

### **37.5 Standards**

- 37.5.1 The aim of this code is to apply standards for all Monmouthshire County Council employees on the understanding that the citizens of Monmouthshire are entitled to expect the highest standards of conduct and where it is part of their duties, to provide appropriate advice to Councillors and fellow employees with impartiality.
- 37.5.2 Employees will be expected to bring any deficiency in the provision of service or any impropriety or breach of procedure which would have a detrimental impact on the Council to the attention of the appropriate level of management.
- 37.5.3 The standards laid down in this Code are considered to be fundamental to the reputation of the Council. Any uncertainty about the meaning of this code is not accepted as a reason for failing to comply with it. If employees are in doubt they should seek advice from a Chief Officer.

### **37.6 Social Media**

- 37.6.1 It's your own personal choice whether or not you participate in any kind of social media activity in your own time – the views and opinions that you express are your own. However, as a council employee you should be aware that any information which you post about Monmouthshire County Council cannot be kept entirely separate from your working life.
- 37.6.2 What you say openly online can be accessed around the world within seconds, it might be shared or re-published elsewhere (online or in print) and it will continue to be available for all to see in the future. You must be willing to take personal responsibility for anything that you say online.
- 37.6.3 The council would expect staff to make a distinction between their own views and those where they represent their employer. It may be appropriate to add a disclaimer to your personal blog or social media profile to make it clear that your personal accounts are your own – for example: "These views are my own not my employers".

- 37.6.4 Think about what capacity you're speaking in, particularly if you are commenting about Monmouthshire County Council. Make sure you avoid misunderstandings about whether you're speaking as part of your work or not. Seek further advice if you're unsure.
- 37.6.5 Check your online privacy settings so that you understand who can see the information you publish and who can view your personal information.
- 37.6.6 Respect privacy and confidentiality – make sure you don't publish any information that should be kept private.
- 37.6.7 Stay safe – don't give out personal details such as your address or phone number. Make sure that you're familiar with the council's policy about personal use of electronic communications in the workplace.

### **37.7 Relationships**

- 37.7.1 The Local Community and Service Users. Employees should always remember the responsibilities to the citizens they serve and ensure courteous, efficient and impartial service delivery to all groups and individuals within that community.
- 37.7.2 Councillors. Employees are responsible to the Council through its senior managers and leaders. For some, their role is to give advice to councillors and senior managers and all are there to carry out the Council's work. Mutual respect between employees and councillors is essential to good local government. Close personal familiarity between employees and individual councillors can damage the relationship and prove embarrassing to other employees and councillors and should therefore be treated with caution.
- 37.7.3 Contractors:
- (a) all relationships of a business or private nature with external contractors, or potential contractors, should be made known to the appropriate manager. Orders and contracts must be awarded on merit, by competition against other tenders, and no favour should be shown to businesses run by, for example, friends, partners or relatives in the tendering process. No part of the local community should be discriminated against. At all times the requirements of the Council's Contract Standing Orders must be applied;
  - (b) employees should let their Chief Officer know if they appoint or supervise contractors with whom they have a current or previous relationship in a private or domestic capacity;
  - (c) all members of the public, citizens, customers, colleagues and Elected Members should be dealt with fairly, equitably, with dignity and respect in line with the principles of the Equality Act 2010 and the policies of the Council.

### **37.8 Appointment and Employment**

- 37.8.1 All appointments will be made on merit. It is unlawful for an employee to make an appointment which was based on anything other than the ability of the candidate to undertake the duties of the post.

- 37.8.2 In order to avoid any possible accusation of bias, employees should not be involved in an appointment where they are related to an applicant, or have a close personal relationship outside work with them.
- 37.8.3 Similarly, employees should not be involved in decisions relating to discipline promotion or pay for any employee who is a relative, partner, etc.
- 37.8.4 Candidates will be disqualified if they canvass members or employees of the council directly or indirectly in connection with any appointment within the Council. Employees can give a written reference of a candidate's suitability for appointment, but they can't solicit for them or recommend them for appointment or promotion.

### **37.9 Politically Restricted Posts**

37.9.1 The effect of including a local authority employee on the list of 'politically restricted posts' is to prevent that individual from having any active political role either in or outside the workplace. Politically restricted post holders will automatically be disqualified from:

- (a) standing for or holding elected office;
- (b) acting as an election agent or sub agent;
- (c) being an officer of a political party or of any branch of such a party or a member of any committee or sub-committee of such a party;
- (d) canvassing on behalf of a political party or on behalf of a person who is, or proposes to be, a candidate for election;
- (e) speaking to the public at large or to a section of the public with the apparent intention of affecting public support for a political party.

37.9.2 These restrictions are incorporated as terms in the employee's contract of employment.

37.9.3 Politically restricted posts fall into two broad categories: specified posts and sensitive posts.

37.9.4 Specified posts:

- (a) Head of the Paid Service (Chief Executive);
- (b) Statutory Chief Officers;
- (c) s151 Officer;
- (d) non-statutory Chief Officers (officers reporting to the Chief Executive);
- (e) Deputy Chief Officers (officers designated as a Deputy);
- (f) the Monitoring Officer;
- (g) Officers exercising delegated powers, i.e. persons whose posts are for the time being specified by the authority.

37.9.5 Sensitive posts. A sensitive post is one which meets one or both of the following duties-related criteria:

- (a) giving advice on a regular basis to the Council, to any committee or sub-committee of the Council or to any joint committee on which the Council is represented; or where the Council operates executive arrangements, to the executive of the authority; to any committee of that executive; or to any member of that executive who is also a member of the authority;
- (b) speaking on behalf of the authority on a regular basis to journalists or broadcasters.

37.9.6 Teachers and Head Teachers are exempt from political restrictions and are not regarded as holding politically restricted posts whatever their role.

### **37.10 Political Neutrality**

37.10.1 Employees work for the Council as a whole, including Elected Members and must ensure that the individual rights of all members are respected.

37.10.2 If employees are required to advise political groups, they must do so in a way which does not compromise their political neutrality.

37.10.3 Employees, whether or not politically restricted, must follow every lawful expressed policy of the authority and must not allow their own personal or political opinions to interfere with their work.

### **37.11 Outside Commitments**

37.11.1 Employees on Band G and above will need to obtain written consent from their Chief Officer prior to taking on any outside employment. All employees should be clear about their contractual obligations and should not take outside employment which could conflict with the authority's interests or use Council premises or equipment for other than Council business.

### **37.12 Personal interests**

37.12.1 Employees must declare in writing to their Chief Officer any financial or non-financial interests which could conflict with the Council's interests. A copy of this declaration should be sent to the Chief Executive.

37.12.2 Employees should tell their Chief Officer if they are a member of any organisation that isn't open to the public without formal membership and commitment or allegiance and which has secrecy about rules or membership or conduct.

### **37.13 Disclosure of Information**

37.13.1 The Council's decision making process must be transparent and open. The Council must provide the public with clear and accessible information about how it operates. It must also ensure that there is an effective complaints procedure in place for the public to use when things go wrong.

37.13.2 The Council is committed to ensuring that all data collected, held or obtained under its control is dealt with in an ethical and legally responsible manner. Failure to do so would jeopardise the credibility of the council and may cause the council to breach disclosure legislation.

37.13.3 The Council's policy is that information will be made open and available. There are exceptions to this principle of openness where confidentiality is involved. Information may be withheld if, for example, it would compromise a right of personal or commercial confidentiality. This doesn't apply where there is a legal duty to provide information. Employees must not break the law in this area.

37.13.4 In particular, information mustn't be supplied about employees to any person outside the Council unless the consent of the employee is obtained first. This won't apply where there is a statutory duty to provide information, e.g. HMRC, DWP etc. or in the process of prevention or detection of fraud, as detailed below. If there is any doubt employees should raise the matter with their line manager.

37.13.5 Breaches of confidentiality will constitute a breach of this code which could result in disciplinary action, including dismissal. Under the Data Protection Act 2018, breaches of confidentiality can lead in certain circumstances, to legal proceedings against employees as individuals.

37.13.6 In order to ensure a co-ordinated approach to the Council's external relations, requests for information from the media should be dealt with by the Communications Manager or an employee authorised by a Chief Officer.

37.13.7 If in any doubt as to whether to divulge information to anyone the relevant line manager should be consulted.

#### **37.14 Separation of roles during Tendering**

37.14.1 Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the Council. Senior employees who have both a client and contractor responsibility must be aware of the need for accountability and openness and must exercise fairness and impartiality when dealing with all customers, suppliers, other contractors and sub-contractors.

37.14.2 Employees who are privy to confidential information on tenders or costs for either internal or external contractors should not disclose that information to any unauthorised party or organisation.

37.14.3 Employees contemplating a management buyout or similar arrangement should, as soon as they have formed a definite intent, inform their Chief Officer and withdraw from the contract awarding processes.

37.14.4 Employees should ensure that no favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior or relevant managerial capacity.

#### **37.15 Bribery and Corruption**

37.15.1 Under the Bribery Act 2010 employees must be aware that it is a serious criminal offence to;

- (a) bribe a person to induce or reward them to perform a relevant function improperly;
- (b) request, accept or receive a bribe as a reward for performing a relevant function improperly;



- (c) use a bribe to influence a foreign official to gain a business advantage.

### **37.16 Surveillance**

- 37.16.1 There may be circumstances that warrant the authority to carry out covert surveillance. This will only be in situations where all other investigative options have been exhausted.

### **37.17 Use of Financial Resources**

- 37.17.1 Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner. They should strive to ensure value for money to the local community and to avoid legal challenge to the authority.

### **37.18 Hospitality**

- 37.18.1 Employees should only accept offers of hospitality if there is a genuine need to impart information or represent the local authority in the community. Offers to attend purely social or sporting functions should be accepted only when these are part of the life of the community or where the authority should be seen to be represented. They should be properly authorised by Chief Officers and recorded.
- 37.18.2 People making the offer of hospitality should be courteously but firmly declined and they should be informed of the procedures and standards operating within the authority.
- 37.18.3 Employees should not accept significant personal gifts from contractors and outside suppliers, although insignificant items of token value such as pens, diaries, etc. are acceptable.
- 37.18.4 When receiving authorised hospitality, employees should be particularly sensitive as to its timing in relation to decisions which the authority may be taking affecting those providing the hospitality.

### **37.19 Sponsorship - Giving and Receiving**

- 37.19.1 Where an outside organisation wishes to sponsor or is seeking to sponsor a Council activity, whether by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or potential contractors.
- 37.19.2 Where the authority wishes to sponsor an event or service an employee nor any partner, spouse or relative must benefit from the sponsorship in a direct way without there being full disclosure to their Chief Officer of their interest. Similarly, where the authority through sponsorship, grant aid, financial or other means, gives support in the community, employees should ensure that impartial advice is given and that there is no conflict of interest involved.
- 37.19.3 The Council and the citizens of Monmouthshire expect the highest standards of conduct from all employees, therefore we encourage employees and others with serious concerns about any aspect of the Council's work to come forward and voice those concerns. You can do this through the Whistle Blowing policy if you want. Remember that if you fail to inform us it may result in disciplinary action being taken against you for failing to tell us.

## **38 WHISTLEBLOWING POLICY**

### **38.1 Introduction**

38.1.1 In this policy 'Whistleblowing' means the reporting by employees of suspected misconduct, illegal acts or failure to act within the Council or School.

38.1.2 Monmouthshire County Council and School Governing Bodies expect the highest standards of conduct from all employees, and encourage employees and others with serious concerns about any aspect of the Council / School's work to come forward and voice those concerns in a safe environment. This policy enables employees to raise concerns at an early stage and in the correct way.

38.1.3 If you are considering raising a concern you should read this policy first. It explains:

- (a) the types of issues/disclosures that can be raised;
- (b) how the person raising a concern will be protected from victimisation and harassment;
- (c) how to raise a concern;
- (d) what the Council/School will do.

38.1.4 Whistleblowing is defined as:

*"The disclosure by an employee or professional of confidential information which relates to some danger, fraud or other illegal or unethical conduct connected with the work place, be it of the employer or his/her fellow employees' (Public Concern at Work Guidelines 1997)."*

38.1.5 Statutory protection for employees who whistle blow is provided by the Public Interest Disclosure Act 1998 ("PIDA"). The PIDA protects employees against victimisation if they make a protected disclosure within the meaning of the PIDA and speak out about concerns around conduct or practice within the Council/ school which is potentially illegal, corrupt, improper, unsafe and unethical or which amounts to malpractice.

### **38.2 Aim and Scope of Policy**

38.2.1 The Council/School Governing Body is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices and will treat whistleblowing as a serious matter. In line with the Councils/ Governing Body's commitment to openness, probity and accountability, employees are encouraged to raise concerns which will be taken seriously, investigated and appropriate action taken in response.

38.2.2 In its application, this policy seeks to ensure that there is no discrimination against employees either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation This policy is inclusive of partners of the opposite or same sex.

38.2.3 The policy is designed to ensure that you raise your concerns about wrongdoing or malpractice within the Council/ School without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

38.2.4 The policy aims to:

- (a) encourage you to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice;
- (b) provide avenues for you to raise those concerns and receive feedback on any action taken;
- (c) ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied;
- (d) provide reassurance that you will be protected from possible reprisals or victimisation if you have made disclosure in good faith and within the meaning of the PIDA.

### **38.3 Types of Issues/Disclosures that can be Raised**

38.3.1 In legislation, the types of disclosure include the following:

- (a) that a crime has been committed, is being committed, or is likely to be committed;
- (b) that a person has failed, is failing, or is likely to fail to comply with any legal obligation to which they are subject;
- (c) that a miscarriage of justice has occurred, is occurring, or is likely to occur;
- (d) that the health & safety of an individual has been, is being, or is likely to be endangered;
- (e) that the environment has been, is being, or is likely to be damaged;
- (f) that information tending to show any of (a) to (e) above has been concealed or is likely to be deliberately concealed.

38.3.2 In addition to the above, and as further examples, this policy also covers whistleblowing relating to alleged:

- (a) unlawful conduct;
- (b) miscarriages of justice in the conduct of statutory or other processes;
- (c) failure to comply with a statutory or legal obligation;
- (d) potential maladministration, misconduct or malpractice;
- (e) health and safety issues including risks to the public as well as risks to pupils and members of staff;
- (f) action that has caused or is likely to cause danger to the environment;

- (g) abuse of authority;
- (h) unauthorised use of public or other funds, fraud, bribery or corruption;
- (i) breaches of financial regulations or policies;
- (j) mistreatment of any person;
- (k) action that has caused or is likely to cause physical danger to any person or risk serious damage to Council or School property;
- (l) sexual, physical or emotional abuse of members of staff, service users, or pupils;
- (m) unfair discrimination or favouritism;
- (n) behaviour which is discriminatory towards someone with a protected characteristic under the Equality Act 2010;
- (o) racist incidents or acts, or racial harassment or intimidation;
- (p) attempts to prevent disclosure of any of the issues listed.

### **38.4 Relevant Legislation**

38.4.1 The Council recognises its responsibilities under the following legislation:

- (a) The Public Interest Disclosure Act 1998;
- (b) The Enterprise and Regulatory Reform Act 2013;
- (c) Employment Rights Act 1999;
- (d) The Equality Act 2010;
- (e) The Bribery Act 2010;
- (f) The Trade Union and Labour Relations (Consolidation) Act 1992.

38.4.2 The policy should be read in conjunction with the Council's:

- (a) Codes of Conduct for both employees and County Councillors;
- (b) Disciplinary Policy;
- (c) Equality Policy;
- (d) Grievance Policy;
- (e) Guide to Volunteering.

38.4.3 If an employee is the subject of disciplinary or redundancy procedures they will not be halted as result of whistleblowing.

### **38.5 Policy Scope**

38.5.1 This policy is intended to enable those who become aware of wrongdoing in the Council/School affecting some other person or service, to report their concerns at the earliest opportunity so that they can be properly investigated. The Whistleblowing Policy is not intended to replace existing procedures:

- (a) if your concern relates to your own treatment as an employee, you should raise it under the existing grievance or harassment procedures;
- (b) if a client has a concern about services provided to him/her, it should be raised as a complaint to the Council (Tel: 01633 644 644);
- (c) complaints of misconduct by County Councillors are dealt with under a separate procedure. For further information please contact the Council's Monitoring Officer Tel: 01633 644 644;
- (d) complaints about school matters are dealt with under a separate procedure called the School's Complaints Policy and should be addressed to the Chair of Governors.

### **38.6 Who Can Raise a Concern?**

38.6.1 The policy applies to all:

- (a) employees of Monmouthshire County Council;
- (b) employees of contractors working for the Council/School;
- (c) those providing services under a contract or other agreement with the Council/School;
- (d) voluntary workers working with the Council/School.

### **38.7 Safeguarding Whistleblowers – Our Assurances To You**

38.7.1 The Chief Executive is committed to this policy. If you raise a genuine concern under this policy you will not be at risk of losing your job, or suffer any form of retribution, victimisation or detriment as a result. It won't matter if you are mistaken provided you genuinely believe that you are acting in the public interest. Of course we cannot extend this assurance to an individual who maliciously raises a matter they know to be untrue.

### **38.8 Your Legal Rights**

38.8.1 This policy has been written to take account of the Public Interest Disclosure Act 1998 (PIDA) which protects workers making disclosures about certain matters of concern, when those disclosures are made in accordance with the Act's provisions and in the public interest. The Act makes it unlawful for the Council/School Governing Body to dismiss anyone or allow them to be victimised on the basis that they have made an appropriate lawful disclosure in accordance with the Act.

### **38.9 Harassment and Victimisation**

- 38.9.1 The Council/School Governing Body is committed to good practice and high standards and to being supportive of you as an employee/worker.
- 38.9.2 The Council/School Governing Body recognises that the decision to report a concern can be a difficult one to make. If you honestly and reasonably believe what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer, your colleagues and those for whom you are providing a service.
- 38.9.3 The Council/School Governing Body will not tolerate any harassment or victimisation of a whistle-blower (including informal pressures) and will take appropriate action to protect you when you raise a concern in accordance with the PIDA provisions, and will treat such harassment and victimisation as a serious disciplinary offence or in the case of contractors, a breach of contract.

### **38.10 Confidentiality**

- 38.10.1 Whilst a qualifying disclosure is expected to have substance, it is not expected that the employee raising the disclosure will need to prove it is true. It is the responsibility of the Designated Officer.
- 38.10.2 All disclosures will be treated in confidence and every effort will be made not to reveal your identity if that is your wish, unless disclosure is required by law.
- 38.10.3 In some circumstances, for example in disciplinary processes, it may not be possible to take action as a result of your disclosure without your help, so you may be asked to come forward as a witness. If you agree to this, you will be offered advice and support.
- 38.10.4 The Council/School Governing Body will not place employees under pressure to give their name and will give due consideration to proceeding with investigating the concern on the basis of an anonymous allegation.

### **38.11 Anonymous Allegations**

- 38.11.1 This policy encourages you to put your name to your allegation whenever possible - anonymous concerns are much less powerful and it will be much more difficult to provide feedback to you. Nonetheless anonymous concerns will be considered under this whistleblowing policy especially concerns raised relating to the welfare of children or vulnerable adults. In relation to determining whether an anonymous allegation will be taken forward the Council / School Governing Body will take the following factors into account:
- (a) the seriousness of the issue raised;
  - (b) the credibility of the concern;
  - (c) the likelihood of confirming the allegation from attributable sources, and obtaining information provided.
- 38.11.2 The provisions of the Data Protection Act 2018 must be observed during the process, particularly in disclosure, use and processing of personal information.

### 38.12 Untrue Allegations

38.12.1 If an allegation is made which it is believed to be in the public interest but it is not confirmed by further enquiry or by an investigation, no action will be taken against the person who raised the initial concern. If, however, the enquiry/investigation shows that untrue concerns were malicious and/or vexatious or made frivolously or made for personal gain, then the Council / School Governing Body will consider taking appropriate action which could include disciplinary action.

### 38.13 Support For You

38.13.1 The Council/School Governing Body have a duty of care to their employees. Support for the individuals involved in this process is key to fulfilling this duty. Any concern that is raised will be taken seriously.

38.13.2 For those individuals who raise concerns and for those individuals who may have concerns raised about them, the Council/School Governing Body will do all it can to help you throughout the process. Support for employees will include the offer of access to welfare counselling and medical advice and support. Individuals will be advised to contact their Trade Union representative, or a work place colleague (not involved in the area of work to which the concern relates) for additional support. Individuals will also be offered an additional point of contact for support during the process.

38.13.3 Any meetings that may be required as part of the process can be arranged away from the workplace if necessary and individuals have the right to be accompanied by their trade union representative or work based colleague.

38.13.4 Unless there are legal reasons why this cannot be done, you and the person against whom allegations are made will be kept informed of the progress and outcome of any investigation by the Designated Officer.

### 38.14 How to Raise a Concern

38.14.1 Who to raise the concern with:

<b>Concern Relates To</b>	<b>Report To (becomes the designated officer)</b>
General concern / Member of staff/ colleague/Volunteer	Line Manager/Head-teacher
Line Manager	Head of Service / Head teacher
Head of Service / Head teacher	Chief Officer / Chair of Governors
Chief Officer	Chief Executive
Chair of Governors	Vice Chair of Governors
Chief Executive	Leader of the Council
Whole Governing Body	Chief Officer, Children & Young People
County Councillor	Monitoring Officer
Malpractice about child/children in a school*	Chief Officer, Social Care & Health
Malpractice about an adult(s) at risk*	Chief Officer, Social Care & Health

For any Chief Officer, Leader or Monitoring Officer please call 01633 644 644.

\*If you feel that your concern has not been adequately addressed or if you think it will not be adequately addressed you should raise your concern with the Chief Officer, Social Care & Health as a whistleblowing concern.

38.14.2 If your concern is a safeguarding concern about a child or adult at risk (rather than about potential malpractice), this should be reported to Monmouthshire Children's Services or Adult Services respectively via normal Child Protection /Protection of Vulnerable Adults (POVA) processes. Tel: 01633 644 644.

### **38.15 Procedure for Making a Whistleblowing Allegation**

38.15.1 If possible the concern should be put in writing for the avoidance of doubt. It should set out:

- (a) the background and history of the concern;
- (b) names, dates and places where possible;
- (c) an explanation of the reason for the concerns.

38.15.2 If you feel unable to put the matter in writing you can still raise your concern verbally. Also if you feel that you cannot express your concerns with the Council / School Governing Body, you can also ask your Trade Union representative or work based colleague to raise the matter on your behalf and/or to support you in raising the concern. The above table provides a guide to whom a concern can be raised with - advice and support on this can be sought from People Services HR (01633 644644), the Legal department (01633 644 064) or your Trade Union representative.

38.15.3 If the concern needs to have Police or other statutory authority involvement, the whistleblowing process will be halted until the statutory authorities have completed their investigations and confirmed that it is appropriate to continue with the whistleblowing process. This must take place even if the statutory authorities take the decision not to pursue a criminal investigation.

38.15.4 Normally, the person who the concern is raised with, or reported to, becomes the Designated Officer. The Designated Officer is responsible for making initial enquiries about the matter and for keeping all parties informed of progress and advising of the outcome. It may be necessary for the Council/School Governing Body to appoint a person other than the person to whom the allegation or concern was raised with/reported to.

### **38.16 What the Council/School Governing Body Will Do**

38.16.1 A key principle for the Council/School Governing Body will be the public interest. In order to be fair to all employees, initial enquiries will be made by the Designated Officer / person appointed to decide whether an investigation is appropriate and if so what form it should take.

38.16.2 The concern raised may require the following:

- (a) an enquiry internally in the Council/School;
- (b) the need to be passed to the Police if it relates to alleged criminal activity;



- (c) the need to be passed to Internal Audit, if the complaint is about financial management or financial propriety;
- (d) the need to be referred through established child protection/POVA procedures.

38.16.3 At this stage concerns / allegations are neither considered founded or unfounded pending the investigation if deemed necessary.

### **38.17 Timescales**

38.17.1 The Designated Officer or person appointed by the Council / School Governing Body to look into whistleblowing allegation will normally provide a written acknowledgement to you within 5 working days (except in the case of anonymous allegations):

- (a) acknowledging the concern has been received;
- (b) indicating how it is proposed to deal with the matter;
- (c) giving an estimate of how long it will take to provide a final response;
- (d) advising of the support available whilst matters are looked into;
- (e) telling you whether further investigations will take place and if not, why not.

38.17.2 The Designated Officer or person appointed will write to you and the individual against whom the concern has been raised to acknowledge receipt and to indicate that the procedures have been commenced.

38.17.3 Depending on the nature of the allegation/concern, provision of a final response may take longer than 5 working days. If this is the case, the Designated Officer or person appointed will notify all individuals in writing providing an indication when the enquiry will be completed.

38.17.4 Where possible, enquiries will be completed within 10-15 working days from the date of receipt of the initial written response from the Designated Officer/person appointed.

38.17.5 If the enquiry extends beyond the timescales above all individuals concerned will be notified in writing by the Designated Officer or person appointed, providing an indication when the enquiry will be completed.

38.17.6 The Designated Officer/person appointed might investigate the concerns raised themselves or the Designated Officer might appoint an independent investigator to do so. As part of this process, the person who investigates the concerns raised will:

- (a) look into the concern - seeking evidence and interviewing witnesses as necessary;
- (b) maintain confidentiality wherever possible (but there is not a 100% guarantee that the whistle-blower can remain anonymous);
- (c) if appropriate, refer the matter to Audit, if the complaint is about financial management or financial propriety in schools;
- (d) if appropriate, for concerns of criminal behaviour refer the matter to the Police;

- (e) if appropriate, for concerns of child protection or vulnerable adults, refer the matter through the established child protection/POVA procedures.

38.17.7 The amount of contact time between you and the Designated Officer or person appointed to consider and/or investigate the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of your information. It is likely that you will be interviewed to ensure that your disclosure is fully understood.

38.17.8 Any meeting with you can be arranged away from the workplace, if needs be, and a trade union representative or work based colleague may accompany you for support. You need to be assured that your disclosure has been properly addressed. Unless there are legal reasons why this cannot be done, you will be kept informed of the progress and outcome of any investigation.

38.17.9 Following completion of the enquiry/investigation process, the Designated Officer or independent investigator will make a written report normally within 5 working days. This report will contain findings and make recommendations for the Designated Officer (if an independent investigator has been appointed) or the appropriate committee of the School Governing Body to consider.

38.17.10 The report will not contain your name as the whistleblower, unless you have expressly stated that you wish to be named.

38.17.11 On conclusion of any investigation, you and the person against whom the allegation is made, will be told the outcome of the investigation and what action has been done/proposed. If no action is to be taken, the reason for this will be explained. In addition, matters raised as part of the investigation may:

- (a) be referred to the Police;
- (b) be referred to the External Auditor;
- (c) form the subject of an independent inquiry;
- (d) be referred to an alternative policy (e.g., Disciplinary Policy or Grievance Policy);
- (e) be resolved as an agreed action without the need for investigation.

### **38.18 How the Matter can be Taken Further**

38.18.1 This policy is intended to provide you with a route within the Council/School to raise concerns. However, if you do not wish to raise concerns internally or if the concern has not been dealt with satisfactorily, the following are possible contact points. If you take the matter outside the Council/ School, you should ensure that you do not disclose confidential information unless that disclosure is privileged and relevant to the concern raised. Anyone proposing external disclosure should seek independent legal advice or contact the Public Concern at Work organisation.

38.18.2 External Contacts regarding whistleblowing:

- (a) [www.gov.uk/whistleblowing](http://www.gov.uk/whistleblowing);
- (b) ACAS – tel 0300 123 110;
- (c) Citizen’s Advice - [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk);

- (d) Public Concern at Work - [www.pcaw.org.uk](http://www.pcaw.org.uk) <https://twitter.com/WhistleUK> <https://www.facebook.com/publicconcernatwork> tel 020 7404 6609;
- (e) Education Workforce Council - [www.ewc.wales](http://www.ewc.wales) tel 02920 460099;
- (f) Care and Social Services Inspector for Wales - [www.cssiw.org.uk](http://www.cssiw.org.uk) tel 0300 7900 126;
- (g) The Auditor for Wales - <https://www.wao.gov.uk/whistleblowing> tel 02920 320500;
- (h) Children's Commissioner for Wales - [www.childcomwales.org.uk](http://www.childcomwales.org.uk) tel 0808 801 1000;
- (i) The Office of the Information Commissioner - <https://www.ico.gov.uk> tel 02920 678400;
- (j) the Police;
- (k) your local Councillor or AMs or MPs;
- (l) Health & Safety Executive.

### **38.19 Review of the Policy**

38.19.1 The effectiveness of the policy will be monitored in the following ways:

- (a) the policy will be the responsibility of the Head of People, in conjunction with the Monitoring Officer and Internal Audit, to review ensuring legal compliance and best practice;
- (b) the Head of People will be responsible for reporting on whistleblowing incidents and number of cases annually to the Audit and Governance Committee. The report will include a summary of the concerns raised, to which directorate /school they related. The report will not include any employee names;
- (c) periodic internal audits of the effectiveness of the whistleblowing arrangements will be undertaken, including:
  - (i) recording of the number and types of concerns and the outcome of investigations;
  - (ii) feedback from individuals who have used the arrangements including staff awareness, trust and confidence in the arrangements;
  - (iii) any complaints of victimisation;
  - (iv) any complaints of failures to maintain confidentiality;
  - (v) any relevant litigation.

38.19.2 The outcomes from the monitoring of the policy will be reported to a relevant Chief Officer, the People Board and/or Audit and Governance Committee as required.

## **39 SCRUTINY AND EXECUTIVE PROTOCOL**

### **39.1 Introduction**

39.1.1 The Scrutiny and Executive protocol is a guide for elected Members and other parties outlining the interface between Scrutiny and the Executive and the procedural elements that underpin the relationship. Further information on Scrutiny will be provided in the Scrutiny handbook (under development). The protocol draws on the relevant sections of the Constitution of Monmouthshire County Council, which can be found on the Council's website at [www.monmouthshire.gov.uk](http://www.monmouthshire.gov.uk)

### **39.2 Monmouthshire County Council's Scrutiny Arrangements**

39.2.1 Scrutiny will act as a 'critical friend' to the Cabinet and other decision makers in order to promote better services, policies and decisions. Through their work, Scrutiny and Cabinet will agree to operate within the values of the Council: Openness, Teamwork, Flexibility and Fairness. In compliance with s21 Local Government Act 2000 and Paragraphs 8 and 9 of Schedule 1 to the Act, Select Committees will:

- (a) consider reports and make recommendations to inform and advise the Cabinet or Council or other decision-making bodies on improvements to policies and service delivery;
- (b) hold the Cabinet to account for decisions, performance, risk management and budget management;
- (c) enable the public to engage in the work of the Council by holding public meetings to inquire into matters of local concern.

Monmouthshire has 5 Select Committees, each with distinct terms of reference, which are detailed earlier in the Constitution.

### **39.3 General Roles**

39.3.1 Within their terms of reference Select Committees will:

- (a) review and/or scrutinise:
  - (i) decisions or actions taken;
  - (ii) policies or processes;in connection with the discharge of any of the Council's functions;
- (b) make reports and/or recommendations to the Council meeting and /or the Cabinet on the discharge of any of the Council's functions;
- (c) consider any matter affecting the area or its inhabitants and make recommendations to any decision making body as appropriate.

### **39.4 Specific Functions**

39.4.1 Select Committees may:

- (a) assist the Council in reviewing service delivery and performance through in-depth analysis;
- (b) review and scrutinise the decisions made by and the performance of the Cabinet and/or Committees and/or other Constitutional Bodies and the Council and/or any Chief Officers both in relation to individual decisions and over time;
- (c) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (d) conduct research, community and other consultation in the analysis of service or policy issues and possible options;
- (e) consider and implement mechanisms to encourage and enhance community participation in the development of policy or the improvement of services;
- (f) question Members of the Cabinet and/or Committees and/or other Constitutional bodies and appropriate Officers about their proposed policies, decisions and performance;
- (g) make recommendations to the Cabinet and / or appropriate Committee and/or other constitutional bodies and/or Council arising from the outcome of the Scrutiny process;
- (h) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the Scrutiny Board and local people about their activities and performance;
- (i) question and gather evidence from any person outside of the Authority (with their consent);
- (j) assist the Council and the Cabinet in the review of its budget and policies by in-depth analysis of policy issues;
- (k) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that collaborative working enhances the interests of local people.

### **39.5 Setting the Work Programme and Agenda**

39.5.1 At the beginning of the Scrutiny year (September), each Select Committee will agree an outline work programme for the year in consultation with the relevant senior Officers and take into account the views of the public and of partner agencies. Topics suggested for Scrutiny should be considered in line with the Scrutiny work programme topic selection criteria, the aim being to identify significant topics that will address a significant concern, will deliver a specific outcome and will add value to the work of the Council.

39.5.2 The most recent version of the Select Committee work programme will be reported to each Select Committee meeting to enable the Committee to review its content and include new items and to define the arrangements required for the next meeting. The updated Scrutiny Forward Work Programme will be presented by the Select Committee Chairs to meetings of the Council's Co-ordinating Board for the purpose of ensuring the clarity of topics being scrutinised and to avoid potential duplication in efforts. All Scrutiny work programmes will be made publicly available.

- 39.5.3 Individual agenda items, other than standing items, are to be determined in the first instance by the work programme that is agreed by the relevant Select Committee. The Select Committees agree their work programmes and the decisions to consider additional items or defer planned are made at the discretion of the chair in consultation with the Scrutiny Manager.
- 39.5.4 The purpose of Scrutiny is to add value to the work of the Council. For this reason any items 'to note' i.e. that do not require a specific response from the Select Committee will be emailed to the Select Committee Members 'For Information', instead of being included on the agenda.

## **39.6 Evidence Gathering**

- 39.6.1 Select Committees are entitled to gather evidence in connection with any review or inquiry they undertake as part of their agreed work plan. The Select Committee shall adopt methods of gathering evidence to inform their deliberations. These include, but are not limited to, task and finish groups, holding enquiries, going on site visits, conducting public surveys, holding public meetings, commissioning research, hearing from witnesses and appointing advisors and assessors. The knowledge of Councillors is also a valuable source of evidence and should be considered as part of each review / inquiry.
- 39.6.2 Select Committees shall be entitled to pay the reasonable fees and/or expenses of any individual or organisation assisting it, with the exception of Officers or Members of the Authority. Evidence gathering activity should not duplicate any other similar activity being undertaken by the authority or by other local agencies.

## **39.7 Attendance at Select Committees**

- 39.7.1 A large part of evidence gathering will be through witnesses invited to give account directly to the Select Committee. Cabinet Members and Officers will not be expected to attend all Select Committee meetings, however, Select Committees are entitled under s21 of the Local Government Act 2000 to require any Member of the Executive or any Senior Officer to appear before it to give account for any matter within their responsibility or remit, particularly relating to:

- (a) any particular decision;
- (b) the extent to which the actions have been taken to implement Council policy;
- (c) their performance

and it is the duty of those persons to attend if so required. Where in exceptional circumstances, the Member or Officer is unable to attend on the required date; the Select Committee shall in consultation with the Member or Officer arrange an alternative date for attendance.

- 39.7.2 When a Select Committee wishes to invite a Cabinet Member, Officer or another individual to a meeting, it will:
- (a) offer a minimum notice of 2 weeks;
  - (b) clearly outline the reason that the individual has been requested to attend and the likely areas upon which they are be expected to answer questions;

- (c) identify whether any papers are required to be produced.

39.7.3 Where individuals are required to attend before the Select Committee, as in the case of Officers or Members, the Chair shall ensure that those assisting the Select Committee by giving evidence are treated with courtesy and respect. A witness guide is currently being developed which will outline what to expect when attending a Select Committee.

39.7.4 Witnesses contributing evidence to Select Committees will be provided with feedback and whether further information is required as part of the Scrutiny.

### **39.8 Select Committee Meeting Procedure**

39.8.1 Robust Scrutiny depends on effective questioning which relies on effective preparation. The meetings of Select Committees will operate as follows:

- (a) main agenda items will be identified at the previous meeting in line with the agreed work programme. At this point potential witnesses and broad themes should be considered;
- (b) prior to the meeting all Select Committee Members should be engaged in raising and discussing possible questions by email. The chair and vice chair of the Committee will facilitate this process;
- (c) a pre-meeting for all Select Committee Members will be held for 15 minutes immediately before the Select Committee meeting. The purpose is to ensure that Members are fully prepared for the Select Committee meeting and that the questioning strategy is clear;
- (d) during the Select Committee meeting, the chair will be responsible for ensuring that questioning is effective and that the Select Committee achieves its objective;
- (e) officers are invited to attend for their item and shall not be expected to remain at the meeting unless agreed with the Chair;
- (f) at the close of the meeting, witnesses will be asked to leave to enable Select Committee Members to discuss their conclusions any recommendations arising from the meeting. These conclusions and recommendations will be reported to the relevant Cabinet Member(s) in the form of a Chairs' Letter. The session should also be used to review the effectiveness of the meeting and identify ways that future meetings could be improved.

### **39.9 Attending Call-in Meetings**

39.9.1 The following arrangements apply to Call-in meetings:

- (a) the Committee will invite the relevant Cabinet Member and/or Officer i.e. (the decision-taker) and any other Senior Officers the Committee considers appropriate to the meeting;
- (b) in line with the Call-in Mechanism outlined in the constitution, the Committee is required to meet within 15 working days of the publication of the decision;

- (c) the Committee will endeavour to offer appropriate notice to witnesses required to attend and will as far as possible ensure the scheduling of the Call-in meeting facilitates their attendance;
- (d) in inviting Officers to attend, the relevant Chief Officer responsible will be consulted as a matter of courtesy;
- (e) Scrutiny Committees welcome the views of additional Officers, however, to ensure consistency, transparency and openness, such Officers should indicate in advance of the agenda despatch (i.e. 3 working days prior to the meeting) that they wish to attend, with reasons for their attendance;
- (f) additional Officers should advise the Scrutiny Manager that they wish to attend, which will be discussed and agreed with the Chair of the Select Committee. It is the discretion of the Committee to allow such Officers to take part in the meeting.

### **39.10 Responding to Scrutiny's Recommendations**

39.10.1 Chairs Letters. Select Committees will agree outcomes of their meetings and detail the conclusions and any recommendations arising from any Select Committee meeting. The Select Committee may recommend amendments to a strategy or policy at their meeting and the Cabinet Member or Officer may accept the amendments at the meeting, which will be formally minuted.

39.10.2 The Chair may also formally raise concerns via a Chairs Letter directed to the relevant Cabinet Member(s) in person after the meeting has closed. In this instance, the Cabinet Member should respond in writing to the Select Committee within one month indicating whether the recommendation needs to be referred and what action (if any) they intend to take.

39.10.3 Task and Finish Group Inquiries. Select Committees may undertake an in-depth review, which will normally take a number of months and be conducted according to an agreed scoping report, the findings being shared publicly in a findings report.

39.10.4 Select Committees will abide by the following principles when conducting in-depth reviews or Task and Finish Group inquiries:

- (a) involve the Cabinet Member at the commencement/early stages of a review to inform them of the terms of reference of the Task and Finish Group and the lines of inquiry that will be pursued;
- (b) additional opportunities to involve the Cabinet Member throughout the review if felt appropriate;
- (c) recommendations will follow logically from conclusions which will be clearly evidenced by reference to the findings of the review. Recommendations should not reflect unsupported personal opinion or political views. At this stage advice will be sought from the relevant Officers about the legal and financial implications of draft recommendations;
- (d) when a review is nearing completion, invite the Cabinet Member to a meeting to discuss preliminary findings and if the Select Committee feels appropriate, test the viability of recommendations they wish to make;



- (e) when a Scrutiny report has been agreed by Members of the Task and Finish Group, convene meeting with Cabinet Member to discuss the report's key findings and recommendations prior to the report being discussed at a public meeting (i.e. Select Committee).

39.10.5 If a Select Committee cannot agree on one single final report to the Executive then up to one minority report may be prepared and submitted for consideration with the majority report.

39.10.6 Once a Select Committee report has been agreed by the appropriate Select Committee, it will be submitted to the relevant Cabinet Member and published on the Council's website.

39.10.7 The report will then be scheduled in the Cabinet Forward Planner to be presented to a meeting of Cabinet within 6 weeks of it being agreed by the Select Committee.

39.10.8 The Chair of the relevant Select Committee will present the Report and accompanying recommendations to Cabinet. The relevant Cabinet Member will receive the Report on behalf of Cabinet but will not be required to respond to each of the recommendations individually at Cabinet.

39.10.9 Cabinet will be requested to "receive the report and consider the key findings and recommendations, responding to the relevant Select Committee within a 3 month period as to whether they accept (in part) or reject (in part) the Committee's recommendations together with rationale and actions that will be taken".

39.10.10 The Cabinet Member is responsible for:

- (a) meeting with Officers once they have received the Scrutiny report to draft a response to the Select Committee based upon the Cabinet Response Template (detailed in Appendix A);
- (b) after agreeing a draft response with Officers, reporting the draft response to the Cabinet for adoption;
- (c) forwarding the Cabinet response to the Select Committee (following adoption by the Cabinet) and attending a Select Committee to discuss their response.

39.10.11 Select Committees will be responsible for monitoring progress against the recommendations and ensuring the return of the Cabinet Member to the Select Committee within a defined timescale.

### 39.11 Appendix A

<b>Task and Finish Group – Cabinet Response</b>			
<b>Scrutiny Recommendation</b>	<b>Accept (Plus Action)</b>	<b>Partially Accept (plus Rationale and Action)</b>	<b>Reject (plus Rationale)</b>
R1			
R2			

## **40 PROTOCOL ON MEMBER AND OFFICER RELATIONS**

### **40.1 Introduction**

40.1.1 The purpose of this Protocol is to guide Members and Employees of the Council in their relations with one another.

40.1.2 Mutual respect between Members and Employees is essential to good local government. However, close personal familiarity between individual Members and Employees can damage this relationship and prove embarrassing to other Members and Employees.

40.1.3 The relationship has to function without compromising the ultimate responsibilities of Employees to the Council as a whole, and with due regard to such technical, financial, professional and legal advice that Employees can legitimately provide to Members. The Protocol seeks to set a framework that assists the working relationships between Members and Employees.

### **40.2 Roles of Members**

40.2.1 Members undertake many different roles. Broadly, Members will:

- (a) express political values and support the policies of the party or group to which they belong (if any);
- (b) represent their electoral division and are advocates for the citizens who live in the area;
- (c) be involved in active partnerships with other organisations as community leaders;
- (d) contribute to the decisions taken in Full Council and in its various bodies on which they serve, as well as joint committees, outside bodies and partnership organisations;
- (e) help develop and review policy and strategy;
- (f) monitor and review policy implementation and service quality;
- (g) be involved in quasi-judicial work through their Membership of regulatory committees.

### **40.3 Roles of Employees**

40.3.1 Briefly, Employees have the following main roles:

- (a) managing and providing the services for which the Council has given them responsibility and being accountable for the efficiency and effectiveness of those services;
- (b) providing advice to the Council and its various bodies and to individual Members in respect of the services provided;
- (c) initiating policy proposals;
- (d) implementing agreed policy;

- (e) ensuring that the Council always acts in a lawful manner.

#### **40.4 Respect and Courtesy**

40.4.1 For the effective conduct of Council business there must be mutual respect, trust and courtesy in all meetings and contacts, both formal and informal, between Members and Employees. This plays a very important part in the Council's reputation and how it is seen in public. It is very important that both Members and Employees remember their respective obligations to enhance the Council's reputation and to do what they can to avoid criticism of other Members, or other Employees, in public places.

#### **40.5 Undue Pressure**

40.5.1 It is important in any dealings between Members and Employees that neither should seek to take unfair advantage of their position.

40.5.2 In their dealings with Employees (especially junior Employees), Members need to be aware that it is easy for them to be overawed and feel at a disadvantage. Such feelings can be intensified where Members hold senior official and/or political office.

40.5.3 A Member should not apply undue pressure on an Employee either to do anything that he is not empowered to do or to undertake work outside normal duties or outside normal hours. Particular care needs to be taken in connection with the use of Council property and services.

40.5.4 Similarly, an Employee must neither seek to use undue influence on an individual Member to make a decision in his favour, nor raise personal matters to do with their job, nor make claims or allegations about other Employees. (The Council has formal procedures for consultation, grievance and discipline, and Employees have the right to report possible wrongdoing under the Council's Confidential Reporting Code.)

#### **40.6 Familiarity**

40.6.1 Close personal familiarity between individual Members and Employees can damage the principle of mutual respect. It could also, intentionally or accidentally, lead to the passing of confidential information or information which should not properly be passed between them, such as personal details.

40.6.2 Such familiarity could also cause embarrassment to other Members and/or other Employees and even give rise to suspicions of favouritism.

40.6.3 For these reasons close personal familiarity must be avoided.

#### **40.7 Breach of Protocol**

40.7.1 If a Member considers that he has not been treated with proper respect or courtesy he may raise the issue with the Employee's line manager. If direct discussion with the manager does not resolve the complaint it should be referred to the Head of Service or Chief Officer responsible for the employee concerned. Breach of the Protocol may give rise to disciplinary proceedings against an Employee if the circumstances warrant it.

40.7.2 If an employee considers that a Member has contravened the protocol he should consult his line manager who will if necessary involve the Head of Service or Chief Officer. In certain circumstances breach of the Protocol may also constitute a breach of the Members' Code of Conduct. If the breach is sufficiently serious this may warrant a formal reference to the Monitoring Officer as a complaint to be considered for potential investigation by the Standards Committee. Many complaints will be capable of informal resolution. The Monitoring Officer or the Chief Executive will assist in this process if necessary.

#### **40.8 Provision of Advice and Information to Members**

40.8.1 Members are free to approach Employees of the Council to provide them with such information and advice as they may reasonably need in order to assist them in discharging their role as a Member of the Council. This can range from a request for general information about some aspect of the Council's activities to a request for specific information on behalf of a constituent.

40.8.2 Employees should always endeavour to respond to requests for information promptly and should in any event inform the Member if there is likely to be any appreciable delay in dealing with an enquiry. As a minimum the timescale for responding to correspondence should be observed i.e. either a full response or, if this is not possible, an acknowledgement that fully explains what is happening within [five] working days of the receipt of the enquiry.

40.8.3 The legal rights of Members to inspect Council documents are covered partly by statute and partly by common law.

40.8.4 The Access to Information Procedure Rules of this Constitution explain the position with regard to access to papers relating to the business of a Council body.

40.8.5 The exercise of the common law right depends upon a Member's ability to demonstrate a "need to know". In this respect a Member has no right to "a roving commission" to examine any documents of the Council. Mere curiosity is not sufficient.

40.8.6 The information sought by a Member should only be provided by the respective Service as long as it is within the limits of the Service's resources. For their part, Members should seek to act reasonably in the number and content of the requests they make.

40.8.7 It is important for Services and their staff to keep Members informed both about the major issues concerning the Council and, more specifically, about issues and events affecting the area that he represents. Local Members should be informed about proposals that affect their electoral division and should also be invited to attend Council initiated events within their electoral division. (Further details are contained in the Local Member Consultative Charter, which is annexed to this Protocol).

40.8.8 If a Member asks for specific information relating to the work of a particular Service, and it appears possible or likely that at a subsequent meeting an issue could be raised or question asked on the basis of the information provided, then the appropriate Cabinet Member or Committee Chair concerned should be advised about the information provided.

40.8.9 Officers have to advise Members from time to time that a certain course of action cannot be carried out. Members sometimes assume that this is a case of Officers deliberately obstructing the wishes of politicians. In fact this is hardly ever the case. Officers are employed to give unbiased professional advice even if it is not what Members want to hear. They do this as much for the protection of Members as for any other reason. However, the mark of an effective Officer is that if they do have to give negative advice, this will be accompanied by suggestions as to how Members might achieve some or all of their objectives in other ways. Such Officers are invaluable to any Council.

40.8.10 Members may be entitled under the Freedom of Information Act 2000 to receive information which falls outside their common law rights based on the "need to know". Employees are encouraged to supply documents to Members without the need for a formal FOI request if it is apparent from the Member's enquiry that any individual would be entitled to receive such documentation. The Council's Information Officer will be able to advise in consultation if necessary with the Monitoring Officer on whether any request would fall within the Freedom of Information Act.

## **40.9 Confidentiality**

40.9.1 In accordance with the Code of Conduct for Members, a Member must not disclose information given to them in confidence by anyone, or information acquired which they believe, or ought reasonably to be aware, is of a confidential nature, except where:

- (a) they have the consent of a person authorised to give it;
- (b) they are required by law to do so;
- (c) the disclosure is made to a third party for the purpose of obtaining professional advice provided that the third party agrees to be subject to an agreement as directed by the Monitoring Officer not to disclose the information to any other person; or
- (d) the disclosure is:
  - (i) reasonable and in the public interest; and
  - (ii) made in good faith and in compliance with the reasonable requirements of the authority.

40.9.2 Confidential Committee papers (pink papers) are to be treated as confidential information unless the relevant Committee resolves not to exclude press and public. Members are reminded that the author of the report makes the initial decision as to whether or not the papers are to be treated as confidential. The decision as to whether they remain confidential is for the Committee. Other information may be confidential because to disclose it would be against the Council's or the public interest. Information may also be confidential because of the circumstances in which it was obtained.

40.9.3 Information and correspondence about an individual's private or business affairs will normally be confidential.

40.9.4 Officers should make it clear to Members if they are giving them confidential information. If a Member is not sure whether information is confidential, he or she should ask the relevant Officer, but treat the information as confidential in the meantime.

40.9.5 Any Council information provided to a Member must only be used by the Member in connection with the proper performance of the Member's duties as a Member of the Council.

40.9.6 If a Member receives confidential information and considers it should be disclosed to another person because it is reasonable and in the public interest to do so then he or she must first consult with the Monitoring Officer and shall not disclose the information without having regard to any advice given by that Officer.

#### **40.10 Provision of Support Services to Members**

40.10.1 The only basis on which the Council can lawfully provide support services (e.g. stationery, word processing, printing, photocopying, transport, etc.) to Members is to assist them in discharging their role as Members of the Council. Such support services must therefore only be used on Council business. They should never be used in connection with party political or campaigning activity or for private purposes.

40.10.2 Correspondence. Official letters on behalf of the Council should be sent in the name of the appropriate Employee, rather than over the name of a Member. There are circumstances where a letter sent in the name of a Member is perfectly appropriate, for example, in response to a letter of enquiry or complaint sent direct to that Member. Letters which, for example, create obligations or give instructions on behalf of the Council should never be sent out in the name of a Member.

40.10.3 Media. Communication with the media can be an important part of a Member's workload. In general, Members provide comment and views while Employees provide factual information. If a Member is unsure about the circumstances of a particular issue he should contact the appropriate Chief Officer or Head of Service concerned or ask the Press Office to do so.

#### **40.11 The Council's Role as Employer**

40.11.1 In their dealings with Officers, Members should recognise and have regard to the Council's role as employer. Members should be aware that Officers could rely on inappropriate behaviour of a Member in an employment case against the Council.

#### **40.12 Political Activity**

40.12.1 There are a number of constraints that apply to an employee who occupies a post that is designated as "politically restricted" under the terms of the Local Government and Housing Act 1989. Such employees are prevented from:

- (a) being a Member of Parliament, European Parliament or local authority;
- (b) acting as an election agent or sub-agent for a candidate for election as a Member of any the bodies referred to in (a);
- (c) being an Officer of a political party or any branch of a political party or a Member of any committee or sub-committee of such a party or branch, if their duties would be likely to require them to:
  - (i) participate in the general management of the party or branch; or

- (ii) act on behalf of the party or branch in dealings with persons other than Members of the party;
- (d) canvassing on behalf of a political party or a candidate for election to any the bodies referred to in (a);
- (e) speaking to the public with the apparent intent of affecting public support for a political party; and
- (f) publishing any written or artistic work of which he is the author (or one of the authors) or acting in an editorial capacity in relation to such works, or to cause, authorise or permit any other person to publish such work or collection - if the work appears to be intended to affect public support for a political party.

40.12.2 It is common for party groups to give preliminary consideration to matters of Council business in advance of such matters being considered by the relevant decision making body. Employees may properly be called upon to support and contribute to such deliberations by party groups provided they maintain a stance which is politically impartial. Support may include a range of activities including briefings for Members relating to their roles, e.g. chairperson or spokesperson. Employees should be required to give information and advice to political groups on Council business only and not on matters which are purely of a party political nature. Such advice should be available to all party groups and not solely to the majority group. It is important that the political neutrality of Employees is preserved and that group confidentiality is maintained by Employees.

40.12.3 Usually the only Employees involved in attending group meetings will be the Chief Executive, Chief Officers and Heads of Service and they will generally leave the meeting after making their presentation and answering questions.

40.12.4 Employees are employed by the Council as a whole. They serve the Council and are responsible to the Chief Executive and their respective Chief Officers/Heads of Service, and not to individual Members of the Council whatever office they might hold.

40.12.5 Both Members and Employees are subject to their own Codes of Conduct which can be found in the Constitution. This Protocol provides guidance on working relationships between Members and Employees. It is essential that both are familiar with the detailed obligations in their respective Codes of Conduct which will prevail in the event of any conflict between the Codes and this Protocol.

### **40.13 Sanctions**

40.13.1 Complaints about any breach of this Protocol by a Member may be referred to the Monitoring Officer. It should be noted that certain breaches may also amount to breaches of the Code of Conduct for Members.

40.13.2 Complaints about any breach of this protocol by an Officer may be referred to the relevant Chief Officer, the Chief Executive or the Monitoring Officer.

## **40.14 Conclusion**

40.14.1 It is hoped that, by following good practice and securing sensible and practical working relationships between Members and Employees, we can provide one of the cornerstones of a successful local authority and thereby enhance the delivery of high value quality services to the people of the area. Mutual understanding, openness and respect are the greatest safeguard of the integrity of the Council, its Members and Employees.

## **41 LOCAL MEMBER CONSULTATIVE CHARTER**

- 41.1.1 The Council is committed to providing its Elected Members with accurate, helpful and timely consultation, advice and information in relation to any matters of any significance or sensitivity which relate to their particular Electoral Division and where circumstances render it appropriate to involve a Local Member.
- 41.1.2 Chief Officers and staff will be continually vigilant to identify such matters and ensure that Local Members are informed accordingly. This will also include any matter which could impact upon the neighbouring areas of other Members.
- 41.1.3 Chief Officers will ensure that all correspondence/enquiries from Local Members are dealt with promptly and if necessary Members will be kept advised of progress.
- 41.1.4 Appropriate Chief Officers will ensure that, where the Council's Constitution allows, Local Members will be invited to meetings and receive the necessary documentation.
- 41.1.5 Any matter of significance or sensitivity which relates to a particular Electoral Division or Divisions will be discussed with the Local Member(s) concerned before being submitted for consideration by the Cabinet or other Council Body. This will provide the opportunity for early awareness and allow a local perspective to be obtained.
- 41.1.6 Chief Officers and staff will regularly brief appropriate Cabinet Members on service and partnership issues and developments and will use such occasions to help identify any potential local issues.
- 41.1.7 Details of any petitions received which relate to matters in a particular Electoral Division will be sent to the Local Member concerned. In addition, copies will also be provided to the Leader. Local Members will be kept informed on the progress/outcomes of such petitions.
- 41.1.8 Subject to any restrictions caused by commercial, legal or personal confidentiality, copies of all correspondence with Community/Town Councils and the Public Services Ombudsman which relate to matters of any significance or sensitivity in a particular Electoral Division will be sent to the Local Member concerned.
- 41.1.9 Copies of all correspondence with AMs, MPs and MEPs which relate to matters in a particular Electoral Division will be sent to the Local Member concerned. Copies will also be provided to the Leader.
- 41.1.10 Chief Officers and staff will ensure that as much local service information as possible is provided to local Members.
- 41.1.11 Services will provide every Member with an Officer Contact guide for the services they provide, including where appropriate local contacts.



- 41.1.12 Wherever appropriate, Services will make Local Members aware of and invite them to service events and activities in their area. This will include strict adherence to the arrangements that have been agreed for the official opening/launch of Council projects, schemes, exhibitions etc.
- 41.1.13 In certain instances, both Members and Officers will receive an enquiry which relates to a matter in a particular area. In order to ensure consistency of approach in these circumstances, Officers will agree with the Member(s) concerned a single response to such enquiries.
- 41.1.14 As part of a continual review of the Charter's effectiveness, the co-operation of Members is sought in the responsible use at all times of advice and information that is provided to them and Members are encouraged to advise Officers of the information requirements and of any local circumstances or sensitivities which might have a bearing on the Council's work.

## **42 PROTOCOL FOR SELF REGULATION OF MEMBER CONDUCT**

### **42.1 General Principles**

- 42.1.1 To promote high standards of conduct and behaviour as a means of strengthening respect and trust amongst members.
- 42.1.2 The protocol does not replace the Member-Officer Relations Protocol set out in the Council's Constitution.
- 42.1.3 It is not intended to replace the Code of Conduct rather it is intended to sit alongside it, enabling behaviour which may not reach the Ombudsman's threshold to be dealt with.
- 42.1.4 Members will make all reasonable attempts to resolve disputes through agreed internal processes subject to their obligations under the Members' Code of Conduct.
- 42.1.5 Members will avoid personal confrontation in any public forum, especially full Council and through the media.
- 42.1.6 These commitments will not stifle legitimate political debate or scrutiny.
- 42.1.7 Group discipline will become the cornerstone of self-regulation with Group Leaders taking responsibility for their own members.
- 42.1.8 Group Leaders individually and collectively will work to ensure compliance with this protocol.
- 42.1.9 Members will commit to training and development in support of this protocol.

### **42.2 Working to avoid problems**

- 42.2.1 To minimise the number of instances of alleged breaches all Group Leaders are asked to commit to:
- (a) a Member Learning and Development Strategy – to which they will seek to secure the commitment of their group members. All reasonable endeavours will be made to ensure that the Learning and Development Strategy identifies and responds to the needs of members;

- (b) attending relevant Member training events - in particular those relating to the Code of Conduct or probity courses within the scope of their role;
- (c) support the provision made by the County Council for complying with sections 5 and 7 of the Local Government Measure 2011 (Annual reports & Training and development)

### **42.3 Role of Group Leaders**

- 42.3.1 A complaint by a member relating to a member of the same group will be referred to the Group Leader. A complaint by a member concerning the activities of a member of a different political group will be discussed with the complainant's own Group Leader, who will then refer the issue to the Group Leader with responsibility for the member against whom the complaint is made.
- 42.3.2 Upon receiving a complaint, it is the role of Group Leaders to take responsibility for discipline within their groups. Group discipline should seek to be informal, resolved through face to face meetings. Group Leaders will need to retain some records but the process will not be "document heavy". The emphasis should be on training, education, mediation and conciliation.
- 42.3.3 When appropriate, a sanction such as removal from a committee or an outside body, may be used in extreme cases or after persistent breaches and the matter will be referred to the Public Services Ombudsman for Wales.
- 42.3.4 Prior to considering any sanction, or training, the relevant Group Leader may consult with a member of the Standards Committee in conjunction with the Monitoring Officer or Deputy Monitoring Officer. The Standards Committee will seek to ensure fairness and consistency in the discipline imposed within each Group.
- 42.3.5 At the next available Group Leaders' meeting any issue of discipline which has been referred to a Group Leader will be discussed with the group and with the objective of seeking to ensure that fair and consistent sanctions are applied.

### **42.4 Unaffiliated Members**

- 42.4.1 As far as unaffiliated members are concerned, the Chair of the Council will fulfil the role of Group Leader. Concerns regarding the conduct of an unaffiliated member should be referred to the Chair who will apply the same principles and standards as those of the Group Leaders in terms of training/mediation/conciliation.
- 42.4.2 In the event that an unaffiliated member refuses to provide reasonable co-operation to the Chair of the Council, or if the breach is significant, or in the event of repeated breaches, then the Council may remove the unaffiliated member from any committee seats allocated by the full Council. Such a proposal should be put to the Council jointly by the Group Leaders. In the case of persistent breaches the matter shall be referred to the Ombudsman by the Monitoring Officer.

### **42.5 Persistent Breaches**

42.5.1 In the case of persistent breaches, or areas where the Group Leaders have concerns that the conduct of an individual member or members is damaging to relations between political groups or to the reputation of the Council, then the Group Leaders will meet with the Chief Executive and Monitoring Officer to agree a way forward. Consideration will be given to joint references to the Ombudsman, by the Group Leaders, for persistent low level breaches. The collective Group Leaders will also assume this responsibility in relation to unaffiliated members.

## **42.6 Standards Committee**

42.6.1 The Standards Committee Members will play a supporting/advisory role to the Group Leaders. This process will be initiated at the request of the Group Leader, in a particular case.

42.6.2 Such meetings will be private and informal. Any documentation, attendance notes, file notes or advisory notes passing between a Group Leader (or as appropriate the Chair of the Council) and the members of the Standards Committee shall remain private and confidential.

42.6.3 When acting in an advisory role to the Group Leaders/Chair of the Council, the Standards Committee has no right of sanction. However, it shall be open to the Group Leader to request that the Standards Committee, as a last resort, issue a public censure against a group member. Where this is to be considered, the member who may be subject to censure will be provided with a reasonable opportunity to make submissions to the Standards Committee members, either in person or in writing.

42.6.4 The recommendations available to the Standards Committee will include a recommendation that a Group Leader takes action against one of their members, including removal from committee or outside body.

## **42.7 Protocol - Standard of Conduct Expected of Members**

42.7.1 This protocol sets out the standards of conduct expected from Members within Monmouthshire County Council in dealing with each other. It should be read in conjunction with the Members Code of Conduct and the Local Resolution Procedure. It adds to these documents and does not detract from them.

42.7.2 Members are expected to:

(a) public behaviour:

- (i) show respect to each other;
- (ii) not to make personal abusive comments about each other;
- (iii) not to publish anything insulting about each other;
- (iv) not to make malicious allegations against each other;
- (v) not to publish or spread any false information about each other;
- (vi) show respect to diversity and equality;

(b) behaviour in meetings:

- (i) behave with dignity;
  - (ii) show respect to the Chair and obey their decisions;
  - (iii) not to use indecent language nor make racial remarks or remarks which prejudice any section of society;
- (c) confidentiality:
- (i) keep the confidentiality of exempt papers and any other documents which are not public;
  - (ii) not to release confidential information to the press or the public;
  - (iii) not to use confidential information for purposes other than intended;
- (d) local members:
- (i) work with Members of adjoining electoral divisions for the benefit of the locality;
  - (ii) if dealing with any matter relating to another electoral division:
  - (iii) explain to anyone seeking assistance that he/she is not the local Member;
  - (iv) inform the local Member, unless it would lead to a breach of confidentiality.

## PART 6 - SCHEDULE OF MEMBERS' REMUNERATION

### 43 MEMBERS' SCHEDULE OF REMUNERATION

#### 43.1 Introduction

43.1.1 This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

#### 43.2 Basic Salary

43.2.1 A Basic Salary shall be paid to each elected Member of the Authority.

43.2.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.

43.2.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.

43.2.4 No more than one Basic Salary is payable to a Member of the Authority.

#### 43.3 Senior Salaries & Civic Salaries

43.3.1 Members occupying specific posts shall be paid a Senior Salary as set out by the IRPW. This can be found here - <https://gov.wales/independent-remuneration-panel-wales> and is also published on the MCC website here - <https://democracy.monmouthshire.gov.uk/mgMemberIndex.aspx?bcr=1> .

43.3.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.

43.3.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.

43.3.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.

43.3.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.

43.3.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed 50 percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.

43.3.7 A Member of the Authority in receipt of a Senior Salary cannot receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.

43.3.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.

#### 43.4 Election to Forgo Entitlement to Allowance

43.4.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

#### **43.5 Suspension of a Member**

43.5.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).

43.5.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the Basic Salary.

#### **43.6 Repayment of salaries, allowances or fees**

43.6.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

- (a) is suspended or partially suspended from that Members'/Co-opted Members' duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
- (b) ceases to be a Member of the Authority or Co-opted Member; or
- (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

#### **43.7 Payments**

43.7.1 Payments of all allowances will be made by the Head of Democratic Services by direct bank credit in instalments of one-twelfth of the Member's annual entitlement on the 20th day of the month.

43.7.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.

43.7.3 All payments are subject to the appropriate tax and National Insurance deductions.

#### **43.8 Care Allowance**

- 43.8.1 Care Allowance shall be paid to a Member or Co-opted Member, who has caring responsibility for dependant children or adults, or a personal care requirement, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.
- 43.8.2 Care Allowance applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependant the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 43.8.3 Eligible Members may claim Care Allowance for actual and receipted costs up to a maximum amount not exceeding that determined by the IRPW. All claims for Care Allowance should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

### **43.9 Family Absence**

- 43.9.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 43.9.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 43.9.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 43.9.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 43.9.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

### **43.10 Co-optees' payments**

- 43.10.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 43.10.2 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 43.10.3 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 43.10.4 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before 4 hours has elapsed.
- 43.10.5 A half day meeting is defined as up to 4 hours.

- 43.10.6 A full day meeting is defined as over 4 hours.
- 43.10.7 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the IRPW.
- 43.10.8 The daily and half day fee for other statutory Co-optees with voting rights is determined by the IRPW.

#### **43.11 Travel and Subsistence Allowances General Principles**

- 43.11.1 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out by IRPW and accessible via the MCC website (link above). Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have his/her claim abated by an appropriate amount.
- 43.11.2 Where possible Members should share transport.
- 43.11.3 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 43.11.4 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

#### **43.12 Travel by Private Vehicle**

- 43.12.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 43.12.2 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

#### **43.13 Travel by Public Transport**

- 43.13.1 Rail/Coach Travel:
- (a) unless otherwise authorised rail tickets will be standard class;
  - (b) Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.
- 43.13.2 Taxi Fares:



- (a) taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imbusement will be upon receipt only.

#### 43.13.3 Air Fare (optional):

- (a) travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Head of Democratic Services is required and tickets will be purchased by Democratic Services.

### **43.14 Travel Abroad**

- 43.14.1 Travel abroad on the Authority's business will only be permitted where authorised by Head of Democratic Services. Democratic Services will arrange travel and accommodation.

### **43.15 Other Travel Expenses**

- 43.15.1 Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imbusement will be upon receipt only.

### **43.16 Overnight Accommodation**

- 43.16.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the Head of Democratic Services.
- 43.16.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.
- 43.16.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out by IRPW.

### **43.17 Subsistence Allowance**

- 43.17.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out by IRPW. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)
- 43.17.2 No provision is made for subsistence claims within the County.

### **43.18 Claims and Payments**

- 43.18.1 A claim for travel and subsistence allowances must be made in writing before the specified payroll deadline for that calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.

43.18.2 Allowances will be paid by the Head of Democratic Services by direct bank credit.

#### **43.19 Pensions**

43.19.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

#### **43.20 Compliance**

43.20.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members.

43.20.2 Members are reminded that expense claims are subject to both internal and external audit.



monmouthshire  
sir fynwy

# Constitution 11 March 2021

As agreed by the County Council at its meeting on 11th March 2021

# 1 CONTENTS PAGE

1	CONTENTS PAGE .....	2
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## PART 1 - INTRODUCTION

2	INTRODUCTION .....	12
2.1	Purpose and Content of the Constitution.....	12
2.2	How the Council Operates .....	12
3	SUMMARY AND EXPLANATION .....	13
3.1	Purpose of the Constitution.....	13
3.2	Definitions.....	13
3.3	Interpretation of the Constitution .....	15
3.4	Protocol for Monitoring and Review of Constitution by Monitoring Officer .....	15
3.5	Changes to the Constitution.....	16
3.6	Suspension of the Constitution .....	16
3.7	Publication .....	16
4	GETTING INFORMATION AND GETTING INVOLVED .....	17
4.1	Getting Information .....	17
4.2	Getting Involved.....	17
4.3	Making Comments/Complaints .....	18

## PART 2 - ARTICLES OF THE CONSTITUTION

5	MEMBERS OF THE COUNCIL.....	19
5.1	Composition and Eligibility .....	19
5.2	Election and terms of councillors.....	19
5.3	Information Available to Members of the Council .....	19
5.4	Getting Involved.....	20
5.5	Comments and Complaints.....	20
5.6	Conduct .....	21
5.7	Allowances .....	21
6	THE FULL COUNCIL.....	21
6.1	Introduction.....	21
6.2	Meanings.....	21
6.3	Functions of the Full Council.....	22
6.4	Membership.....	22
6.5	Council meetings .....	23
6.6	Responsibility for functions .....	23
7	CHAIRING THE COUNCIL .....	23
7.1	Role and function of the Chair of the council.....	23
8	SELECT COMMITTEES .....	24
8.1	Introduction.....	24
8.2	Select Committees.....	24
8.3	Specific Functions.....	25
9	THE EXECUTIVE (CABINET).....	27

9.1	Introduction.....	27
9.2	Form and Composition of the Cabinet.....	27
	Leader .....	27
9.3	27	
9.4	Deputy Leader .....	28
9.5	Other Cabinet Members.....	28
9.6	Delegation of Functions .....	28
9.7	Rules of Procedure and Debate.....	29
10	REGULATORY COMMITTEES.....	29
10.1	Regulatory and other committees .....	29
10.2	The Audit Committee .....	30
10.3	The Democratic Services Committee.....	30
10.4	Other Committees and Sub-Committees.....	31
10.5	Rules of Procedure and Debate.....	31
11	THE STANDARDS COMMITTEE .....	31
11.1	Composition.....	31
11.2	Role and Function.....	32
12	AREA COMMITTEES AND FORUMS.....	32
12.1	Area committees.....	32
13	JOINT ARRANGEMENTS .....	33
13.1	Arrangements to promote well being.....	33
13.2	Joint arrangements .....	33
13.3	Access to information.....	34
13.4	Delegation to and from other local authorities .....	34
13.5	Contracting Out.....	34
14	OFFICERS.....	34
14.1	Management structure .....	34
14.2	Functions of the Head of Paid Service .....	35
14.3	Functions of the Monitoring Officer .....	36
14.4	Functions of the s151 Officer .....	36
14.5	Functions of the Head of Democratic Services.....	37
14.6	Duty to provide sufficient resources to the Monitoring Officer, s151 Officer and Head of Democratic Services .....	37
14.7	Conduct.....	38
14.8	Employment.....	38
14.9	Information Available to Officers .....	38
15	DECISION MAKING .....	38
15.1	Responsibility for decision making .....	38
15.2	Principles of decision making .....	38
15.3	Decision Making by Full Council .....	38
15.4	Decision making by the Executive.....	39
15.5	Decision making by select committees.....	39
15.6	Decision making by other committees and sub-committees established by the Council..	39
15.7	Decision making by Council bodies acting as forums .....	39

16	FINANCE, CONTRACTS AND LEGAL MATTERS .....	39
16.1	Financial management.....	39
16.2	Contracts .....	39
16.3	Legal proceedings .....	39
16.4	Authentication of documents.....	39
16.5	Common Seal of the Council .....	40
17	REVIEW AND REVISION OF THE CONSTITUTION.....	40
17.1	Duty to Monitor and Review the Constitution .....	40
18	SUSPENSION, INTERPRETATION AND PUBLICATION OF THE CONSTITUTION .....	40
18.1	Suspension of the Constitution .....	40
18.2	Interpretation .....	41
18.3	Publication .....	41

**PART 3 - RESPONSIBILITY FOR FUNCTIONS**

19	INTRODUCTION TO FUNCTIONS.....	42
19.1	Purpose.....	42
19.2	Who can be Decision Makers? .....	42
19.3	Executive Councils .....	42
19.4	Functions.....	42
19.5	Other Bodies.....	43
19.6	Removal of Delegation.....	43
19.7	Who May Exercise Officer Delegations? .....	43
20	FULL COUNCIL.....	43
20.1	Functions Only to be Exercised by Full Council .....	43
21	COMMITTEES OF COUNCIL .....	44
21.1	Committees .....	44
22	LOCAL CHOICE FUNCTIONS.....	47
22.1	What are they? .....	47
23	EXECUTIVE .....	50
23.1	What are they? .....	50
23.2	The Functions.....	50
23.3	Delegation of Functions .....	50
23.4	Executive Functions List .....	51
24	OFFICERS.....	52
24.1	Introduction.....	52
24.2	Definitions.....	53
24.3	Obligations.....	53
24.4	Overall Limitations .....	54
24.5	Further Provisions.....	55
25	GENERAL DELEGATIONS .....	55
25.1	Introduction.....	55
25.2	Delegations to Chief Executive, Chief Officers and Chief Operating Officer MonLife .....	55
26	SPECIFIC DELEGATIONS .....	57
26.1	Chief Executive.....	57

26.2	Chief Officer Resources .....	58
26.3	Chief Officer Enterprise.....	59
26.4	Chief Officer Social Care and Health .....	61
26.5	Chief Officer Children & Young People .....	79
26.6	Monitoring Officer .....	82
26.7	Section 151 Officer .....	83
26.8	Chief Operating Officer MonLife.....	84
26.9	Proper Officers.....	86
26.10	Scheme of Delegation to Officers – Planning Service .....	89

#### **PART 4 - RULES OF PROCEDURE**

27	COUNCIL PROCEDURE RULES (Standing Orders) .....	94
27.1	Application .....	94
27.2	Annual Meeting of the Council .....	94
27.3	Ordinary Meetings .....	95
27.4	Extraordinary Meetings .....	95
27.5	Appointment of members of committees and sub-committees .....	96
27.6	Time, Place and Duration of Meetings .....	96
27.7	Notice of and Summons to Meetings .....	96
27.8	Chair of Meeting .....	97
27.9	Quorum.....	97
27.10	Remote Attendance .....	97
27.11	Questions by the Public .....	97
27.12	Questions by Members .....	98
27.13	Reports.....	99
27.14	Motions on Notice .....	100
27.15	Motions without Notice.....	100
27.16	Rules of Debate .....	101
27.17	Amendments to Motions .....	102
27.18	Alteration of Motion.....	102
27.19	Withdrawal of Motion .....	102
27.20	Right of Reply .....	102
27.21	Motions which may be Moved During Debate .....	103
27.22	Closure Motions.....	103
27.23	Point of Order .....	104
27.24	Personal Explanation .....	104
27.25	State of the County Debate.....	104
27.26	Previous Decisions and Motions .....	104
27.27	Voting .....	105
27.28	Minutes.....	105
27.29	Record of Attendance .....	105
27.30	Presentation of Petitions .....	105
27.31	Exclusion of Public.....	106
27.32	Members' Conduct.....	106

27.33	Disturbance by Public .....	106
27.34	Filming and Use of Social Media During Meetings .....	107
27.35	Suspension and Amendment of Council Procedure Rules .....	107
27.36	Application to Committees and Sub-Committees .....	107
27.37	Appointment of Substitute Members on Council Bodies .....	107
27.38	Procedure Rules for Family Absence for Members .....	108
27.39	Continuing Duties .....	110
27.40	Members' Salaries .....	110
28	ACCESS TO INFORMATION PROCEDURE RULES .....	110
28.1	Scope .....	110
28.2	Additional Rights to Information .....	110
28.3	Right to Attend Meetings.....	111
28.4	Notice of Meeting.....	111
28.5	Access to Agenda and Reports before the Meeting .....	111
28.6	Supply of Copies.....	111
28.7	Access to Minutes after the Meeting .....	111
28.8	Background Papers .....	112
28.9	Summary of Public's Rights .....	112
28.10	Exclusion of Access by the Public to Meetings.....	112
28.11	Public Interest Test .....	114
28.12	Disclosure by Members .....	114
28.13	Public Interest.....	114
28.14	Exclusion of Access by the Public to Reports .....	115
28.15	The Forward Work Programme.....	115
28.16	Consultation on Proposals to be Considered by the Executive .....	115
28.17	Record of Decisions of the Executive.....	116
28.18	Decisions by an Individual Member of the Executive .....	117
28.19	Select Committee Members' Access to Documents .....	117
28.20	Additional Rights of Access for Members.....	117
29	BUDGET AND POLICY FRAMEWORK PROCEDURE .....	118
29.1	Rules .....	118
30	EXECUTIVE PROCEDURE RULES .....	121
30.1	How does the Executive Operate?.....	121
30.2	How are the Executive Meetings Conducted?.....	123
31	SELECT COMMITTEE PROCEDURE RULES .....	124
31.1	What will be the number and arrangements for select committees?.....	124
31.2	Specific functions of Select Committees .....	125
31.3	Who chairs Select Committee Meetings?.....	126
31.4	Who may sit on Select Committees? .....	126
31.5	Meetings of the Select Committees.....	126
31.6	Quorum.....	126
31.7	Agenda Items .....	127
31.8	Policy Review and Development.....	127
31.9	Reports from the Select Committees.....	127



31.10	Making sure that Overview and Scrutiny Reports are considered by the Cabinet.....	127
31.11	Rights of Members of the Select Committees to Documents.....	128
31.12	Members and Officers Giving Account.....	128
31.13	Attendance by Others.....	129
31.14	Call-In.....	129
31.15	Call-In and Urgency.....	130
31.16	The Party Whip.....	130
31.17	Procedure at Select Committee Meetings.....	131
31.18	Matters within the Remit of more than one Select Committees.....	131
31.19	Councillor Call for Action.....	131
32	COUNCILLOR CALL FOR ACTION – GUIDANCE FOR COUNCILLORS.....	132
32.1	Introduction.....	132
32.2	How Should I Normally Attempt to Resolve a Local Issue in my Area?.....	132
32.3	What is a Councillor Call for Action?.....	133
32.4	How and When Should I Make a CCFA?.....	133
32.5	Criteria to be Followed by a Select Committee.....	133
32.6	Potential Outcomes from a CCFA.....	134
32.7	Timescales for Dealing with a CCFA.....	135
32.8	Review of this Guidance.....	136
33	FINANCIAL PROCEDURE RULES.....	140
33.1	Contents.....	140
33.2	Status.....	140
33.3	Financial Management.....	141
33.4	Managing Expenditure.....	144
33.5	Treatment of Year End Balances.....	148
33.6	Accounting Policies.....	148
33.7	Accounting Records and Returns.....	149
33.8	Annual Statement of Accounts.....	151
33.9	Financial Planning Overview.....	151
33.10	Performance Plans.....	152
33.11	Revenue Budgeting and Monitoring.....	153
33.12	Revenue Budget Preparation and Medium-Term Financial Planning.....	153
33.13	Resource Allocation.....	155
33.14	Revenue Budget Monitoring and Control.....	156
33.15	Capital Budgeting and Monitoring.....	158
33.16	Maintenance of Reserves.....	160
33.17	Risk Management and Control of Resources.....	160
33.18	Risk Management.....	160
33.19	Internal Controls.....	162
33.20	Internal Audit.....	164
33.21	External Audit.....	165
33.22	Preventing Fraud and Corruption.....	166
33.23	Security of Assets.....	168
33.24	Security of Assets – Land and Buildings.....	169

33.25	Security of Assets - Vehicles, Furniture and Equipment.....	169
33.26	Security of Assets - Stocks and Stores (including products).....	171
33.27	Security of Assets – Cash.....	171
33.28	Security of Assets - Information and Communication Technology.....	172
33.29	Security of Assets - Intellectual Property.....	173
33.30	Security of Assets – Clients’ Private Property.....	173
33.31	Treasury Management and Trust Funds.....	174
33.32	Financial Systems and Procedures.....	175
33.33	Income.....	177
33.34	Banking.....	180
33.35	Ordering and Paying for Work, Goods and Services.....	182
33.36	Imprest Accounts.....	190
33.37	Payments to Employees and Members.....	191
33.38	Internal Charges.....	195
33.39	Taxation.....	196
33.40	External Arrangements.....	197
33.41	Partnerships.....	198
33.42	External Funding.....	200
33.43	Work for Third Parties.....	201
34	CONTRACT PROCEDURE RULES.....	202
34.1	Definitions and Interpretations.....	202
34.2	General Considerations.....	203
34.3	Sustainable Procurement Planning.....	206
34.4	Procurement Tendering Process.....	212
34.5	Contract Award.....	215
34.6	Contract Management.....	216
35	OFFICER EMPLOYMENT PROCEDURE RULES.....	218
35.1	Recruitment and appointment.....	218
35.2	Disciplinary Action and Investigations.....	219
35.3	Definitions.....	221

**PART 5 - CODES AND PROTOCOLS**

36	MONMOUTHSHIRE COUNTY COUNCIL CODE OF CONDUCT FOR MEMBERS AND CO- OPTED MEMBERS.....	223
36.1	Introduction.....	223
36.2	The Code of Conduct.....	223
37	CODE OF CONDUCT FOR EMPLOYEES.....	233
37.1	The Statutory Employee Code of Conduct.....	233
37.2	The MCC Code of Conduct for Employees.....	235
37.3	Introduction.....	235
37.4	Nolan Principles.....	235
37.5	Standards.....	236
37.6	Social Media.....	236
37.7	Relationships.....	237

37.8	Appointment and Employment .....	237
37.9	Politically Restricted Posts .....	238
37.10	Political Neutrality .....	239
37.11	Outside Commitments .....	239
37.12	Personal interests .....	239
37.13	Disclosure of Information .....	239
37.14	Separation of roles during Tendering .....	240
37.15	Bribery and Corruption.....	240
37.16	Surveillance .....	241
37.17	Use of Financial Resources .....	241
37.18	Hospitality .....	241
37.19	Sponsorship - Giving and Receiving .....	241
38	WHISTLEBLOWING POLICY .....	242
38.1	Introduction.....	242
38.2	Aim and Scope of Policy .....	242
38.3	Types of Issues/Disclosures that can be Raised .....	243
38.4	Relevant Legislation .....	244
38.5	Policy Scope .....	245
38.6	Who Can Raise a Concern? .....	245
38.7	Safeguarding Whistleblowers – Our Assurances To You .....	245
38.8	Your Legal Rights .....	245
38.9	Harassment and Victimisation.....	246
38.10	Confidentiality .....	246
38.11	Anonymous Allegations .....	246
38.12	Untrue Allegations .....	247
38.13	Support For You .....	247
38.14	How to Raise a Concern .....	247
38.15	Procedure for Making a Whistleblowing Allegation.....	248
38.16	What the Council/School Governing Body Will Do .....	248
38.17	Timescales .....	249
38.18	How the Matter can be Taken Further.....	250
38.19	Review of the Policy.....	251
39	SCRUTINY AND EXECUTIVE PROTOCOL .....	252
39.1	Introduction.....	252
39.2	Monmouthshire County Council’s Scrutiny Arrangements.....	252
39.3	General Roles.....	252
39.4	Specific Functions.....	252
39.5	Setting the Work Programme and Agenda.....	253
39.6	Evidence Gathering .....	254
39.7	Attendance at Select Committees .....	254
39.8	Select Committee Meeting Procedure.....	255
39.9	Attending Call-in Meetings .....	255
39.10	Responding to Scrutiny’s Recommendations.....	256
39.11	Appendix A .....	257

40	PROTOCOL ON MEMBER AND OFFICER RELATIONS .....	258
40.1	Introduction.....	258
40.2	Roles of Members.....	258
40.3	Roles of Employees.....	258
40.4	Respect and Courtesy .....	259
40.5	Undue Pressure.....	259
40.6	Familiarity .....	259
40.7	Breach of Protocol .....	259
40.8	Provision of Advice and Information to Members .....	260
40.9	Confidentiality .....	261
40.10	Provision of Support Services to Members .....	262
40.11	The Council's Role as Employer .....	262
40.12	Political Activity .....	262
40.13	Sanctions.....	263
40.14	Conclusion.....	264
41	LOCAL MEMBER CONSULTATIVE CHARTER .....	264
42	PROTOCOL FOR SELF REGULATION OF MEMBER CONDUCT .....	265
42.1	General Principles .....	265
42.2	Working to avoid problems.....	265
42.3	Role of Group Leaders.....	266
42.4	Unaffiliated Members .....	266
42.5	Persistent Breaches.....	266
42.6	Standards Committee .....	267
42.7	Protocol - Standard of Conduct Expected of Members.....	267

## **PART 6 - SCHEDULE OF MEMBER REMUNERATION**

43	MEMBERS' SCHEDULE OF REMUNERATION .....	269
43.1	Introduction.....	269
43.2	Basic Salary.....	269
43.3	Senior Salaries & Civic Salaries.....	269
43.4	Election to Forgo Entitlement to Allowance .....	269
43.5	Suspension of a Member .....	270
43.6	Repayment of salaries, allowances or fees .....	270
43.7	Payments.....	270
43.8	Care Allowance.....	270
43.9	Family Absence .....	271
43.10	Co-optees' payments .....	271
43.11	Travel and Subsistence Allowances General Principles .....	272
43.12	Travel by Private Vehicle .....	272
43.13	Travel by Public Transport .....	272
43.14	Travel Abroad .....	273
43.15	Other Travel Expenses .....	273
43.16	Overnight Accommodation.....	273
43.17	Subsistence Allowance .....	273

43.18 Claims and Payments.....	273
43.19 Pensions.....	274
43.20 Compliance.....	274

## **PART 1 - INTRODUCTION**

### **2 INTRODUCTION**

#### **2.1 Purpose and Content of the Constitution**

- 2.1.1 The Constitution is at the heart of the Council's business and describes the various bodies that make up the Council, their functions, Membership and procedural rules. It is divided between articles and rules of procedure and associated material. Articles are intended to set the overall framework and in general will not be subject to frequent change. They are about what is to be done and by whom. Procedure rules, codes of conduct and the other material located after the articles are broadly about how the articles will be put into effect. They may be subject to more frequent change.
- 2.1.2 Section 4 provides information for members of the public on how you can get information about the Council, and how you can get involved. We hope that this will help people who have an interest in the Council's work, or a particular matter it is dealing with, understand where they can get more information, and how they can contribute to Council activities.
- 2.1.3 You can get a better understanding of what each of the Council's bodies do in the Articles of the Constitution at Part 2, including Full Council, Cabinet, Select Committees, Standards Committee and Regulatory Committees. Section 14 provides information on the management and Officer structures of the Council. Some Officers have a specific duty to ensure that the Council operates within the law and uses resources wisely. Responsibility for functions is at Part 3 and details which Council bodies, and which Officers, have authority to make which decisions.
- 2.1.4 The procedural rules that apply to the different Council bodies are contained in Part 4 in the sections relating to those bodies, e.g. Full Council (Standing Orders), the Cabinet (Executive Procedure Rules) and Overview and Scrutiny (Select Committee Procedure Rules). You may find these useful if you want to attend a meeting, particularly if you want to be able to ask questions, have a matter discussed, or put your point of view.
- 2.1.5 Part 5 has the Codes of Conduct and Protocols with which Officers and Members have agreed to comply. They set the standards of behaviour.

#### **2.2 How the Council Operates**

- 2.2.1 The Council comprises 43 Councillors elected every 5 years except as otherwise directed by the Welsh Government. Each Councillor is democratically accountable to the residents of their electoral division as well as all of those who live in Monmouthshire. The overriding duty of Councillors is to the whole community, but they have a special duty to their constituents, including those that did not vote for them.
- 2.2.2 All Councillors have agreed to follow a Code of Conduct, to ensure high standards in the way they undertake their duties. The Standards Committee is responsible for training and advising on the Code of Conduct.
- 2.2.3 All Councillors meet together regularly as the Council. Meetings of the Council are normally open to the public. Here Councillors decide the Council's overall Policy Framework and set the budget each year. The Council appoints the Leader of the Council annually. The Leader then decides the size and Membership of the Cabinet i.e. the role of individual Members of the Cabinet and arrangements for the exercise and delegation of Executive Functions. The Cabinet is appointed to carry out all of the Council's functions which are not the responsibility of any other part of the Council, whether by Law or under this Constitution, together with making decisions within the Budget and Policy Framework set by the Council.
- 2.2.4 If you need any further help please do not hesitate to contact us:

### **3 SUMMARY AND EXPLANATION**

#### **3.1 Purpose of the Constitution**

3.1.1 The purpose of the Constitution is to:

- (a) enable the Council to provide clear leadership to the Community in partnership with citizens, businesses and other organisations;
- (b) support the active involvement of citizens in the process of local authority decision making;
- (c) help Councillors represent their constituents more effectively;
- (d) enable decisions to be taken efficiently and effectively;
- (e) create a powerful and effective means of holding decision makers to public account;
- (f) ensure that no one will scrutinise a decision in which they are directly involved;
- (g) ensure that those responsible for decision making are clearly identifiable to local people and that they explain the reasons for decisions; and
- (h) provide a means of improving the delivery of services to the community.

#### **3.2 Definitions**

3.2.1 This Constitution and all its appendices is the Constitution of Monmouthshire County Council.

3.2.2 Within the Constitution the following words and phrases have the meaning set out below unless the context specifically or otherwise requires:

Budget	the overall revenue and capital budget approved by Full Council (Article 4);
Chief Officer	any Officer (other than a person whose duties are solely secretarial or administrative or whose duties are otherwise in the nature of support services) who reports directly to the Head of Paid Service in respect of all or most of their duties or for whom the Head of Paid Service is directly responsible;
Councillor	a person elected to the Council to represent an area (called an electoral division) within Monmouthshire County Council;
Executive	when exercising Executive Functions; the Cabinet or a Member or Members of the Cabinet
Executive Decision	any decision taken by the Cabinet to exercise or refrain from exercising an Executive Function. It also includes decisions made by persons or Member bodies to whom the Cabinet has delegated Executive Functions to exercise or refrain exercising those functions;
Executive Function	(a) Executive Functions are defined by the Local Government Act 2000, subsidiary legislation and associated guidance. Any function that is not exercisable only by Full Council or delegated to another Member body is an Executive Function;

(b) contractual matters, the acquisition and disposal of land and financial support to organisations and individuals are also Executive Functions;

it should be noted that Regulatory functions such as planning licensing and building control, are not Executive Functions;

Forward Work Programme	the document that lists all of the decisions that the Council and the Cabinet intend to take and when those matters will be discussed. This does not prevent urgent or unforeseen matters being considered;
Full Council	the body where all Councillors act to exercise functions of the Council;
Head of Democratic Services	an Officer who must be appointed by law to carry out certain functions. See Section 14 for a description of those functions. The Officer will usually have other duties and a different job title.
Head of Paid Service	an Officer who must be appointed by law to carry out certain functions. See Section 14 for more details. The Officer will usually have other duties and a different job title. See Section 14 for which Officer is the Head of Paid Service;
Strategic Leadership Team	the senior leadership and management body for Officers. It comprises the Head of Paid Service, all Chief Officers, the Monitoring Officer and s151 Officer. It may also include those Officers designated by the Head of Paid Service as desired;
Local Government (Wales) Measure 2011	also referred referred to as "The Measure". Legislation introduced, inter alia, to strengthen local democracy, deal with changes to executive arrangements, overview and scrutiny, county councils and Member payments;
Member	a Councillor or a person chosen by the Council to serve on one of its Member Bodies (called "a Co-Opted Member");
Member Body	any of the following:  Full Council; Cabinet; a Select Committee; Licensing Committee; Standards Committee (or one of its sub-committees); Planning Committee; Audit Committee; Democratic Services Committee; Investment Committee SACRE Joint Advisory Group  Note - references to Committee also includes Sub-Committee;
Monitoring Officer	an Officer who must be appointed by law to carry out certain functions. See Section 14 for a description of those functions. The Officer will usually have other duties and a different job title;
Non-Executive Functions	any function which may only be exercised by Full Council (whether by local choice or as a matter of law) or which is delegated to a Member body other than the Cabinet;



Planning Application	any of the following:  application for planning permission (including renewal); application for approval of reserved matters; application for listed building consent; application relating to trees; proposal to serve an urgent works notice or acquire a listed building in need of repair; application for conservation area consent; application for advertisement consent; application to vary or remove conditions on a planning condition;
Policy Framework	see Section 6;
Section 151 Officer	an Officer who must be appointed by law to carry out certain functions in relation to financial administration. See Section 14 for a description of those functions. The Officer will usually have other duties and a different job title;
Service	one of the services provided by the Council.

### **3.3 Interpretation of the Constitution**

3.3.1 We have tried to make the Constitution as clear and as easy to understand as possible. Inevitably, people will have different views about what certain passages mean.

3.3.2 The following structure and terminology is used throughout this document:

- (a) 'Part'. The Constitution is split into major parts defined thematically. You are currently in Part 1 – Introduction, the next Part is Part 2 – Articles of The Constitution and so on;
- (b) 'Section'. The Constitution is numbered consistently and sequentially throughout into bold, capitalised Sections. You are currently in Section 3 – Summary and Explanation;
- (c) 'Subsection'. Each Section is then split into 'Subsections' defined in bold, lower case titles. You are currently in Subsection 3.3 – Interpretation of the Constitution;
- (d) 'Paragraph' or 'Para'. Each Subsection is split into 'Paras' which generally are untitled and simply constitute written paragraphs. You are currently in Para 3.3.2;
- (e) 'Sub-paragraph' or 'sub-para'. Where required, Paras are split into 'sub-paras' which are generally untitled and simply constitute written sentences, often as part of a list. You are currently in sub-para 3.3.2(e), and you may see some further sub-paras such as:
  - (i) sub-para 3.3.2(e)(i)
 and so on.

3.3.3 During meetings, the person chairing or presiding at the meeting may interpret the relevant procedure rules. The Chair will call on the Monitoring Officer's assistance where required.

3.3.4 In all other situations, the Monitoring Officer will determine the interpretation and application of the Constitution.

### **3.4 Protocol for Monitoring and Review of Constitution by Monitoring Officer**

- 3.4.1 A key role for the Monitoring Officer is to make recommendations for ways in which the Constitution could be amended in order to better achieve the purposes set out in this Section. In undertaking this task, the Monitoring Officer may:
- (a) observe meetings of different parts of the Member and Officer structure;
  - (b) undertake an audit trail of a sample of decisions;
  - (c) record and analyse issues raised with them by Members, Officers, the public and other relevant stakeholders; and,
  - (d) compare practices in this Council with those in comparable authorities, or national examples of best practice.

### **3.5 Changes to the Constitution**

3.5.1 Approval. Subject to paragraphs 3.5.2 and 3.5.3 below, changes to the Constitution will only be approved by the Full Council after consideration of a proposal by the Monitoring Officer or on recommendation of the Cabinet.

3.5.2 Minor Changes. If, in the reasonable opinion of the Monitoring Officer, a change is:

- a. a minor variation; or
- b. required to be made to remove any inconsistency, ambiguity or typographical correction; or
- c. required to be made so as to put into effect any decision of the Council or its committees or the Cabinet;

the Monitoring Officer may make such a change. Any such change made by the Monitoring Officer shall come into force with immediate effect. Such changes shall be reported to Full Council for information and within 12 months of any change.

3.5.3 Legislative Change. Any part of the Constitution may be amended by the Monitoring Officer where such amendment is required to be made so as to comply with any legislative provision. Such amendments shall take effect when the Monitoring Officer so decides or the legislation (where relevant) so provides. Such changes shall be reported to Full Council for information and within 12 months of any change.

### **3.6 Suspension of the Constitution**

3.6.1 Limit to Suspension. Any of the procedure rules contained in the Constitution may be suspended to the extent permitted within these rules and the law.

3.6.2 Procedure to Suspend. A motion to suspend any Rules will not be moved without notice unless at least one half of the whole number of councillors is present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in this Section.

### **3.7 Publication**

3.7.1 The Monitoring Officer will ensure that copies of this Constitution are available for inspection at Council offices and on the Council's website.

3.7.2 The Monitoring Officer will provide a link to a copy of this Constitution to each Member of the Council upon delivery to them of that individual's declaration of acceptance of office on the Member first being elected to the Council and thereafter ensure that an up to date version is available for inspection and published on the Council's website.

3.7.3 The Monitoring Officer will ensure that the Constitution is updated as necessary.

## **4 GETTING INFORMATION AND GETTING INVOLVED**

### **4.1 Getting Information**

4.1.1 When Meetings of the Member Bodies Will Take Place. A programme of meetings is available by contacting the Council direct or via the *Meeting Calendar* on the website.

4.1.2 Forward Work Programme. The Forward Work Programme sets out a mid-term view of what decisions will be taken by the Cabinet or Council and what issues the Select Committees will be considering and when these matters will be discussed prior to the stipulated agenda publication dates.

4.1.3 Information Available Prior to a Meeting. Five clear working days before a meeting, the agenda, any report likely to be discussed and background papers to that report shall be available for inspection at the offices of the Council and on the website. If an item is added to the agenda later, the revised agenda will be open to inspection from the time when the item is added to the agenda and any report will be made available to the public as soon as it is available and sent to Councillors.

4.1.4 Information Available at a Meeting. On request, the Council will make available to the public present at a meeting a reasonable number of copies of the Agenda and of the Reports for the meeting (save during any part of the meeting to which the public are excluded).

4.1.5 Information Available After a Meeting. For a period of 6 years the agenda, reports and the minutes of the meeting shall be available for inspection. The background papers shall remain open for inspection for a period of 4 years.

4.1.6 Council's Accounts. Inspect the Council's accounts and make views known to the external auditor (sections 29 and 30 Public Audit (Wales) Act 2004). Under the Accounts and Audit (Wales) Regulations 2005, the accounts will be available for public inspection for 20 working days after the date appointed by the auditor.

4.1.7 Information which is confidential or exempt (as defined in the Access to Information Rules (Part 4)) will not be disclosed to members of the public at any time.

### **4.2 Getting Involved**

4.2.1 Members of the public can get involved in the following ways:

- (a) voting for Councillors if they are over 18 years and registered as a local elector with the Council;
- (b) suggesting Items of Business for Meetings. A member of the public can seek to get a matter included in an agenda by:
  - (i) asking the Chair of any Member Body to add an item to the agenda;
  - (ii) attending a meeting of the body and suggesting that it looks at an issue when it is considering "items of future business relating to the functions of the Member Body";
  - (iii) by contacting their local representative or other County Councillor;
- (c) taking Part in Meetings:
  - (i) members of the public can attend and speak at any meeting which the Council has resolved should include participation by members of the public. The rules on when you may speak and for how long are contained in Part 4;

- (ii) you can also ask Formal Questions at meetings of Full Council (Part 4);
- (d) views of the Public. Under the arrangements put in place by the Authority under section 62 of the Local Government (Wales) Measure 2011, to bring to the attention of the relevant Select Committees their views on any matter under consideration by the relevant Select Committee, the relevant Select Committee must take into account any views brought to their attention under these arrangements. This is done via the Public Open Forum standing agenda item in Select Committees;
- (e) Petitions. As per para 27.30.

4.2.2 When are Meetings Open to the Public? Meetings will be open to the public wherever possible. The public must be excluded from meetings whenever it is likely that confidential information will be disclosed. The public may be excluded from meetings where it is likely that exempt information will be disclosed. (See Access to Information Rules for definition of 'exempt information' and 'public interest'.)

### **4.3 Making Comments/Complaints**

4.3.1 A member of the public may comment or complain about Council services by:

- (a) contacting their local councillor;
- (b) contacting the Member of the Cabinet responsible for the service;
- (c) contacting the Officer responsible for delivering the service or their manager;
- (d) using the Council's complaints procedure;
- (e) contacting the Public Services Ombudsman for Wales at 1 Ffordd Yr Hen Gae, Pencoed, CF35 5LJ. Telephone: 0845 601 0987 or via the website [www.ombudsman-wales.org.uk](http://www.ombudsman-wales.org.uk).

4.3.2 Comments or complaints can be made about an Officer or Member by:

- (a) Officer. Contacting the Officer or the Officer's manager.
- (b) Members. If the complaint is against a Member then the complaint should be referred to the Monitoring Officer (see 2.2.3) or the Public Services Ombudsman for Wales (see 4.3.1(e)).

4.3.3 Engage with Overview and Scrutiny. All members of the public who live or work in the area of the Council may bring to the attention of a Select Committee their views on any matter under consideration by that Select Committee. Select Committees must take into account any views brought to its attention by a member of the public.

## PART 2 - ARTICLES OF THE CONSTITUTION

### 5 MEMBERS OF THE COUNCIL

#### 5.1 Composition and Eligibility

5.1.1 Composition. The Council comprises 43 Councillors, otherwise called Members. Councillors will be elected by the voters of each electoral division in accordance with a scheme drawn up by the Boundary Commission in Wales and approved by the Senedd.

5.1.2 Eligibility. Only registered voters of the county council or those living or working in the area will be eligible to hold the office of councillor. Full criteria is set out in legislation.

#### 5.2 Election and terms of councillors

5.2.1 The regular election of councillors will be held on the first Thursday in May every 5 years except as otherwise directed by the Welsh Government. The next regular elections will take place in 2022. The terms of office of Councillors will start on the fourth day after being elected and will finish on the fourth day after the date of the next regular election.

5.2.2 Key roles of all councillors. All councillors will:

- (a) collectively be the ultimate policy-makers and carry out a number of strategic and corporate management functions;
- (b) represent their communities and bring their views into the Council's decision-making process, i.e. become the advocates of and for their communities;
- (c) deal with individual casework and act as an advocate for constituents in resolving particular concerns or grievances;
- (d) balance different interests identified within the electoral division and represent the electoral division as a whole;
- (e) contribute to the continual improvement of council services through the Best Value process;
- (f) be involved in decision-making;
- (g) be available to represent the Council on other bodies; and
- (h) maintain the highest standards of conduct and ethics.

#### 5.3 Information Available to Members of the Council

5.3.1 Members can see any information, which is available to a member of the public. In addition, all reports (including those that are "exempt" or "confidential" by virtue of Schedule 12A Local Government Act 1972 as amended) to all decision making bodies are available to all members.

5.3.2 A Member may also see any information that they need to know in order to fulfil their role as a Member of the Council (otherwise known as "need to know"). The Chief Executive or Monitoring officer will adjudicate any such requests.

5.3.3 A Member will not make public information which is confidential or exempt (as defined in the Access to Information Procedure Rules in Part 4)) without the consent of the Council or divulge information given in confidence to anyone other than a Councillor or person(s) or organisation(s) entitled to know it.

5.3.4 A Member of a Select Committee may also see any document containing material relating to:

- (a) any business transacted at or meeting of the Cabinet;
- (b) any decision taken by an individual Member of the Cabinet.

5.3.5 A Select Committee Member is not entitled to:

- (a) any document in draft form;
- (b) any part of a document which contains confidential or exempt information unless that information is relevant to an action or decision they are reviewing or scrutinising or intending to scrutinise and is included in the Committee's Forward Work Programme.

5.3.6 No Member is entitled to see any information relating to a matter in which they have a prejudicial interest.

## **5.4 Getting Involved**

5.4.1 Agendas. A Member of the Council has the same rights as members of the public to suggest items of business for an agenda. In addition, they also have the following rights:

- (a) Members of the Democratic Services Committee may request Council considers or reconsiders an issue;
- (b) Members of a Select Committee may request Cabinet or a Cabinet Member considers or reconsiders an issue.
- (c) Members can submit a Notice of Motion to Council;
- (d) Members can ask questions at Council.

5.4.2 Meetings. Members of the Council are entitled to attend any formal meeting of the Council, its committees or sub-committees or the Cabinet at the discretion of the Chair of the body.

5.4.3 Speaking. Members of the Council may attend and speak at any meetings where they are a Member of that body. Where they are not a Member of that body, their attendance and right to speak is at the discretion of the Chair of the body.

5.4.4 Cabinet. Members of the Cabinet have a special role to play within the Council. They are entitled to exercise any Executive Function provided the Executive Function has been delegated to them by the Leader of the Council.

## **5.5 Comments and Complaints**

5.5.1 Members may comment, subject to restrictions in the Code of Conduct for Members on any aspect of Council business by:

- (a) talking to Officers;
- (b) talking to the Leader or Member of the Cabinet;
- (c) talking to the Chair of a Select Committee.

5.5.2 If a Member wishes to complain about an Officer, the procedure set out in the Protocol on Member/Officer Relations may be used.

5.5.3 If a Member wishes to complain about another Member, the procedure set out in the protocol for Self-regulation of Member Conduct may be followed.

## **5.6 Conduct**

5.6.1 Councillors will at all times observe the Members' Code of Conduct and the Protocol on Member/Officer Relations set out in Part 5 of this Constitution.

## **5.7 Allowances**

5.7.1 Councillors will be entitled to receive allowances in accordance with the Member Remuneration Schedule set out in Part 6 of this Constitution.

# **6 THE FULL COUNCIL**

## **6.1 Introduction**

6.1.1 Full Council is a formal meeting of all Councillors. The Full Council is required by law to take certain important decisions including setting the Council's budget and Council Tax and approving a number of key plans and strategies, which together form the Policy Framework (listed below). It is responsible for all of the functions not the responsibility of the Cabinet. It will carry out some functions itself, but others will be delegated to Committees or named Officers.

## **6.2 Meanings**

6.2.1 Policy Framework. The policy framework means the following plans and strategies:

- (a) Well-being Plan;
- (b) Social Services Area Plan;
- (c) Well-being Statement and Objective;
- (d) Corporate Plan;
- (e) Medium Term Financial Plan;
- (f) Asset Management Strategy;
- (g) Local Development Plan;
- (h) Strategic Equality Plan;
- (i) Welsh Language Strategy;
- (j) Welsh in Education Strategic Plan;
- (k) Chief Officers Annual Reports;
- (l) Armed Forces Covenant;
- (m) Corporate Parenting Strategy;
- (n) Safeguarding Policy.

Together with such other plans and strategies which from time to time the Council may decide should be adopted as a matter of local choice.

6.2.2 The Budget. The budget includes the allocation of financial resources to different services and projects, proposed contingency funds, the Council Tax base, setting the Council Tax and decisions relating to the control of the Council's borrowing requirement, the control of its capital expenditure and the setting of virement limits. The Full Council will decide the Council's overall revenue budget and overall capital budget and any changes to these, save where capital schemes are fully grant or s106 funded. (See the Budget and Policy Framework Procedure Rules in Part 4 for how the Council can change the Policy Framework or Budget referred to it for approval by the Cabinet.)

6.2.3 Housing Land Transfer. Housing Land Transfer means the approval or adoption of applications (whether in draft form or not) to the Senedd for approval of a programme of disposal of 500 or more properties to a person under the Leasehold Reform, Housing and Urban Development Act 1993 or to dispose of land used for residential purposes where approval is required under section 32 or 43 of the Housing Act 1985.

### **6.3 Functions of the Full Council**

6.3.1 Only the Full Council will exercise the following functions:

- (a) adopting and changing the Constitution;
- (b) approving or adopting the Corporate Plan, Wellbeing Plan, Policy Framework, the budget and any application to the Senedd in respect of any Housing Land Transfer;
- (c) subject to the urgency procedure contained in the Access to Information Procedure Rules of this Constitution, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;
- (d) appointing and removing the Leader;
- (e) agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
- (f) changing the name of the area or conferring the title of freedom of the County;
- (g) making or confirming the appointment of the Head of Paid Service and other Chief Officers;
- (h) making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Personal Bills;
- (i) all Local Choice Functions set out in this Constitution which the Council decides should be undertaken by itself rather than the Cabinet;
- (j) all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
- (k) appointing representatives to outside bodies unless the appointment has been delegated by the Council or is exercisable only by the Cabinet.

### **6.4 Membership**

6.4.1 All Members of the Council shall be Members of Full Council.

6.4.2 Substitution is not possible at meetings of the Council.



## **6.5 Council meetings**

6.5.1 There are three types of Council meeting:

- (a) the annual meeting;
- (b) ordinary meetings;
- (c) extraordinary meetings.

and they will be conducted in accordance with the Council Procedure Rules in Part 4 of this Constitution.

## **6.6 Responsibility for functions**

6.6.1 The Council will maintain the tables in Part 3 of this Constitution setting out the responsibilities for the Council's functions which are not the responsibility of the executive.

## **7 CHAIRING THE COUNCIL**

### **7.1 Role and function of the Chair of the council**

7.1.1 The Councillor elected annually by the Council as its chair will be called the "Chair".

7.1.2 The Chair will cease to be Chair if they resign, cease to be a Member of the Council, or are unable to act as a Member of the Council. They continue to act as Chair after an election until their successor has been appointed.

7.1.3 The Chair of the Council and, in their absence, the Vice Chair will have the following roles and functions:

- (a) Ceremonial Role. The Chair of the Council:
  - (i) is the civic leader of Monmouthshire County Council;
  - (ii) promotes the interests and reputation of the Council and Monmouthshire County Council as a whole and acts as an ambassador for both; and
  - (iii) undertakes civic, community and ceremonial activities and fosters community identity and pride.

7.1.4 Responsibilities of the Chair:

- (a) to uphold and promote the purposes of the Constitution, and to interpret the Constitution when necessary;
- (b) to preside over meetings of the Council so that its business can be carried out efficiently and with regard to the rights of councillors and the interests of the community;
- (c) to ensure that the Council meeting is a forum for the debate of matters of concern to the local community and the place at which members who are not on the executive are able to hold the executive and committee Chair to account;
- (d) to promote public involvement in the Council's activities;
- (e) to be the conscience of the Council;
- (f) to attend such civic and ceremonial functions as the Council and he/she determines appropriate; and

- (g) to carry out duties as required under the Family Absence for Members of Local Authorities (Wales) Regulations 2013.

## 8 SELECT COMMITTEES

### 8.1 Introduction

- 8.1.1 The Council is required by Law to discharge certain overview and scrutiny functions. These functions are an essential component of local democracy. Select Committees (also referred to as Overview and/or Scrutiny Committees) should be powerful committees that can contribute to the development of Council policies and also hold Cabinet to account for its decisions. Another key part of the overview and scrutiny role is to review existing policies, consider proposals for new policies and suggest new policies.
- 8.1.2 Overview and scrutiny should be carried out in a constructive way and should aim to contribute to the delivery of efficient and effective services that meet the needs and aspirations of local inhabitants. Select Committees should not shy away from the need to challenge and question decisions and make constructive criticism.

### 8.2 Select Committees

- 8.2.1 In order to achieve this, the Council have appointed 5 Select Committees which between them will:
- (a) review or scrutinise decisions made or actions taken in connection with the discharge of any of the Council's functions whether by the Cabinet or another part of the Council;
  - (b) make reports or recommendations to the Council or the Cabinet in connection with the discharge of any functions;
  - (c) consider any matter which affects the Council's area or its inhabitants; and
  - (d) exercise the right to call in for reconsideration decisions made but not yet implemented by the Cabinet and Officers.
- 8.2.2 Role, Scope and Membership. The role, scope and Membership of the Select Committees are described in the table below:

Committee	Membership	Role and Scope
Adult Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of adults.
Children and Young People Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of children and young people.
Economy and Development Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of economy and development.
Strong Communities Select	- 9 - Up to 5 co-opted	To review, scrutinise, measure and promote improvement in the provision of services and compliance with Council policies in the area of strong communities including crime and disorder
Public Services Select	- 9	- to review and scrutinise the decisions made actions taken by the Public Services Board;

	<ul style="list-style-type: none"> <li>- Comprising the 4 Select Chairs plus 5 other members</li> <li>- Up to 5 co-opted</li> </ul>	<ul style="list-style-type: none"> <li>- to review and scrutinise the board's governance arrangements;</li> <li>- to make reports and recommendations to the board regarding its functions or governance;</li> <li>- to consider matters relating to the board as the Welsh Ministers may refer to it and to report to the Welsh Ministers accordingly;</li> <li>- to carry out other functions in relation to the board that are imposed on it by the Act.</li> </ul>
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### 8.3 Specific Functions

8.3.1 Policy Development and Review. The Select Committees may:

- (a) assist the Council and the Cabinet in the development of its Budget and Policy Framework by in depth analysis of policy issues;
- (b) conduct research, community and other consultation in the analysis of policy issues and possible options;
- (c) question Members of the Cabinet and/or Committees and Chief Officers from the Council about their views on issues and proposals affecting the area;
- (d) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interest of local people are enhanced by collaborative working; and
- (e) consider the impact of policies to assess if they have made a difference.

8.3.2 Scrutiny. The Select Committees may:

- (a) review and scrutinise the decisions by and performance of the Cabinet and/or Committees and Council Officers in relation to individual decisions and over time;
- (b) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (c) question Members of the Cabinet and/or Committees and Chief Officers from the Council about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or project;
- (d) make recommendations to the Cabinet and/or appropriate Committee and/or Council arising from the outcome of the scrutiny process;
- (e) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the Select Committees and local people about their activities and performance; and
- (f) question and gather evidence from any person (with their consent).

8.3.3 Crime and Disorder Functions and the Strong Communities Select Committee. This Committee:

- (a) may review and scrutinise decisions made or other actions taken in connection with the discharge of crime and disorder functions by Responsible Authorities under Sections 5 & 6 of the Crime & Disorder Act 1998. The Committee may make reports or recommendations to full Council or the Cabinet with respect to the discharge of crime and disorder functions, in which case it must provide a copy to each of the

Responsible Authorities and those co-operating persons and bodies referred to in the Police & Justice Act 2006;

- (b) must consider any local crime and disorder matter (as defined by Section 19 of the Police & Justice Act 2006 (included on the agenda for the meeting where the matter has been referred to the Committee by a member of the Council)). It must consider whether to make a report or recommendations to full Council and/or the Cabinet with respect to that local crime and disorder matter, having regard to any representations made by the member concerned. If the Committee decides not to make a report or recommendations it must notify the member concerned of its decision and the reasons for it. If the Committee does make a report or recommendations to full Council and/or Cabinet then it must provide a copy of the report or recommendations to the member concerned and such of the Responsible Authorities and co-operating persons or bodies, as it thinks appropriate;
- (c) whenever it provides a copy of the report or recommendations to a Responsible Authority or a co-operating person or body, must remind that authority/body of its statutory duty to have regard to the report or recommendations in exercising its functions, to consider the report or recommendations and to respond to the Committee indicating what (if any) actions that person or body proposes to take.

- 8.3.4 Annual Report. The Select Committees may report annually to the Full Council on their workings.
- 8.3.5 Head of Democratic Services. One of the roles of the Head of Democratic Services under section 8 of The Local Government (Wales) Measure 2011 is to promote the role of the Council's Select Committees and to promote support and guidance to Council Members and Officers generally about the functions of the Select Committees.
- 8.3.6 Membership. All Councillors except Members of the Cabinet may be Members of the Select Committees. However, no Member may be involved in scrutinising on decisions in which they have been directly involved.
- 8.3.7 Co-Optees. Each Select Committee shall be entitled to recommend to Council the appointment of a maximum of 5 people as non-voting co-optees. In exercising or deciding whether to exercise a co-option, the Authority must, under section 76 of the The Local Government (Wales) Measure 2011, have regard to guidance given by the Welsh Ministers and comply with directions given by them.
- 8.3.8 Education Representatives. The Children and Young People Select Committee shall include in its Membership voting representatives of religious faiths and of parent governors, as required by law and guidance from the Senedd.
- 8.3.9 Crime and Disorder Representatives. In discharging its crime and disorder functions, the Strong Communities Select Committee may co-opt officers, employees or members of Responsible Authorities or Co-operating Persons or Bodies (as defined by section 5 of the Crime and Disorder Act 1998.) Co-optees cannot be members of the Council's Executive and no co-optee is entitled to vote, unless the Committee allows it. Co-optees may be appointed for a particular matter or type of matter and membership may be withdrawn at any time by the Committee.
- 8.3.10 Chairs. The arrangements included in sections 66-75 of the Local Government (Wales) Measure 2011 will be followed for appointing persons to chair Select Committees.
- 8.3.11 Role of the Chair and the Select Committees. The role of the Chair of the Select Committees will be essential in implementing the new method of working. The Chairs will liaise with the Cabinet and supervise the Work Programme and identify cross cutting themes arising from the various Select Committees. In summary, therefore, the Chair will:
  - (a) be accountable for delivering the new way of working for scrutiny;

- (b) will meet regularly to monitor Work Programmes; and
- (c) will liaise with the Cabinet on issues affecting the Scrutiny Work Programme.

8.3.12 Work Programme. The Select Committees will be responsible for setting their own Work Programme and in doing so they should take into account wishes of Members who are not Members of the largest political group on the Council. It may also consider urgent and unforeseen matters not included in the Work Programme.

8.3.13 Meetings. The Select Committees will have 8 meetings a year, with the exception of the Public Services Select Committee that meets 4 times a year. Extraordinary meetings may be called from time to time in order to deal with call-ins (Select Committee Procedure Rules) where the Chair of a Select Committee agrees it is necessary for that Select Committee to consider the called in decision before the Select Committee's next programmed meeting. The quorum of a Select Committee will be 3 Members.

8.3.14 Joint Select Committees. Under s58 of The Local Government (Wales) Measure 2011, regulations may be made to permit 2 or more local authorities to appoint a joint Select Committee. This is set out in the Local Authority (Joint Overview and Scrutiny) (Wales) Regulations 2012.

8.3.15 Proceedings of select committees. Select committees will conduct their proceedings in accordance with the Select Procedure Rules set out in Part 4 of this Constitution.

## **9 THE EXECUTIVE (CABINET)**

### **9.1 Introduction**

9.1.1 The Cabinet is appointed to carry out all of the Council's functions which are not the responsibility of any other part of the Council, whether by Law or under this Constitution.

### **9.2 Form and Composition of the Cabinet**

9.2.1 The Cabinet will consist of:

- (a) the Leader of the Council (the "Leader"); and
- (b) at least 2 but not more than 9 other Councillors appointed to the Cabinet by the Leader.

### **9.3 Leader**

9.3.1 Election. The Leader will be a Councillor elected to the position of Leader by the Council.

9.3.2 Term of Office. The Leader is appointed on an annual basis at the annual meeting of the Council until:

- (a) they resign from the office by writing to the Chair; or
- (b) they are suspended from being a Councillor or from being Leader or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (c) they are no longer a Councillor; or
- (d) they are removed from office by resolution of the Council; or
- (e) the day of the next regular election.

9.3.3 Role of the Leader. The Leader will Chair meetings of the Cabinet and determine the portfolios of Members of the Cabinet. Further information is contained in the Executive Procedure Rules.

#### **9.4 Deputy Leader**

9.4.1 The Leader will appoint up to 2 Deputy Leaders, one of whom to act as Leader in the Leader's absence. Deputy Leaders will hold that position until:

- (a) they resign from the office by writing to the Leader; or
- (b) they are suspended from being a Councillor or from being Leader or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (c) they are no longer a Councillor; or
- (d) the day of the next regular election.

The Leader may remove the Deputy Leaders from Office at any time.

9.4.2 The Deputy Leader may exercise all of the functions of the Leader where the position is vacant or where the Leader is absent or otherwise unable to act. For the avoidance of doubt the Leader may, at their absolute discretion and at any time remove and/or appoint any member of the Council as deputy leader for this purpose.

#### **9.5 Other Cabinet Members**

9.5.1 Other Cabinet Members will be Councillors elected to the position of Cabinet Member by the Leader. Each Cabinet Member shall hold office until:

- (a) they resign from that office by writing to the Leader; or
- (b) they are removed from that office by the Leader upon such notice (if any) as the Leader considers appropriate; or
- (c) they are suspended from being a Councillor or from being a member of the Cabinet under Part III of the Local Government Act 2000 (although they may resume office at the end of the period of suspension); or
- (d) they are no longer a Councillor; or
- (e) the day of the next regular election.

9.5.2 The Leader may at any time appoint a Cabinet Member to fill any vacancies.

#### **9.6 Delegation of Functions**

9.6.1 The Leader may exercise Executive Functions themselves or may otherwise make arrangements to delegate responsibility for their discharge. The Leader may delegate Executive Functions to:

- (a) the Cabinet as a whole;
- (b) a Committee of the Cabinet (comprising executive Members only);
- (c) an individual Cabinet Member;
- (d) a joint committee;
- (e) another local authority or the executive of another local authority;

(f) a delegated Officer.

## 9.7 Rules of Procedure and Debate

9.7.1 The proceedings of the Cabinet shall take place in accordance with the Executive Procedure Rules in [Section 30](#) below.

## 10 REGULATORY COMMITTEES

### 10.1 Regulatory and other committees

10.1.1 The Council will appoint committees in accordance with the below table:

Committee	Membership
Planning	16
Licensing and Regulatory	12
Standards	3 Members of Council (other than the Leader) 1 Town/Community Council co-optee Up to 5 Independent Members (co-optees with no Council nexus)
Democratic Services	12
Audit	11 1 lay member
Investment Committee	Leader Deputy Leader Cabinet Member for Resources Leaders of the 2 next largest Groups
Standing Advisory Council on Religious Education	<p>SACRE shall consist of representation from:</p> <ul style="list-style-type: none"> <li>- Christian denominations and other religions and religious denominations, to broadly reflect the proportionate strength of the denomination in the area. It is recognised that there will be occasions when the interests of efficiency override the requirement for directly proportionate representation;</li> <li>- Such associations representing teachers as, in the opinion of the authority, ought to be represented; and</li> <li>- The local education authority.</li> </ul> <p>It may also appoint co-opted members if required although these members have no voting rights.</p> <p>It is for the LEA to appoint the members of the three groups.</p> <p>Each group has a single vote on any matter to be decided by SACRE.</p> <p>It is open to the authority to appoint the chairperson, or to allow a SACRE to appoint its own chair from its members.</p> <p>Composition:</p> <p>LEA - 6 places representing Monmouthshire County Council</p> <p>Religions and denominations - 12 places:</p> <p>Representing the Church in Wales (1) Representing the Roman Catholic Church (1) Representing the Free Church Council (4) Representing the Bahai'i Faith (1) Representing the Buddhist Faith (1)</p>

	<p>Representing the Hindu Faith (1)  Representing the Muslim Faith (1)  Representing the Jewish Faith (1)  Representing the Sikh Faith (1)</p> <p>Representing the Teachers Associations 7 places</p> <p>Co-opted Members 2 places</p> <p>Membership of WASACRE</p> <p>Monmouthshire SACRE is a member body of the Welsh Association of SACREs. Four SACRE representatives are nominated for attendance at WASACRE but these may be substituted as required.</p> <p>The RE Adviser to SACRE shall act for the LEA at WASACRE meetings.  Supply cover and travel expenses will be paid to teacher representatives attending meetings.</p> <p>Religious representatives may claim expenses from their respective organisations.</p> <p>Any member who has not attended three consecutive meetings without apology will lose the right to his/her place.  Supply cover will be paid for teachers' attendance at meetings.  Religious representatives may claim expenses from their respective organisations.</p>
Joint Advisory Group	<p>9 County Council Members  Employee representatives nominated by the TUs (including teaching employees); numbers will be determined by the TUs  Chair - Cabinet Member responsible for personnel  Vice Chair – Cabinet Member responsible for lifelong learning  Head of People or nominated representative as advisor  Officers and Officials as required by Members of the Committee</p>

## 10.2 The Audit Committee

- 10.2.1 The Council will appoint an audit committee to discharge the functions described in Part 3 of this Constitution and in accordance with sections 81-87 of The Local Government (Wales) Measure 2011.
- 10.2.2 The Committee shall comprise of Councillor Members (being at least two thirds of the Membership) and at least one Member who is not a Member of the Council (lay Member) and no more than one Member of the Cabinet (which Cabinet Member must not be the Leader).
- 10.2.3 The Chair of the Audit Committee is appointed by it and cannot be a Member of the Cabinet but can be a lay Member and can only be a Member of an executive group if there are no opposition groups.
- 10.2.4 Members of the Audit Committee may vote on any matter that falls to be decided by the Committee.

## 10.3 The Democratic Services Committee

- 10.3.1 The Council will appoint a Democratic Services Committee to discharge the functions described in Part 3 of this Constitution



10.3.2 The Committee shall comprise of Councillor Members but no more than one Member of the Cabinet (which Cabinet Member must not be the Leader).

10.3.3 The Chair of the Democratic Services Committee is appointed by Full Council and must not be a Cabinet Member.

#### **10.4 Other Committees and Sub-Committees**

10.4.1 The Council will appoint such other Committees as it considers appropriate to the exercise of its functions. These will include a Planning and Licensing Committee.

10.4.2 Any Committee appointed by the Council may at any time appoint additional Sub-Committees and panels throughout the year. The terms of reference and delegation of powers to them shall be explicit and within the appointment Committee's terms of reference.

#### **10.5 Rules of Procedure and Debate**

10.5.1 The Council Procedure Rules in Part 4 will apply.

### **11 THE STANDARDS COMMITTEE**

#### **11.1 Composition**

11.1.1 Membership. The Standards Committee will be composed of 9 members. Its membership will include:

- (a) 5 independent members, who are not either a councillor or an officer or the spouse of a councillor or an officer of this council or any other relevant authority as defined by the Act, appointed in accordance with the procedure set out in the Standards Committees (Wales) Regulations 2001 (as amended);
- (b) 3 county councillors other than the Leader and not more than one member of the executive;
- (c) one member of a town or community council wholly or mainly in the Council's area (a 'community committee member').

11.1.2 Term of office:

- (a) independent members are appointed for a period of not less than 4 nor more than 6 years and may be reappointed for one further consecutive term not exceeding 4 years;
- (b) members of the local authority who are members of the Standards Committee will have a term of office of no more than 5 years or the period until the next ordinary local government election following their appointment, whichever is the shorter. They may be reappointed for one further term;
- (c) a community committee member will have a term of office of no more than 5 years or the period until the next ordinary local government election following their appointment, whichever is the shorter. They may be reappointed for one further term.

11.1.3 Quorum. A meeting of the standards committee shall only be quorate when:

- (a) at least 3 members, including the Chairman, are present, and
- (b) at least half the members present (including the Chairman) are independent members.

11.1.4 Voting. Independent members and community committee members will be entitled to vote at meetings.

11.1.5 Community committee members. A community committee member shall not take part in the proceedings of the standards committee when any matter relating to their town or community council is being considered.

11.1.6 Chairing the Committee:

- (a) only an independent member of the standards committee may be the Chairman;
- (b) the Chairman will be elected by the members of the standards committee for a period not exceeding one year. The Chairman is eligible for re-election;
- (c) the election of a Chairman will be the first item of business for the standards committee at the commencement of each municipal year.

## **11.2 Role and Function**

11.2.1 The Standards Committee will have the following roles and functions:

- (a) promoting and maintaining high standards of conduct by councillors, co-opted members and church and parent governor representatives;
- (b) assisting the councillors, co-opted members and church and parent governor representatives to observe the Members' Code of Conduct;
- (c) advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) monitoring and from time to time reviewing the operation of the Members' Code of Conduct and protocols which apply to members of the Council, employees, contractors and other parties or organisations associated with Council activity;
- (e) advising, training or arranging to train councillors, co-opted members and church and parent governor representatives on matters relating to the Members' Code of Conduct;
- (f) granting dispensations to councillors, co-opted members and church and parent governor representatives from requirements relating to interests set out in the Members' Code of Conduct;
- (g) dealing with any reports from a case tribunal or interim case tribunal, and any report from the Monitoring Officer on any matter referred to that officer by the Public Services Ombudsman for Wales;
- (h) mentoring and supporting the Council's Monitoring Officer in the discharge of their role;
- (i) receiving and investigating (where statute permits) reports and complaints relating to the Members' Code of Conduct and protocols approved by the Council from time to time;
- (j) the exercise of (a) to (i) above in relation to the town and community councils wholly or mainly in its area and the members of those town and community councils.

## **12 AREA COMMITTEES AND FORUMS**

### **12.1 Area committees**

12.1.1 In order to bring discussion of council affairs closer to the community the Council may appoint area committees as it sees fit, if it is satisfied that to do so will ensure improved service delivery in the context of best value and more efficient, transparent and accountable decision making.

12.1.2 The Council has established 4 Area Committees with the following roles and functions:

- (a) to help the Council shape major proposals affecting the area and to advise the Council about the implications for the area of its objectives, plans and policies;
- (b) to ensure properly co-ordinated services on a local level;
- (c) to encourage effective collaboration with public, private and voluntary sector partners locally to help the Council meet the aspirations of local people;
- (d) to provide a forum for views of local communities and to encourage discussions and debate on matters of particular relevance to the area;
- (e) to make decisions on matters within the area that have been delegated by the Executive provided those decisions are within the Council's overall policies and budgetary allocations and do not adversely affect other areas of Monmouthshire.

12.1.3 Additional Representation. Each Area Committee may identify and agree 'communities of interest' within its area from which a representative may be invited to participate at meetings of the committee. Such invitees will not be co-opted members of the committee but may speak (not vote) on matters whenever the press and public are able to attend.

## **13 JOINT ARRANGEMENTS**

### **13.1 Arrangements to promote well being**

13.1.1 The Council or the executive, in order to promote the economic, social or environmental well-being of its area, may:

- (a) enter into arrangements or agreements with any person or body;
- (b) co-operate with, or facilitate or co-ordinate the activities of, any person or body; and
- (c) exercise on behalf of that person or body any functions of that person or body.

### **13.2 Joint arrangements**

13.2.1 The Council may establish joint arrangements with one or more local authorities and/or their executives to exercise functions which are not executive functions in any of the participating authorities, or advise the Council. Such arrangements may involve the appointment of a joint committee with these other local authorities.

13.2.2 The cabinet may establish joint arrangements with one or more local authorities to exercise functions which are executive functions. Such arrangements may involve the appointment of joint committees with these other local authorities.

13.2.3 Subject to 13.2.4 below, the executive may appoint executive members and non-executive members to a joint committee and the political balance requirements shall not apply to the appointment of such members;

13.2.4 The executive may appoint members to a joint committee from outside the executive where the joint committee has functions for only part of the area of the authority, and that area is smaller than two-fifths of the authority by area or population. In such cases, the executive may appoint to the joint committee any councillor who is a member for an electoral division which is wholly or partly contained within the area. The political balance requirements do not apply to such appointments.

13.2.5 Details of any joint arrangements including any delegations to joint committees will be found in the Council's scheme of delegations in Part 3 of this Constitution.

13.2.6 Details pertaining to the arrangements regarding to Combined Joint Committees will be taken from the Local Government and Elections Act 2021 and all subsequent regulations.

### **13.3 Access to information**

13.3.1 The Access to Information Rules in Part 4 of this Constitution apply.

13.3.2 If all the members of a joint committee are members of the executive in each of the participating authorities then its access to information regime is the same as that applied to the executive.

13.3.3 If the joint committee contains members who are not on the executive of any participating authority then the access to information rules in Part VA of the Local Government Act 1972 will apply.

### **13.4 Delegation to and from other local authorities**

13.4.1 The Council may delegate non-executive functions to another local authority or, in certain circumstances, the executive of another local authority.

13.4.2 The Executive may delegate executive functions to another local authority or the executive of another local authority in certain circumstances.

13.4.3 The decision whether or not to accept such a delegation from another local authority shall be reserved to the Council meeting.

### **13.5 Contracting Out**

13.5.1 The Council (for functions which are not executive functions) and the Executive may contract out to another body or organisation functions which may be exercised by an officer and which are subject to an order under section 70 of the Deregulation and Contracting Out Act 1994, or under contracting arrangements where the contractor acts as the Council's agent under usual contracting principles, provided there is no delegation of the Council's discretionary decision making.

## **14 OFFICERS**

### **14.1 Management structure**

14.1.1 The full Council may engage such staff (referred to as officers) as it considers necessary to carry out its functions.

14.1.2 Chief Officers. The full Council will engage persons for the following posts, who will be designated chief officers:

<b>Post</b>	<b>Functions and Responsibility</b>
Chief Executive (Head of Paid Service)	Corporate management and operational responsibility including overall management responsibility for all Officers. Principal Adviser to the Council on general policy.

	<p>The provision of professional and impartial advice to all parties in the decision making process to the Cabinet, to Select Committees, the Full Council and other Committees).</p> <p>Together with the Head of Democratic Services, responsibility for a system of record keeping for all the Authority's decisions (executive or otherwise).</p> <p>Representing the Authority on partnership and external bodies (as required by statute or the Council)</p> <p>Service to the whole Council, on a politically neutral basis</p>
Chief Officer Resources	<p>People Services</p> <p>Commercial, Property and Facilities</p> <p>Finance</p> <p>Digital</p> <p>Business Planning and Redesign</p>
Chief Officer Social Care, Safeguarding and Health	<p>Older Persons, Mental Health Service, Learning disabilities, Adults with disabilities, Children's Services including Safeguarding, Children who are Looked After and children in need, youth offending, adoption and fostering.</p> <p>Regulatory Services</p> <p>Public Protection</p>
Chief Officer Children and Young People	<p>Education Services including schools and continuing education</p> <p>Youth Services</p>
Chief Officer Enterprise	<p>Placemaking, Housing, Highways and Flood</p> <p>Enterprise, Strategic Procurement and Community Animation</p> <p>Neighbourhood Services</p> <p>Facilities and Fleet</p> <p>Strategic Projects</p>

14.1.3 Statutory Roles. The Council will designate the following posts with the statutory roles as shown:

<b>Post</b>	<b>Designation</b>
Chief Executive	Head of Paid Service
Head of Law	Monitoring Officer
Head of Finance	S151 Officer
Head of Policy and Governance	Head of Democratic Services

14.1.4 Such posts will have the functions described at 14.2-14.5 below.

14.1.5 Structure. The Head of Paid Service will determine and publicise a description of the overall departmental structure of the Council showing the management structure and deployment of officers.

## **14.2 Functions of the Head of Paid Service**

14.2.1 Discharge of functions by the Council. The Head of Paid Service will report to full Council on the manner in which the discharge of the Council's functions is co-ordinated, the number and grade of officers required for the discharge of functions and the organisation of officers.

14.2.2 Restrictions on functions. The Head of Paid Service may not be the Monitoring Officer or the Head of Democratic Services but may hold the post of s151 Officer if a qualified accountant.

### **14.3 Functions of the Monitoring Officer**

14.3.1 Maintaining the Constitution. The Monitoring Officer will maintain an up-to-date version of the Constitution and will ensure that it is widely available for consultation by members, staff and the public.

14.3.2 Ensuring lawfulness and fairness of decision making. After consulting with the Head of Paid Service and s151 Officer, the Monitoring Officer will report to the full Council or to the Executive in relation to an executive function, if they consider any proposal, decision or omission would give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.

14.3.3 Supporting the Standards Committee. The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee.

14.3.4 Receiving reports. The Monitoring Officer will receive and act on reports made by the Ombudsman and decisions of the case tribunals.

14.3.5 Conducting investigations. The Monitoring Officer will conduct investigations into matters referred by the Ombudsman and make reports or recommendations in respect of them to the Standards Committee.

14.3.6 Proper officer for access to information. The Monitoring Officer will ensure that Executive decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible.

14.3.7 Advising whether decisions of the Executive are within the budget and policy framework. The Monitoring Officer will advise whether decisions of the Executive are in accordance with the budget and policy framework.

14.3.8 Providing advice. The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors.

14.3.9 Restrictions on posts. The Monitoring Officer cannot be the Chief Finance Officer or the Head of Paid Service.

### **14.4 Functions of the s151 Officer**

14.4.1 Ensuring lawfulness and financial prudence of decision making. After consulting with the Head of Paid Service and the Monitoring Officer, the s151 Officer will report to the full Council or to the Executive in relation to an Executive function and the Council's external auditor if he or she considers that any proposal, decision or course of action will involve incurring unlawful expenditure, or is unlawful and is likely to cause a loss or deficiency or if the Council is about to enter an item of account unlawfully.

14.4.2 Administration of financial affairs. The s151 Officer will have responsibility for the administration of the financial affairs of the Council.

14.4.3 Contributing to corporate management. The s151 Officer will contribute to the corporate management of the Council, in particular through the provision of professional financial advice.

- 14.4.4 Providing advice. The s151 Officer will provide advice on the scope of powers and authority to take decisions, maladministration, financial impropriety, probity and budget and policy framework issues to all councillors and will support and advise councillors and officers in their respective roles.
- 14.4.5 Give financial information. The Chief Finance Officer will provide financial information to the media, members of the public and the community.
- 14.4.6 Advising whether Decisions of the Cabinet are within the Budget and Policy Framework. The s151 Officer will, in conjunction with the Monitoring Officer, advise whether decisions of the Cabinet are in accordance with the Budget and Policy Framework.
- 14.4.7 Restrictions on Posts. The s151 Officer cannot be the monitoring officer or the Head of Democratic Services.

#### **14.5 Functions of the Head of Democratic Services**

- 14.5.1 Provide support and advice to the authority in relation to its meetings. The function of providing advice about whether or how the authority's functions should be, or should have been exercised, only applies to advice concerning the functions of the Select Committees and Democratic Services Committee.
- 14.5.2 Provide support and advice to committees of the authority and the members of those committees. Advice to a Member does not include advice in connection with their role as an executive Member and does not include advice about a matter being or to be considered at a meeting (other than a meeting of a Select Committees or Democratic Services Committee.)
- 14.5.3 Provide support and advice to any joint committee which a local authority is responsible for organising and the members of that committee, not including advice about a matter being or to be considered at that meeting.
- 14.5.4 Promote the role of the authority's Select Committees.
- 14.5.5 Provide support and advice in relation to the functions of the authority's Select Committees to each of the following:
- (a) members of the authority;
  - (b) members of the executive of the authority;
  - (c) officers of the authority.
- 14.5.6 Make reports and recommendations in respect of any of the following:
- (a) the number and grades of staff required to discharge democratic services functions;
  - (b) the appointment of staff to discharge democratic services functions;
  - (c) the organisation and proper management of staff discharging democratic services functions;
  - (d) such other functions as may be prescribed by law.
- 14.5.7 Restrictions on Post. The Head of Democratic Services cannot be the Head of Paid Service, Monitoring Officer (until legislative change in 2022) or the s151 Officer.

#### **14.6 Duty to provide sufficient resources to the Monitoring Officer, s151 Officer and Head of Democratic Services**

14.6.1 The Council will provide the Monitoring Officer, s151 Officer and Head of Democratic Services with such officers, accommodation and other resources as are in their opinion sufficient to allow their duties to be performed.

#### **14.7 Conduct**

14.7.1 Officers will comply with the Officers' Code of Conduct and the Protocol on Officer/Member Relations set out in Part 5 of this Constitution.

#### **14.8 Employment**

14.8.1 The recruitment, selection and dismissal of officers will comply with the Officer Employment Rules set out in Part 4 of this Constitution.

#### **14.9 Information Available to Officers**

14.9.1 The Monitoring Officer, the s151 Officer and the Head of Paid Service may see any papers or records held by any part of the Council or its Officers. Other Officers may see any information held by the Council provided:

- (a) they need to see the information to do their job; and
- (b) that information is processed lawfully in accordance with the Data Protection Act 2018 and GDPR.

### **15 DECISION MAKING**

#### **15.1 Responsibility for decision making**

15.1.1 The Council will issue and keep up to date a record of what part of the Council or individual has responsibility for particular types of decisions or decisions relating to particular areas or functions. This record is set out in Part 3 of this Constitution.

#### **15.2 Principles of decision making**

15.2.1 All decisions of the Council will be made in accordance with the following principles:

- (a) proportionality (i.e. the action must be proportionate to the desired outcome);
- (b) due consultation and the taking of professional advice from officers;
- (c) respect for human rights;
- (d) in accordance to the access to information procedure with a presumption in favour of openness;
- (e) clarity of aims and desired outcomes;
- (f) on the basis of merit and in the public interest; and
- (g) taking into consideration all relevant statutes including the Equality Act 2010 and the Wellbeing of Future Generations (Wales) Act 2015.

15.2.2 An explanation of the reasons for the decision, a record of any personal interest declared and any dispensation to speak granted by the authority's standards committee and details of consultation will be included in the record of each executive decision.

#### **15.3 Decision Making by Full Council**



15.3.1 Decisions relating to the functions listed in para 6.2.1 will be made by the full Council and not delegated.

15.3.2 The Council meeting will follow the Council Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.4 Decision making by the Executive**

15.4.1 The executive will follow the Executive Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.5 Decision making by select committees**

15.5.1 Select committees will follow the Select Committee Procedures Rules set out in Part 4 of this Constitution when considering any matter.

#### **15.6 Decision making by other committees and sub-committees established by the Council**

15.6.1 Council committees and sub-committees will follow those parts of the Council Procedures Rules set out in Part 4 of this Constitution as apply to them

#### **15.7 Decision making by Council bodies acting as tribunals**

15.7.1 The Council, a councillor or an officer acting as a tribunal or in a quasi-judicial manner or determining/considering (other than for the purposes of giving advice) the civil rights and obligations or the criminal responsibility of any person will follow a proper procedure which accords with the requirements of natural justice and the right to a fair trial contained in Article 6 of the European Convention on Human Rights.

### **16 FINANCE, CONTRACTS AND LEGAL MATTERS**

#### **16.1 Financial management**

16.1.1 The management of the Council's financial affairs will be conducted in accordance with the financial rules set out in Part 4 of this Constitution.

#### **16.2 Contracts**

16.2.1 Every contract made by the Council will comply with the Contracts Procedure Rules set out in Part 4 of this Constitution.

#### **16.3 Legal proceedings**

16.3.1 The Head of Law is authorised to institute, defend or participate in any legal proceedings in any case where such action is necessary to give effect to decisions of the Council or in any case where the Head of Law considers that such action is necessary to protect the Council's interests. The Head of Law has delegated powers to authorise Officers to appear in Court on the Council's behalf.

#### **16.4 Authentication of documents**

16.4.1 Where any document is necessary to any legal procedure or proceedings on behalf of the Council, it will be signed by the Head of Law or other person authorised by them, unless any enactment otherwise authorises or requires, or the Council has given requisite authority to some other person.

16.4.2 Any contract with a value exceeding £25,000 entered into on behalf of the Council in the course of the discharge of an executive function shall be made in writing. Such contracts must either be signed in accordance with the Council's Contract Procedure Rules at Part 4 or made under the common seal of the council.

16.4.3 In addition to any other person who may be authorised by resolution of the Council, the Proper Officer for the purposes of authentication of documents under the Local Government Acts shall be:

- (a) the Chief Executive;
- (b) the Monitoring Officer;
- (c) the Head of Law;
- (d) any Chief Officer of the Council concerned with the matter to which the document relates; or,
- (e) any Officer authorised in writing by such Chief Officer.

## **16.5 Common Seal of the Council**

16.5.1 The Common Seal of the Council will be kept in a safe place in the custody of the Head of Law. A decision of the Council, or of any part of it, will be sufficient authority for sealing any document necessary to give effect to the decision. The Common Seal will be affixed to those documents which in the opinion of the Head of Law should be sealed. The affixing of the Common Seal will be attested by one of: an elected Member, the Head of Law or some other person authorised by them.

## **17 REVIEW AND REVISION OF THE CONSTITUTION**

### **17.1 Duty to Monitor and Review the Constitution**

17.1.1 The Monitoring Officer will monitor and review the operation of the Constitution to ensure that the aims and principles of the Constitution are given full effect. This is set out in Part One.

17.1.2 The s151 Officer shall be responsible for keeping under review the Financial Regulations set out in Part 4 of the Constitution and shall make any necessary amendments and revisions as are required from time to time. The s151 Officer shall report any amendments made to Part 4 to Council within 12 months of minor changes for noting.

## **18 SUSPENSION, INTERPRETATION AND PUBLICATION OF THE CONSTITUTION**

### **18.1 Suspension of the Constitution**

18.1.1 Limit to suspension. The Articles (Part 2) of this Constitution may not be suspended. Any of the Procedure Rules (Part 4) contained in the Constitution may be suspended by the full Council to the extent permitted within those Rules and the law.

18.1.2 Procedure to suspend. A motion to suspend any rules will not be moved without notice unless at least one half of the whole number of councillors is present. The extent and duration of suspension will be proportionate to the result to be achieved, taking account of the purposes of the Constitution set out in Part 1.

18.1.3 Rules capable of suspension. The following Rules may be suspended in accordance with 18.1.1:

- (a) the Rules of Procedure relating to meetings of the Council, the Executive, Committees and Sub-

(b) Financial Procedure Rules;

(c) Contract Procedure Rules.

## **18.2 Interpretation**

18.2.1 The ruling of the Chairman of council as to the construction or application of this Constitution or as to any proceedings of the Council shall not be challenged at any meeting of the Council. Such interpretation will have regard to the purposes of this Constitution contained in Part 1.

## **18.3 Publication**

18.3.1 The Monitoring Officer will ensure that copies of this Constitution are available for inspection at Council offices and on the Council's website.

18.3.2 The Monitoring Officer will give a printed or (upon request) an electronic copy of this Constitution to each Member of the Council upon delivery to them of that individual's declaration of acceptance of office on the Member first being elected to the Council and thereafter ensure that an up to date version is available for inspection and published on the Council's website.

18.3.3 The Monitoring Officer will ensure that the Constitution is updated as necessary in accordance with Article 17.3.

## PART 3 – RESPONSIBILITY FOR FUNCTIONS

### 19 INTRODUCTION TO FUNCTIONS

#### 19.1 Purpose

19.1.1 Part 3 – Responsibility for Functions is designed to set out who is responsible for making decisions in Monmouthshire County Council. It should be read in conjunction with the guidance in Section 15 Decision Making.

#### 19.2 Who can be Decision Makers?

19.2.1 Under this constitution, there are a number of different decision makers:

- (a) Full Council;
- (b) Committee or Sub-Committee of the Council;
- (c) the Executive Leader;
- (d) the Executive (Cabinet);
- (e) a Committee of Cabinet;
- (f) an individual Cabinet Member;
- (g) a Joint Committee;
- (h) an Officer.

19.2.2 The Council must issue and keep up to date a record of which individual has responsibility for particular types of decisions. This is the purpose of Part 3.

#### 19.3 Executive Councils

19.3.1 Monmouthshire County Council is an Executive authority with a Leader elected by the Council (as opposed to, for example, having a directly elected Mayor). This is the most common form of Local Government in Wales.

19.3.2 Under this system, decisions and functions fall by default to the Executive as established by Part II of the Local Government Act 2000. However, this does not make the Executive supreme, and subsequent legislation such as the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 and its subsequent amendments provide further detail on what functions have to sit with the Executive, what functions must not sit with the Executive, and what functions are left to individual Local Authorities to decide where they wish them to sit.

#### 19.4 Functions

19.4.1 Given the legislative structure referred to at 19.3.2, Functions fall into the following categories.

19.4.2 Functions of the Full Council. The Council is the supreme decision-making body and may, with some exceptions, exercise any of the functions vested in the Council by Law. It may also delegate many of those functions to a Committee, Sub-Committee or Officer. The functions that may only sit with Full Council are set out in Section **Error! Reference source not found..**

- 19.4.3 Non-Executive Functions. These are functions which, by law, may not be the responsibility of the Cabinet. In some cases, only the Full Council meeting may take the decision. In other cases, the Council may delegate the responsibility for taking the decision to a Committee (who may further sub-delegate) or an Officer.
- 19.4.4 'Local Choice' Functions. There are some functions which the Council may treat as being the responsibility of the Cabinet (in whole or in part) or as being non-executive, at its discretion. Again, these functions may be delegated to a Committee or an Officer.
- 19.4.5 Executive Functions. As per 19.3.2, all other functions not defined as falling under the above categories are Executive functions that may be delegated to individual Cabinet Members, Committees or Officers by the Leader.

## **19.5 Other Bodies**

- 19.5.1 Advisory Bodies. The Council and/or the Leader can also set up Advisory Committees and Joint Advisory Committees.
- 19.5.2 Select Committees. Select Committees are responsible for the overview and scrutiny function. They cannot exercise other functions and make decisions.
- 19.5.3 Officer Delegations. Officer delegations are also contained in this Section of the Constitution.
- 19.5.4 Joint Committees. Committees established in agreement with other authorities or bodies with a view to having decision making powers.

## **19.6 Removal of Delegation**

- 19.6.1 Where a function has been delegated, the body that delegated the function may withdraw the delegation generally or in any case and may exercise the function itself.
- 19.6.2 Where a function has been delegated, the decision maker is not required to exercise the delegation and may refer any matter to the body that made the delegation or any other body that has power to exercise the function.

## **19.7 Who May Exercise Officer Delegations?**

- 19.7.1 Where a function has been delegated to an Officer(s) ("delegated Officer(s)"), the decision may be taken in the name of (but not necessarily personally by) such delegated Officer(s) ("authorised Officer(s)") in accordance with arrangements made from time to time by such delegated Officer(s) for this purpose. The Officer with delegated powers can delegate to a third party unless that Officer is specifically restricted from doing so relevant to that specific power.
- 19.7.2 Where a function has been delegated, the body that delegated the function may withdraw the delegation generally or in any case and may exercise the function itself.
- 19.7.3 Where a function has been delegated, the decision maker is not required to exercise the delegation and may refer any matter to the body that made the delegation or any other body that has power to exercise the function.

## **20 FULL COUNCIL**

### **20.1 Functions Only to be Exercised by Full Council**

- 20.1.1 In accordance with sub-para 6.3.1 only the Full Council will exercise the following functions:
- (a) adopting and changing the Constitution;

- (b) approving or adopting the Corporate Plan, Policy Framework, the budget and any application to the Senedd in respect of any Housing Land Transfer;
- (c) subject to the urgency procedure contained in the Access to Information Procedure Rules, making decisions about any matter in the discharge of an Executive Function which is covered by the Policy Framework or the budget where the decision maker is minded to make it in a manner which would be contrary to the Policy Framework or contrary to/or not wholly in accordance with the budget;
- (d) appointing and removing the Leader;
- (e) agreeing and/or amending the terms of reference for Committees, deciding on their composition and making appointments to them (in accordance with the Local Government and Housing Act 1989) unless the appointments have been delegated by the Council;
- (f) changing the name of the area or conferring the title of freedom of the County;
- (g) making or confirming the appointment of the Head of Paid Service and other Chief Officers;
- (h) making, amending, revoking re-enacting or adopting bylaws and promoting or opposing the making of local legislation or Personal Bills;
- (i) all Local Choice Functions set out in this Constitution which the Council decides should be undertaken by itself rather than the Cabinet;
- (j) all matters which by law must be reserved to the Council. For example, appointing the Chair of the Democratic Services Committee and the pay policy statement;
- (k) appointing representatives to outside bodies unless the appointment has been delegated by the Council or is exercisable only by the Cabinet.

The policy framework includes the plans and strategies listed in Schedule 3 to the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 (as amended), together with such other plans and strategies which the Authority may decide should be adopted by the Council as a matter of local choice, as set out in this Constitution.

## 21 COMMITTEES OF COUNCIL

### 21.1 Committees

21.1.1 10.1.1 lists the Committees established by Council. Their responsibilities are:

Committee	Responsibilities
Planning	<p>1.Planning and conservation Functions relating to town and country planning and development management as specified in Schedule 1 to the Local Authorities Executive Arrangements (Functions and Responsibilities) (Wales) Regulations 2007 ('the Functions Regulations') save in relation to footpaths and bridleways</p> <p>2. Powers relating to the preservation of trees, the protection of important hedgerows and the power to make limestone pavement order.</p> <p>3. Review proposed development in accordance with the Council's Local Development Plan.</p>
Licensing and Regulatory	<p>All other functions and powers specified in Schedule 1 to the Functions Regulations, save in relation to the duty to determine licensing policy in accordance with the Licensing Act 2003, to approve the Authority's Statement of Accounts, to determine the affordable borrowing limit, to make</p>

	<p>arrangements for the proper administration of financial affairs, the approval of an annual investment strategy, the power to make Standing Orders, to appoint staff, to appoint Proper Officers and designate Head of Paid Service and Monitoring Officer and to consider adverse reports from the Public Services Ombudsman for Wales, all of which shall be reserved to full Council.</p> <p>All functions and powers specified in Schedule 4 to the Functions Regulations other than those listed herein as reserved to full Council or the Executive.</p> <p>To consider and approve or decline the making of any opposed under section 25 of Part III of the Highways Act 1980 (5) (creation of highways); section 116 – 120 of Part VIII of the Highways Act 1980 (stopping up and diversion of highways etc.); and section 53 of the Wildlife and Countryside Act 1981(11) (duty to keep definitive map and statement under continuous review)</p> <p>Along with the power to issue a site license in no-routine cases under the Mobile Homes (Wales) Act 2013.</p>
Standards	<p>As set out in Article 9.3</p> <p>Other functions:</p> <p>Functions relating to standards of conduct of members under any relevant provision of, or regulations made under, the Local Government Act 2000.</p> <p>Other functions delegated to the Committee by the Council in accordance with section 54(3) of the Local Government Act 2000, in accordance with any regulations made under that Act.</p>
Democratic Services	<p>To exercise the function of the local authority under section 8(1)(a) The Local Government (Wales) Measure 2011 (designation of head of democratic services).</p> <p>To review the adequacy of provision by the authority of staff, accommodation and other resources to discharge democratic services functions, and</p> <p>To make reports and recommendations to the authority in relation to such provision.</p> <p>To fully support the non-executive role of councillors.</p> <p>To undertake pieces of work aimed at improving the democratic function, in line with the ethos of the Local Government Measure 2011.</p> <p>To draw up a job description for elected members and improve clarity, transparency and public engagement.</p> <p>To review the ICT policy for members.</p>
Audit	<p>Ensure that there are effective relationships between external and internal audit, inspection agencies and other relevant bodies, and that the value of the audit process is actively promoted.</p> <p>Review the financial statements, external auditor's opinion and reports to members, recommend the adoption of the financial statements by full Council and monitor management action in response to the issues raised by external audit.</p> <p>Maintain an overview of the Council's constitution in respect of contract procedure rules and financial regulations.</p>

	<p>Make recommendations, as appropriate, to Cabinet and Council on any matters reported through the Audit Committee.</p>
Investment	<p>To make decisions on the acquisition, management and disposal of investment assets as prescribed in the Asset Investment Policy and the Asset Management Strategy.</p> <p>This involves the scrutiny and approval/refusal of business cases relating to the acquisition of land and property assets as well as wider investment opportunities or decisions in support of wider Council policies and in line with agreed evaluation criteria while being subject to annual performance reviews.</p>
SACRE	<p>To advise the Local Education Authority (LEA) upon matters connected with religious worship in county schools and religious education (RE) to be given in accordance with an agreed syllabus for the Authority.</p> <p>It can require the LEA to review the RE agreed syllabus and establish an agreed syllabus at a formal meeting called an Agreed Syllabus Conference.</p> <p>To consider any application made by a head teacher for their school to be released from the requirement that collective worship be wholly or mainly of a broadly Christian character for some or all of the pupils in that school (determination).</p> <p>The main role, therefore, is to support effective provision of collective worship, and religious education in accordance with the Agreed Syllabus.</p> <p>Each LEA should work with its SACRE to review the existing provision for RE and consider with the SACRE whether any changes need to be made in the Agreed Syllabus or in the support offered to schools.</p> <p>Similarly it should work with its SACRE to monitor the provision of daily collective worship and to consider with it any action which might be taken to improve provision.</p> <p>It is for the LEA to decide what matters it wishes to refer to its SACRE, but these should include methods of teaching, the choice of teaching material and the provision of teacher training.</p> <p>A SACRE is not confined to advising on matters referred to it by its LEA; it may offer advice on any matters related to its functions as it sees fit.</p> <p>The advice offered by a SACRE carries no statutory force. However, the LEA or school should always give careful consideration to advice offered.</p> <p>LEAs are encouraged to keep their SACRE fully informed on all matters relating to RE and collective worship in their schools. This should include, where appropriate, information on individual schools following inspection by Estyn.</p> <p>Annual Reports:</p> <p>SACRE must publish an annual report on its work. This should:</p> <ul style="list-style-type: none"> <li>- specify any matters on which it has advised the LEA;</li> <li>- broadly describe the nature on that advice; and</li> <li>- set out its reasons for offering advice on any matters which were not referred to it in the first place by the LEA.</li> </ul> <p>A copy of the annual report must be sent to DCELLS (by 30<sup>th</sup> December).</p> <p>LEAs are encouraged to send copies of the annual report to schools and local teacher training institutions.</p> <p>Monmouthshire SACRE normally meets each term (3 meetings per annum) but meetings can be arranged as required.</p>



	<p>The LEAs duty to convene a SACRE implies a duty to fund this body satisfactorily. The LEA should provide a clerk and sufficient funds for it to perform its functions.</p> <p>A review of the Agreed Syllabus must be carried within every five year period.</p>
Joint Advisory Group	<p>The function of the Joint Advisory Group will be to afford regular and full consultation, and where appropriate, negotiation, on all matters affecting employees of the County Council to make recommendations to the Cabinet and any other committee deemed to be appropriate.</p> <p>The agenda will be divided into 3 sections:</p> <ul style="list-style-type: none"> <li>- Part 1-Items of joint interest to teaching and non-teaching unions.</li> <li>- Part 2-Items of interest only to teaching unions.</li> <li>- Part 3-Items of interest only to non-teaching unions.</li> </ul> <p>The order of Parts 2 and 3 will alternate at each meeting.</p> <p>For items of joint interest (Part 1) the quorum of the Advisory Group shall comprise two members of the County Council and two representatives each of both the Teachers and LGE unions (total –six)</p> <p>For items under Parts 2 and 3, the quorum shall comprise two members of the County Council and two representatives only of the relevant group of unions (i.e. teaching or non-teaching )(total-four)</p> <p>No recommendation shall be made by the Group unless it is approved by a majority of the members present on each side of the Joint Advisory Group.</p>

## 22 LOCAL CHOICE FUNCTIONS

### 22.1 What are they?

22.1.1 As introduced at 19.3.2, an Executive led Council must abide by the rules set out in the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 as amended (there is a 2009 Regulation too for example).

22.1.2 These regulations define what matters must and mustn't sit with the Cabinet. What is left are known as 'Local Choice Functions', ie. it is up to that particular authority to decide what decision making should sit where. The table below sets out those matters for MCC.

22.1.3 Table:

Function	Body	Delegation
Any functions under a local Act other than a function specified or referred to in Schedule 1 of the Local Authorities executive arrangements (Functions and Responsibilities) (Wales) Regulations 2007 as amended	Executive	Relevant Cabinet Member
The determination of an appeal against any decision made by or on behalf of the authority (where a right of appeal exists)	Council	Appeals Panel
Functions in relation to the revision of decisions made in connection with claims for housing benefit and for appeals against such decisions under section 68 of and Schedule 7 to the Child Support, Pensions and Social Security Act 2000	Council	Monitoring Officer

The making of arrangements in relation to appeals against the exclusion of pupils in maintained schools under section 52 of the Education Act 2002	Executive	Monitoring Officer
The making of arrangements pursuant to section 94(1), (1A) and (4) of, and Schedule 24 to, the School Standards and Framework Act 1998 (admission appeals)	Executive	Monitoring Officer
The making of arrangements pursuant to section 95(2) of, the School Standards and Framework Act 1998 (children to whom section 87 applies: appeals by governing bodies)	Executive	Monitoring Officer
The making of appointments under paragraphs 2 to 4 (appointment of members by relevant councils) of Schedule 2 (police authorities established under section 3) to the Police Act 1996	Council	
The conducting of best value reviews in accordance with the provisions of any order for the time being having effect under section 5 (best value reviews) of the Local Government Act 1999	Executive following consultation with relevant Select Committee	
Any function relating to contaminated land	Landowner responsibility with Executive, otherwise Licensing and Regulatory Committee	Relevant Cabinet Member
The discharge of any function relating to the control of pollution or the management of air quality	Landowner responsibility with Executive, otherwise Licensing and Regulatory Committee	Relevant Cabinet Member
The Service of an abatement notice in respect of statutory nuisance	Executive	
The passing of a resolution that Schedule 2 to the Noise and statutory Nuisance Act 1993 should apply in the council's area	Executive	
The inspection of the authority's area to detect any statutory nuisance	Executive	
The investigation of any complaint as to the existence of a statutory nuisance	Executive	
The obtaining of information under section 330 of the Town and Country Planning Act 1990 as to interest in land	Executive	
The obtaining of particulars of persons interested in land under section 16 of the Local Government (Miscellaneous Provisions) Act 1976	The Executive and all non-executive committees in relation to their functions	All Chief Officers as appropriate
The appointment of any individual:	Council	

<p>(a) to any office other than an office in which he is employed by the authority;</p> <p>(b) to any body other than:</p> <p>(i) the authority;</p> <p>(ii) a joint committee of two or more authorities; or</p> <p>(c) to any committee or sub-committee of such a body</p> <p>and the revocation of any such appointment</p>		
<p>Power to make payment or provide other benefits in cases of maladministration etc</p>	Council	
<p>The discharge of any function by an authority acting as a harbour authority</p>	Licensing and Regulatory Committee	
<p>Functions in respect of the calculation of council tax base in accordance with any of the following:</p> <p>(a) the determination of an item for T in section 33(1) and 44(1) of the Local Government Finance Act 1992;</p> <p>(b) the determination of an amount for item TP in sections 34(3), 45(3) 48(3) and 48(4) of the Local Government Finance Act 1992;</p> <p>(c) the determination of an amount required for determining an amount for the item mentioned in paragraph (a) or (b) above.</p>	Executive	Relevant Cabinet Member
<p>Licensing functions in accordance with Part 2 of the Licensing Act 2003 except section 6</p>	Licensing and Regulatory Committee	
<p>Functions in respect of gambling in accordance with any of the following:</p> <p>(a) a resolution not to issue casino licenses in accordance with section 166 of the Gambling Act 2005 (c.19);</p> <p>(b) prescribing of fees in accordance with section 212 of the Gambling Act 2005;</p> <p>(c) making an order disapplying section 279 or section 282(1) of the Gambling Act 2005 in accordance with section 284 of the Gambling Act 2005;</p> <p>(d) authorised persons in accordance with section 304 of the Gambling Act 2005;</p> <p>(e) prosecutions by a licensing authority in accordance with section 346 of the Gambling Act 2005;</p> <p>(f) three-year licensing policy in accordance with section 349 of the Gambling Act 2005;</p>	Council	
<p>The determination of school organisation proposals under the School Standards and Organisation (Wales) Act 2013</p>	Executive	Relevant Cabinet Member

## **23 EXECUTIVE**

### **23.1 What are they?**

23.1.1 These are the functions to be carried out by the Executive (Cabinet) on behalf of the authority. They are subject to the restrictions and obligations placed upon the Executive by the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007 as amended.

### **23.2 The Functions**

23.2.1 References are made throughout this Constitution to matters that must be dealt with by Cabinet; these are not repeated here. The above legislation, and the general purpose of an Executive-led Council, is that matters not reserved to Council, allocated elsewhere via the Local Choice Functions table or prohibited from sitting with the Executive by legislation default to being an Executive matter and any desired delegation thereafter.

23.2.2 The list below therefore is not definitive nor exhaustive and, where doubt exists, the Monitoring Officer should be consulted.

### **23.3 Delegation of Functions**

23.3.1 Responsibility is delegated to each Executive Member for functions within the scope of their portfolio, provided a matter is:

- (a) within the policy framework or corporate policy;
- (b) is not in conflict, or does not compromise any existing or proposed policy;
- (c) has no corporate impact (does not apply to decisions within corporate portfolios);
- (d) is within approved budgets or within virement discretion;
- (e) is not considered (by the executive member or the Leader) to be too sensitive or controversial to be decided "within-portfolio";

and subject:

- (f) in all cases to the Leader being able to require any proposed decision to be taken by the Executive itself (where he/she judges this appropriate);
- (g) to the executive taking the final decision on joint arrangements, arrangements to provide well-being-partnership arrangements and delegations to other local authorities;
- (h) to the Executive itself making policy framework and byelaw recommendations to Council.

23.3.2 Providing the above criteria are met, cross-portfolio decisions may be made by individual Executive Members in respect of their responsibilities provided there is agreement between the Executive Member concerned on the cross-portfolio decisions to be taken. In the absence of this, the decisions will fall to the Executive.

23.3.3 Cabinet may delegate matters to an appropriate Officer as long as it is a matter within the remit of the Executive.

#### **23.4 Executive Functions List**

23.4.1 The following list needs to be read in conjunction with the rest of Section 23:

- (a) to take any urgent decisions which are contrary or not wholly in accordance with the approved Budget or contrary to the Policy Framework;
- (b) to develop a medium term financial strategy, with priorities and targets, over a rolling three year period;
- (c) to prepare, agree and, if appropriate, consult on the Authority's plans, policies and strategies which do not form part of the Policy Framework;
- (d) to initiate and guide reviews of the Authority's Policy Framework;
- (e) to lead the integration of strategic objectives across the Authority;
- (f) to agree responses to consultation papers from the Government (including White and Green papers), from the Welsh Government, LGA, WLGA and all other bodies in respect of strategic policy;
- (g) to determine the response to reports from Select Committees;
- (h) to receive financial forecasts including the medium term financial strategy and the monitoring of financial information and indicators;
- (i) to recommend to the Council the annual budget, including the Capital and Revenue Budgets and the level of Council Tax;
- (j) to ensure that the annual budget is implemented and the underlying principles adhered to in any changes required from time to time and between annual budgets. This will include recommending to Council any changes to policy that will materially reduce or increase the services of the Authority or create significant financial commitments in future years;
- (k) to agree and oversee the Authority's overall policy in relation to grants to external bodies and to agree the Authority's strategy for the payment of grants;
- (l) to approve the purchase, sale or appropriation of land and buildings in any case where arrangements have not been made for discharge of the function by an officer;
- (m) to approve the letting or taking of a lease, tenancy or license of land and/or premises in any case where arrangements have not been made for discharge of the function by an officer;
- (n) to authorise the making of compulsory purchase orders except for compulsory purchase orders made in respect of single houses under Part II of the Housing Act 1985 and or the Acquisition of Land Act 1981;
- (o) to consider, at least annually, the level of reserves, provisions and balances held by the Authority and to make recommendations to Council where appropriate;
- (p) to approve writing-off of debts in any case where arrangements have not been made for discharge of the function by an officer;
- (q) to approve the write-off of stocks, stores and other assets in any case where arrangements have not been made for discharge of the function by an officer;

- (r) to approve revenue and capital budget virements or any inter-service virements where the purpose of the budget has been amended or in any case where arrangements have not been made for discharge of the function by an officer and within the Policy and Budgetary Framework and Financial procedure Rules;
- (s) to agree to the provision of new primary and secondary schools, nursery and special schools, and to provide sites for new, substituted or transferred voluntary schools;
- (t) to approve the publication of proposals for the closure or significant change or significant enlargement of schools and to enact the closure or change or enlargement of any schools once the agreement of the Welsh Government has been given when required;
- (u) to approve any arrangements for joint service provision with the National Health Service;
- (v) to approve the making of bids to the Welsh Government and other bodies for capital funding (except where these are within the Policy and Budgetary Framework);
- (w) to authorise the implementation of any capital project within the approved capital programme or fully funded via grant or s106 capital;
- (x) to consider the reports of external review bodies on matters of strategic service delivery;
- (y) to determine any matter delegated to an officer, where that officer considers it more appropriate for it to be dealt with by the Cabinet and it is not reserved to Full Council or prohibited for Executive decision by law;
- (z) to receive reports from appropriate officers of the Council, and/or Cabinet Members, on significant matters requiring consideration/decision, and/or proposals for new or amended policy and its implementation;
- (aa) to have discretion to seek the advice or comments, of a Select Committee or other relevant body, in relation to significant matters before making a decision.

## **24 OFFICERS**

### **24.1 Introduction**

- 24.1.1 The day-to-day operation of the Authority relies on myriad decisions on a vast spectrum of matters. In order to function properly, efficiently and effectively, the majority of these decisions sit with Officers appropriately trained, experienced and empowered to make them.
- 24.1.2 The following sections set out the general and specific (post by post) delegations of functions of Council and Cabinet to Officers in operation. It should be interpreted widely and in accordance with the parameters established in the general functions rather than narrowly.
- 24.1.3 This scheme operates under Sections 101, 151 and 270 of the Local Government Act 1972 and all other powers enabling the Council.
- 24.1.4 Any new functions which become the Council's responsibility will be included within this Scheme and the delegated authority of the Officer given or acquiring responsibility for those functions shall be automatically extended without the need for the full Council, or where appropriate the Leader, to amend the Scheme and if any doubt should arise as to which Officer is responsible for the function the Chief Executive shall decide.

24.1.5 Any powers or duties delegated to an officer may be exercised by his or her deputy or other persons duly authorised by that officer.

## **24.2 Definitions**

24.2.1 "Officer" means the holder of any post named in this scheme as having delegated powers and duties, and for the avoidance of doubt, the term "officer" shall be deemed to include any individual who is not an employee of the Council (for example, a locum, agency worker, specialist consultant, joint manager appointed with another organisation or similar) who is engaged by the Council to take responsibility for discharging the delegated powers and duties concerned, unless legislation provides that the relevant power or duty can only be carried out by an employee of the authority.

24.2.2 "Chief Officer" has the meaning within the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended).

24.2.3 The following terms shall be regarded as conferring delegated powers:

To administer, agree, allocate, appoint, approve, authorise, be responsible, carry out, consider recommendations, control and develop, deal with, decide, determine, discharge, ensure, exercise, grant, identify, initiate and carry out, interview, issue, keep under review, make, make decisions, review, settle, undertake, waive.

24.2.4 For the avoidance of doubt, unless otherwise indicated, the words "to approve", "to issue", "to appoint" and all other such words mentioned in paragraph 1 above shall be construed having a negative as well as a positive meaning.

24.2.5 References to any Act or Regulation shall include any statutory extension or modification, amendment or re-enactment of the same.

24.2.6 References to an Act shall include any regulations made under it.

## **24.3 Obligations**

24.3.1 Officers should keep appropriate Cabinet Members properly informed of activity arising within the scope of these delegations.

24.3.2 Officers should, where appropriate, consult with or inform any local Member(s) that may be affected by a decision.

24.3.3 Officers should inform or consult with their line manager as appropriate.

24.3.4 Officers should also inform those listed above of any significant delays to agreed schemes or projects.

24.3.5 When taking, or considering taking, delegated decisions all officers must have regard to the following questions and whether they need to inform/consult as above:

- (a) Does the decision involve significant expenditure to the service budget, or wider Council budget?

- (b) Does the decision affect the reputation of the service and/or Council?
- (c) Is the decision significant with regard to one or more wards?
- (d) Does the decision carry a significant risk to the service or wider Council?
- (e) Does the decision impact reputationally or financially on service users, partner organisations or committees outside the Council?

#### **24.4 Overall Limitations**

24.4.1 This scheme does not delegate to officers:

- (a) any matter reserved to full Council;
- (b) any matter which by law may not be delegated to an officer;
- (c) any matter expressly withdrawn from delegation by this scheme or at any time by the Cabinet.

24.4.2 Officers cannot make decisions which:

- (a) make, amend or are not in accordance with the budget and policy framework;
- (b) review Council performance;
- (c) set or change policy and associated service standards set by the Council or the Cabinet;
- (d) set overall service budgets;
- (e) respond to formal central government consultation in respect of strategic policy;
- (f) make by-laws;
- (g) make compulsory purchase orders;
- (h) are contrary to statutory requirements or restrictions and such decisions remain the responsibility of the Council/the Cabinet/Committees as appropriate.

24.4.3 Any exercise of delegated powers shall be subject to:

- (a) any statutory restrictions;
- (b) the Council's Constitution;
- (c) the Council's budget and policy framework;
- (d) any other policies;
- (e) the Code of Conduct for Members;
- (f) the Code of Conduct for Employees.

24.4.4 In exercising delegated powers officers shall:

- (a) not go beyond the provision in the revenue or capital budgets for their service or agree individual items of expenditure or virement beyond that permitted by the Contracts and Financial Procedure Rules;



- (b) have regard to any report by the Head of Paid Service or the Monitoring Officer under s4-5 of the Local Government and Housing Act 1989 or of the s151 Officer under s114 of the Local Government Finance Act 1988;
- (c) maintain a full record of the exercise of those powers, including all relevant details, in accordance with any corporate guidance given by the Monitoring Officer; and
- (d) have regard to any report from the Council's internal and external auditors in relation to a fundamental weakness in management and financial controls.

## **24.5 Further Provisions**

24.5.1 Delegated authority includes management of the human and material resources made available for their functions and departments within the limitations of this scheme and subject to specific delegations in this scheme or elsewhere to another officer.

24.5.2 Delegated authority includes the power to issue and serve statutory and other notices, to institute formal cautions, to recommend the institution of legal proceedings before courts or tribunals, to take default action under all legislation relevant to their functional area and to authorise Officers to appear on behalf of the Council in tribunals, review boards and inquiries, also to sign all necessary documents and authorise entry to land in pursuance of statutory powers, provided always that this is in accordance with the functional responsibilities of the officer concerned.

24.5.3 Delegated authority includes the power to determine applications and authorise payments and implement national agreements.

24.5.4 It shall always be open to an officer to consult with the Cabinet, or a nonexecutive committee on the exercise of delegated powers, or not to exercise delegated powers but to refer the matter to the Cabinet or a committee (as appropriate).

24.5.5 In exercising delegated powers, officers shall consult with such other relevant officers as may be appropriate and shall have regard to any advice given.

## **25 GENERAL DELEGATIONS**

### **25.1 Introduction**

25.1.1 The following delegations must be read in conjunction with the previous section which set out the overall basis, limitations, and further provisions which apply to this scheme of delegations.

25.1.2 All subsequent delegations are provided always that the decision is:

- (a) within budget;
- (b) in accordance with the Council's policy framework;
- (c) in accordance with the Council's Financial and Land Procedure Rules and Contracts Procedure Rules;
- (d) in accordance with their Service Business Plan; and
- (e) not a matter specifically reserved for Full Council, a Committee of the Council, the Executive or a Statutory Officer.

25.1.3 Where there is any doubt as to interpretation the Monitoring Officer will decide.

### **25.2 Delegations to Chief Executive, Chief Officers and Chief Operating Officer MonLife**

### 25.2.1 General:

- (a) to make any decisions relating to any matter within their area of responsibility ('General Delegation'), including, for the avoidance of doubt, any matter specifically delegated in this Scheme of Delegations to a Head of Service or Manager.
- (b) to take appropriate action, which is necessary, to ensure the efficient, equitable and effective delivery of services;
- (c) to deal with urgent business relating to the work of a department that cannot reasonably await the next appropriate Executive, Council, Committee or Sub-Committee meeting, or the requirements of the Executive and Select Committee procedure rules;
- (d) in the year of local government elections, delegated authority for council and executive functions for decisions that need to be taken as a matter of urgency between the day of the election and the annual meeting of council. Any decisions taken during this period will be reported to the annual meeting of council or the first meeting of the cabinet of the new council if the decision taken is an executive function.

### 25.2.2 People:

- (a) to manage the human resources within their area of responsibility, including the appointment, establishment, salary/grade, training, terms and conditions of employment, health and safety, discipline, suspension and dismissal of staff, in accordance with the Council's HR and financial procedures;
- (b) to consider and approve, as appropriate, in consultation with the Head of People and in accordance with the provisions of the Local Government Pension Scheme and the Council's approved policy and criteria, the early retirement of staff (aged 55 or over) in the following circumstances:
  - (i) in the interests of the efficiency of the service;
  - (ii) who request voluntary retirement;
- (c) to approve courses for staff;
- (d) to approve carry-over of leave in accordance with the Council's policy;
- (e) to deal with applications for leave without pay;
- (f) to pay honoraria subject to notification to the Head of People Services;
- (g) to appoint temporary staff in cases of special need or urgency.

### 25.2.3 Financial:

- (a) to procure works, goods, services and/or supplies and manage all aspects of the contract (except where the Contracts Procedure Rules make contrary provision) where the estimated contract value does not exceed £5,000,000; and in all cases, subject to consultation with the Cabinet Member for Finance and any other Cabinet Member with relevant portfolio responsibility and compliance with Financial Procedure Rules, Contracts Procedure Rules and the Policy and Budget Framework and provided that in the event of an objection from the Cabinet Member/s, the decision shall be referred to Cabinet;

- (b) within Service Areas to vire sums not exceeding £250,000 provided under specific public revenue budget heads to other purposes (revenue only), subject to compliance with the Financial Procedure Rules;
- (c) to exercise the rights and responsibilities of the Council as shareholder or member of a company or other body, where no other specific provision has been made.
- (d) to make applications or submit bids for funding or financial assistance or assistance in kind, to any person or body and take all necessary steps to accept this assistance;
- (e) to make ex gratia payments for loss or damage to property of up to £1,000 subject to consultation with the s151 Officer;
- (f) To make grants and donations (excluding under Welsh Church Fund) within the terms of the relevant grants scheme or other conditions imposed by the Council/Executive up to the relevant aggregate budget;
- (g) to incur revenue expenditure within estimates subject to compliance with contract procedure rules and financial regulations of the Council;
- (h) to incur capital expenditure provided:
  - (i) the project is included in the approved capital programme;
  - (ii) the project does not exceed the approved budget;
  - (iii) the contract procedure rules and financial regulations of the Council have been complied with;
- (i) in consultation with the s151 Officer to make applications for grants from central government or any other external source;

#### 25.2.4 Assets:

- (a) to make any applications under the planning legislation to the Authority as Local Planning Authority in relation to development of land for which the Chief Officer is responsible including Planning Applications to develop any land held by the Authority or for the development of any land by the Authority whether on its own or jointly;
- (b) to manage any operational land or premises or assets and to secure such maintenance, repair or renewal of the same and including letting the same either temporarily or in accordance with Council policy and securing the removal of trespassers.
- (c) to write off or sell surplus or obsolete equipment, vehicles and plant valued over £1000 by a process determined in accordance with the s151 Officer;
- (d) to give directions under s77 of the Criminal Justice and Public Order Act 1994 (Power of local authority to direct unauthorised campers to leave land).

## 26 SPECIFIC DELEGATIONS

### 26.1 Chief Executive

#### 26.1.1 To be exercised following consultation with Appropriate Members:

- (a) approval of activities as 'approved duties';
- (b) to deal with any urgent business relating to the work of more

than one Council directorate.

#### 26.1.2 Other delegations:

- (a) to take any action necessary in connection with an emergency or disaster in the County;
- (b) the approval and issue of all official publicity, press statements and official publications;
- (c) to execute a power delegated to any officer when that officer is unable or unwilling to act and, where appropriate, delegate to a third officer;
- (d) to maintain a list of politically sensitive posts by adding or deleting posts as they consider appropriate and to issue certificates under Section 3(3) of the Local Government and Housing Act 1989.

### **26.2 Chief Officer Resources**

#### 26.2.1 To be exercised following consultation with Appropriate Members:

- (a) in relation to County Farms:
  - (i) approval of all wayleave and easement agreements of apparatus over, under and through County Farm land;
  - (ii) sale of small areas of surplus County Farm land (up to valuation of £20,000);
  - (iii) sale of land and buildings approved by Council as part of the County Farms strategy for disposal;
  - (iv) notification of tenants who are more than a quarter in arrears with the payment of their farm rent;
  - (v) all matters relating to end of tenancy valuations;
  - (vi) letting of land on short term agreement i.e. for less than 3 years;
  - (vii) enforcement of County Farms strategies and policies;
  - (viii) review of all County Farms and Cottage rents for reporting to Members;
  - (ix) shortlisting, interviewing and appointment of new tenants;
- (b) The above is also be applicable for other land owned by the County Council including Welsh Church Trust and Education Trust land;
- (c) recreation and industry:
  - (i) to grant rent reduced or rent free periods, subject to the Council's appropriate policy;
  - (ii) To serve notices to quit on tenants or lessees of industrial units.
- (d) in consultation with other Chief Officers as appropriate and the local ward member, to dispose at valuation of miscellaneous parcels of land and/or property up to £20K (other than County Farm land);
- (e) to assess and charge rents on new and existing dwellings acquired or provided by the Council;

### 26.2.2 Other delegations:

- (a) to apply for regional development grants under the Industry Act 1972;
- (b) to deal with applications for occupation of the Council's industrial units;
- (c) to undertake (and apply) reviews of rent of the Council's industrial units;
- (d) responsible for the overall day to day management of the farming estate and other agricultural land owned by the County Council;
- (e) authorise farm improvements undertaken by tenants who require Landlord's Consent/Permission;
- (f) oversee the annual programme of farm improvements to be carried out by the Landlord as part of its planned maintenance and reinvestment;
- (g) oversee the transfer and management of the milk quota between tenants;
- (h) preparation and annual revision of the County Farms Asset valuation;
- (i) conservation and woodland management;
- (j) preparation and agreement of Service Level Agreements with other Departments of the County Council;
- (k) land drainage and water supply improvements;
- (l) agreement to apply for planning permission where required;
- (m) acquisition of office equipment and supplies;
- (n) agreeing to staffing and training needs;
- (o) Health and Safety issues;
- (p) to assess and charge rents on new and existing dwellings acquired or provided by the Council;
- (q) to deal with applications for the hire of office premises in accordance with the policy of the Council;
- (r) to approve the assignment of leases;
- (s) to instruct valuers on rent review or lease renewal and to accept that valuation;
- (t) to accept the valuer's valuations where the Council has agreed to sell or purchase land at a valuer's valuation and to report thereon to Council;
- (u) to serve notices of review of rent and notices to quit;
- (v) to approve the grant of leases and/or easements to utility companies for the purposes of establishing substations and laying cables etc. on Council land and to report thereon to Council;
- (w) to pay Council employees and to properly account for all statutory and non-statutory additions and deductions.

### 26.3 Chief Officer Enterprise

26.3.1 To be exercised following consultation with Appropriate Members:

- (a) to make unopposed temporary Prohibition Orders and Notices under Section 14 of the Road Traffic Regulation Act 1984;
- (b) tree preservation:
  - (i) to make provisional tree preservation orders under s.201 of the Act;
  - (ii) applications for consent for the cutting down, topping, lopping or destruction of trees under Sections 198 and 211 of the Act;
- (c) to exercise the Council's functions under Part IX of the Housing Act 1985 (Demolition and Closing Orders);
- (d) to authorise the preparation and submission of tender bids, quotations, etc., for works offered by bodies other than the Council of a value estimated greater than £400,000 per annum.

26.3.2 Other Delegations:

- (a) Conservation:
  - (i) to approve grants for historic buildings under Historic Town Schemes;
  - (ii) conservation and woodland management.
- (b) Tree Preservation:
  - (i) to serve notices under Section 207 of the Act to plant replacement trees and to subsequently monitor;
  - (ii) to confirm tree preservation orders where no objections were made or where all objections have been withdrawn.
- (c) Entry onto Land. To authorise persons to enter land under:
  - (i) Sections 196A, 214B and 324 of the Town and Country Planning Act 1990;
  - (ii) Section 95 of the Building Act 1984;
  - (iii) Section 293 of, and paragraph 7 of Sched. 12A to, the Highways Act 1980;
  - (iv) Section 71 of the Road Traffic Regulation Act 1984;
  - (v) Highways Act 1980;
  - (vi) Wildlife and Countryside Act 1981;
  - (vii) Countryside and Rights of Way Act 2000. Leisure Services;
- (d) Housing:
  - (i) to deal with and take all decisions in relation to homelessness applications;
  - (ii) to authorise payment in respect of accommodation provided other than by the Council in circumstances of homelessness;
  - (iii) to administer housing schemes under which the Council sells and purchases properties so as to provide low-cost housing;

- (iv) to approve and refuse applications for housing renovation grants;
- (v) the service of notices, certificates of disrepair, etc., under the Rent Acts;
- (e) Neighbourhood Services:
  - (i) to respond on behalf of the Council to HGV operator's licence applications;
  - (ii) where necessary to authorise the preparation and submission of tender bids, quotations, etc., for work offered by the Council;
  - (iii) where necessary, to authorise the preparation and submission of tender bids, quotations, etc., for works offered by bodies other than the Council of a value estimated up to £400,000 per annum.
- (f) Highways:
  - (i) issuing of permissions and licences in accordance with the provisions of the Highways Act 1980, the New Road and Street Works Act 1991, the Land Drainage Act 1976 and the Public Health Act 1936;
  - (ii) the serving of notices, but not their enforcement, in accordance with the provisions of the Highways Act 1980, the New Roads and Street Works Act 1991, the Land Drainage Act 1976 and the Public Health Act 1936;
  - (iii) authorise the making of agreements under section 38 of the Highways Act 1980;
  - (iv) enforcement of car parking orders;
  - (v) to respond to planning applications on behalf of the Council as Highway Authority;
  - (vi) to authorise applications to the magistrates' court to divert or extinguish highways, under section 116 of the Highways Act 1980;
  - (vii) to authorise persons to enter land and/or premises for the purpose of:-
    - undertaking surveys pursuant to section 289 of the Highways Act 1980 and
    - maintaining, altering or removing certain structures and works pursuant to section 291 of the Highways Act 1980;
- (g) Waste:
  - (i) to authorise officers under the Environmental Protection Act 1990 to serve notices under sections 46 and 47, issue fixed penalty notices under sections 34, 47ZA and 88 and to investigate alleged contraventions of sections 33 and 34;
  - (ii) to authorise officers to serve fixed penalty notices for contraventions of the Dogs (Fouling of Land) Act 1996.

## **26.4 Chief Officer Social Care and Health**

### 26.4.1 Social Services functions to be exercised following consultation with Appropriate Members:

- (a) to make decisions to exempt persons from the usual fostering limit in accordance with paragraph 4 of Schedule 7 to the Children Act 1989;
- (b) to cancel an eviction in the event of a change in circumstances;
- (c) to approve the registration of HOMES applications within Council policy;

- (d) to determine all succession and assignment cases in accordance with Council policy;
- (e) to take action under the National Assistance Act 1948 to remove persons in need of care to hospital;
- (f) to determine whether repayment of housing renovation grants should be sought (where this is a discretionary matter);

#### 26.4.2 Other Social Services delegations:

- (a) Children:
  - (i) to maintain the Child Protection Register;
  - (ii) to undertake assessments of the need for care and support, determine eligibility and make arrangements for meeting those assessed needs of children in accordance with the Council's statutory duties under the Social Services and Well-Being (Wales) Act 2014;
  - (iii) to safeguard and promote the well-being of looked after children in accordance with Section 78 of the Social Services and Well-Being (Wales) Act 2014;
  - (iv) to exercise the Council's functions under Part 6 of the Social Services and Well-Being (Wales) Act 2014 to secure sufficient accommodation and maintenance for looked after children and to maintain and review care and support plans;
  - (v) to exercise the functions of the Council under Sections 120 and 121 of the Social Services and Well-Being (Wales) Act 2014 in relation to children accommodated by health and education authorities or in residential care homes or mental nursing homes;
  - (vi) to exercise all duties and functions of the Council under the Children and Young Persons Act 1969;
  - (vii) to exercise the powers and duties of the Council under Part III of the Children Act 1989 (Local Authority Support for Children and Families);
  - (ix) to commence such proceedings as are appropriate under Sections 25, 31, 34, 35, 39, 43, 44 and 49 of the Children Act 1989 and otherwise to exercise the powers and duties of the Council under Parts 4 (Care and Supervision) and 5 (Protection of Children) of the Act;
  - (x) to exercise the duties of the Council under Section 7 of the Children Act 1989 to report to the court on the welfare of children in private proceedings;
  - (xi) to exercise the duties of the Council under Section 16 of the Children Act 1989, to provide advice, assistance and befriending under the terms of the Family Assistance Order;
  - (xii) to recover, vary or waive the charges for any service provided by the Council under Part 3 of the Children Act 1989 and part 6 of the Social Services and Well-being (Wales) Act 2014;
  - (xiii) to make contributions towards the maintenance of children placed with a person as a result of a Residence Order in accordance with paragraph 15 of Schedule 1 to the Children Act 1989;



- (xiv) to approve payment where appropriate of the legal expenses of applicants for orders under Section 8 of the Children Act 1989 in respect of children in care to the extent that they are not met by the Legal Aid Fund;
- (xv) to consent to the change of names of children who are the subject of a Care Order in favour of the County Council subject to the requirements of Section 33 of the Children Act 1989;
- (xvi) to appoint an independent visitor for a child where appropriate in accordance with paragraph 17 of Schedule 2 to the Children Act 1989;
- (xvii) to guarantee apprenticeship and similar deeds under paragraph 18 of Schedule 2 to the Children Act 1989 and to guarantee tenancy agreements entered into on behalf of children to whom the Council have a responsibility under the provisions of the Children Act 1989;
- (xviii) to give consent to the marriage of a young person in care pursuant to Section 3 of the Marriage Act 1949;
- (xix) to approve and sign applications for passports for children and young persons in the care of the Council;
- (xx) to arrange for a child in care to live abroad subject to the approval of the court in accordance with paragraph 19 of Schedule 2 to the Children Act 1989;
- (xxi) to respond to the Local Education Authority who has consulted the Council under Section 36(8) of the Children Act 1989;
- (xxii) to approve the applications of children and young persons in the care of the Council who wish to join HM Forces;
- (xxiii) to exercise the powers of the Council under Section 125 of the Social Services and Well-Being (Wales) Act 2014 in relation to the death of children looked after by local authorities;
- (xxiv) to exercise the functions of the Council under Part VI (Community Homes) of the Children Act 1989 in relation to the provision of accommodation for children in community homes;
- (xxv) to take such action as may be necessary to implement the payments of the various foster care allowances for the time being approved by the Council within current budgetary limits and in consultation with the Director of Finance and IT to increase the allowances annually;
- (xxvi) to sanction payments of the cost of the initial clothing and equipment required by children looked after by the Council who are placed in boarding schools and other establishments within current budgetary limits;
- (xxvii) to approve applications to go on school expeditions, including expeditions abroad, by children looked after by the Council, including expenditure on equipment and pocket money within current budgetary limits;
- (xxviii) to make ex gratia payments in respect of damage or injury resulting from the action of children looked after by the Council;
- (xxix) to make payments to promote contact between parents and children looked after by the Council in accordance with Section 96 of the Social Services and Well-Being(Wales) Act 2014;

- (xxx) to assess the contributions to be paid towards board and lodging by working children provided that the amount remaining of weekly personal pocket money and clothing allowance should not be less than the amount currently approved under the payment of foster care allowances;
  - (xxxi) to exercise the powers of the Council to make applications under Section 18 of the Adoption Act 1976;
  - (xxxii) to make applications under the Criminal Injuries Compensation Board Scheme for compensation in respect of children in care.
- (b) Adoption:
- (i) to set up an adoption panel in accordance with Regulation 56 of the Adoption Agencies Regulations 1983 and to make such decisions and notifications as to the adoption of children as are specified in those Regulations;
  - (ii) to approve the institution of adoption proceedings by foster parents;
  - (iii) to approve the payment of legal expenses of prospective adoptive parents for children who are being placed for adoption by the Council as an adoption agency;
  - (iv) to grant allowances to persons who have adopted children in accordance with Section 57 of the Adoption Act 1976;
- (c) Guardian ad Litem Panel:
- (i) to maintain a panel of Guardians ad Litem in accordance with the Guardians ad Litem and Reporting Officers (Panels) Regulations 1991;
  - (ii) to pay the fees and expenses of individual members of the panel in accordance with the Regulations;
- (d) Registration Functions:
- (i) to exercise the powers conferred on the Council under Part IX (Private Arrangements for Fostering Children) of the Children Act 1989 in respect of arrangements for the care of privately fostered children;
  - (ii) in consultation with an authorised officer of the appropriate Health Authority, to approve the registration of nursing agencies under Section 2 of the Nurses Agencies Act 1957;
  - (iii) to exercise the functions of the Council under Sections 85, 86 and 87 of the Children Act 1989. (Notification of children accommodated in certain establishments);
- (e) Adult Services:
- (i) to undertake assessments of the need for care and support, determine eligibility and make arrangements for meeting those assessed needs of adults and carers in accordance with the Council's statutory duties under the Social Services and Well-Being (Wales) Act 2014;
  - (ii) to exercise the Council's functions under Part 4 of the Social Services and Well-Being (Wales) Act 2014 to maintain and review care and support plans to meet the assessed needs of adults and carers;

- (iii) to exercise the Council's functions under Section 15 of the Social Services and Well-Being (Wales) Act 2014 in providing or arranging preventative services, to include delaying the need for care and support, minimizing the effect on disabled persons of their disabilities and preventing people from suffering from abuse and neglect;
  - (iv) to be responsible for discharging the Council's safeguarding role in relation to adults at risk in accordance with part 7 of the Social Services and Well-Being (Wales) Act 2014;
  - (v) to waive the assessment charge for any services to clients in circumstances where it is essential for the family for social and/or medical reasons and to record every case requiring such action in the register to be provided for this purpose;
  - (vi) to authorise and approve the maintenance costs for the admission of any person to any residential accommodation;
  - (vii) to authorise the following facilities for any registered disabled person within the approved budget and within approved policies: attendance at a centre providing appropriate development opportunities, the provision of special facilities, minor alterations and adaptations to premises including the installation of appropriate equipment, (the works to be supervised by the appropriate professional staff), contribute where assessed as appropriate to the cost of adaptations to premises where the client is not eligible for a grant;
  - (viii) to act as receiver in all matters in which it is appropriate for an officer of the Council to so act;
  - (ix) to accept guardianship application and to make an order for discharge of patients subject to guardianship under the Mental Health Act 1983;
  - (x) to appoint officers to act as approved social workers under the Mental Health Act 1983;
  - (xi) to make appropriate applications to the Court of Protection for receivership orders;
  - (xii) to exercise the Council's functions in relation to badges for disabled persons as drivers or passengers;
  - (xiii) within the approved policies and estimates of the Council to discharge the duties towards people with disabilities imposed upon the Council by the National Assistance Act 1948, the Chronically Sick and Disabled Persons Act 1970 and the Disabled Persons (Services Consultation Representation) Act 1986;
  - (xiv) within the provisions of the National Health Service and Community Care Act 1990 to arrange for provision of appropriate care service to those persons assessed as having needs that fall within the Council's agreed priorities subject always to appropriate contract and financial regulations, the approved estimates and policies of the Council;
- (f) Complaints:
- (i) within the arrangements for the hearing of representations and complaints in accordance with Part 10 of the Social Services and Well-Being (Wales) Act 2014 to respond to and determine responses to recommendations of Complaint Review Panels (including application of financial redress) as considered appropriate within the framework of the Council's policies on remedies to

complaints, financial regulations and, where necessary, in consultation with the Monitoring Officer.

26.4.3 Regulatory and licensing functions to be exercised following consultation with Appropriate Members:

- (a) urgent matters with regard to safety at sports grounds;
- (b) to take enforcement action to gain improvement to private water supplies under section 80 of the Water Industry Act 1991;
- (c) to issue prior consents under section 61 of the Control of Pollution Act 1974 (construction noise);
- (d) to authorise the issue of the following licences and, where necessary, enforce the legislation relating to licences:
  - (i) for the breeding of dogs;
  - (ii) for caravan sites;
  - (iii) for milk and dairies;
  - (iv) for pet animals (other than dogs);
  - (v) under the Animal Boarding Establishment Act 1963 for riding stables;
  - (vi) for scrap metal dealers;
  - (vii) for hairdressers;
  - (viii) under the Poultry Meat (Hygiene) Regulations;
  - (ix) for performing animals;
  - (x) for dangerous wild animals;
  - (xi) for zoos;
- (e) to make an order under section 70 of the Criminal Justice and Public Order Act 1994;
- (f) in consultation also with the local member, where appropriate, to authorise the issue of licences and permits etc., under, and where necessary enforce, the following Acts or the legislation relating to the specified matters:
  - (i) Cinema Act 1985;
  - (ii) Theatres Act 1968;
  - (iii) Sunday Entertainments Act 1932 (as amended);
  - (iv) Theatrical Employers Registration Acts 1925 and 1928;
  - (v) Lotteries and Amusements Act 1976;
  - (vi) Gaming Act 1968;
  - (vii) Street Collection Permits;
  - (viii) Game Dealers Licences;

- (ix) Licences for House to House Collections;
- (x) Public Collections under the Charities Act 1992;
- (xi) Late Night Refreshment Houses Act;
- (g) to serve Street Litter Control Notices under Part IV of the Environmental Protection Act 1990.

#### 26.4.4 Other Regulatory and licensing functions:

- (a) Environmental Health:
  - (ii) to serve any notice or requisition for information under any Act relating to any environmental health or private sector housing matter and requiring the owner or occupier of, or any person having an interest in, or managing any land or premises, to give information to the Council and to authorise such other officers as are appropriate to serve such notice or requisition;
  - (ii) to determine applications for licences for game;
  - (iii) to authorise the removal of abandoned vehicles including the recovery of costs;
  - (iv) to take action under the Public Health (Control of Disease) Act 1984 in relation to the control of communicable diseases and in particular to authorise officers (in addition to the Environmental Health Manager):
    - (1) on behalf of the Proper Officer to require information from a person in the case of a notifiable disease or food poisoning (s18); On behalf of the Proper officer, to issue a notice in writing to request a person to discontinue work (s20);
    - (2) on behalf of the Proper Officer, to exclude from school a child liable to convey a notifiable disease (s21);
    - (3) on behalf of the Proper officer, to require a list of pupils at a school having a case of notifiable disease (s22);
    - (4) to exclude children from places of entertainment or assembly (s23);
    - (5) to prohibit certain work on premises where a notifiable disease exists (s28);
    - (6) to cleanse or disinfect premises and destroy articles (s31);
    - (7) to sign any notice, order or other document which the authority are authorised or required by or under the Act to give, make or issue (s59);
    - (8) power of entry (s61);
  - (v) to register:
    - (1) persons and premises under s14 and s15 of the Local Government (Miscellaneous Provisions) Act 1982 relating to acupuncture, tattooing, ear piercing and electrolysis, and
    - (2) persons and premises under s19 of that Act (Sale of Food by Hawkers);

- (vi) to approve furnaces and chimney heights under the **Clean Air Acts**;
- (vii) to enforce the provisions of s16 and s19 of and Schedule 2 to the Food and Protection Act 1985 (including the appointment of authorised officers) and the Control of Pesticides Regulations 1986;
- (viii) to authorise officers generally or specially for the purposes of the Food Safety Act 1990;
- (ix) to enforce the provisions of the Health and Safety at Work etc., Act 1974;
- (x) to exercise the Council's powers under s19 (1) of the Health and Safety at Work etc. Act 1974 in relation to the appointment of inspectors;
- (xi) to exercise the Council's functions under s16 (6) of the Environmental Protection Act 1990 in relation to the appointment of inspectors;
- (xii) to deal with applications under Schedule 2 to the Noise and Statutory Nuisance Act 1993 and to determine the level of fee chargeable for an application dependent upon the circumstances of each case;
- (xiii) to take urgent action in relation to matters of animal health;
- (xiv) to exercise the Council's functions under legislation relating to food and drugs, food hygiene, offices shops and railway premises;
- (xv) to serve notices and, where necessary, arrange for work to be carried out in default and recover costs incurred in relation to the drainage of existing buildings including private sewers;
- (xvi) to authorise persons to enter land and/or premises under any of the following Acts:
  - (1) Riding Establishments Acts 1964 and 1970;
  - (2) Public Health (Control of Disease) Act 1984;
  - (3) Water Industry Act 1991;
  - (4) Local Government (Miscellaneous Provisions) Act 1976 and 1982;
  - (5) Caravan Sites and Control of Development Act 1960 as amended by Local Govt. (Misc. Provisions) Act 1982;
  - (6) Control of Pollution Act 1974;
  - (7) Refuse Disposal (Amenity) Act 1978;
  - (8) Environment Act 1995;
  - (9) Sunday Trading Act 1994;
  - (10) Prevention of Damage by Pests Act 1949;
  - (11) European Communities Act 1972 and regulations made there under;
  - (12) Antisocial Behaviour Act 2003, part 8 (High Hedges): Section 74 (Powers of entry);
  - (13) Public Health Act 1966,

- (14) Public Health Act 1961;
- (15) Health and Safety at Work etc., Act 1974;
- (16) Building Act 1984 (for drainage purposes);
- (17) Local Government (Miscellaneous Provisions) Act 1982 (for purposes of public entertainment licensing, acupuncture, tattooing, ear-piercing and electrolysis);
- (18) Food Safety Act 1990;
- (19) Environmental Protection Act 1990;
- (20) Housing Act 2004;
- (21) Animal Welfare Act 2006;
- (xvii) to authorise officers under the Dangerous Dogs Act 1991;
- (xvii) in respect of statutory nuisances, to serve notices and to take action in default and to authorise Environmental Health Officers to serve notices under s80 Environmental Protection Act 1990 and to take action under section 81 to abate a nuisance;
- (xviii) to authorise officers for the purpose of Paragraph 2A of Schedule 3 to the Environmental Protection Act 1990 (entry to or opening vehicles, etc.);
- (xix) to obtain information about the emission of pollutants and other substances into the air under s79(2) of the Control of Pollution Act 1974
- (xx) to serve notices requiring information about air pollution under s80 of the Control of Pollution Act 1974;
- (xxi) to serve notices under s93 of the Control of Pollution Act 1974;
- (xxii) to take action under s20 of the Local Government (Miscellaneous Provisions) Act 1976 for the provision of sanitary accommodation;
- (xxiii) to administer the provisions of Part 1 of the Environmental Protection Act 1990 (schedule B processes) including the appointment of officers as inspectors, under s16 of the Act, for the purposes of enforcement of Part 1 of the Act. The Council's powers in relation to authorisations and enforcement generally under Part 1 of the Environmental Protection Act 1990 is delegated to officers duly appointed as inspectors under Part 1 of the Act, in line with such authority as may be approved by the Chief Officer Enterprise;
- (xxiv) to authorise officers under Part II of the Clean Neighbourhoods & Environment Act 2005;
- (xxv) to authorise officers under the Refuse Disposal Amenity Act 1978;
- (xxvi) to authorise officers to serve a Litter Clearing Notice under Part IV of the Environmental Protection Act 1990;
- (xxvii) to authorise officers under Part IV of the Environmental Protection Act 1990;
- (xxviii) to authorise officers to serve Fixed Penalty Notices under section 47ZA of the Environmental Protection Act 1990;

- (xxix) to authorise officers under Part 6 Chapter 1 of the Clean Neighbourhoods & Environment Act 2005;
- (xxx) to exercise the Council's functions as contained in the Water Industry Act 1991 in relation to private water supplies;
- (xxxi) to authorise officers under the European Communities Act 1972 and regulations made thereunder, including the Food Labelling Regulations 1996, the General Food Regulations 2004, the Official Feed and Food Controls (Wales) Regulations 2007, the Imported Food Regulations 1997 and the Products of Animal Origin (Third Country Imports (Wales) Amendment) Regulations 2007 and to appoint and authorise officers under the Food Hygiene (Wales) Regulations 2005 and the Food Hygiene (Wales)(No. 2) Regulations 2005;
- (xxxii) to authorise officers under the provisions of Part 1, Chapter1 of the Health Act 2006 with discretion to serve fixed penalty notices in accordance with that Act, any subordinate legislation and related guidance;
- (xxxiii) to authorise officers to take action, including the service of notices under the following provisions of the Public Health 1936:
  - (1) s45 to remedy defective sanitary conveniences;
  - (2) s50 to remedy overflowing and leaking cesspools;
  - (3) s83 to remedy filthy or verminous premises;
- (xxxiv) to authorise officers to take action, including the service of notices under s17 of the Public Health 1961 (repair of stopped up drains);
- (xxxv) to authorise officers for the purpose of enforcement of the Dogs (Fouling of Land) Act 1996, including the issue of a fixed penalty notice in relation to dog fouling offences;
- (xxxvi) to authorise officers to take enforcement action under the Pollution Prevention and Control Act 1999 and regulations made thereunder including those functions under the Environmental Permitting (England and Wales) Regulations 2007; including the granting, variation and revocation of Environmental Permits, the service of Enforcement Notices and Suspension Notices and the Power to prevent or remedy pollution, and the Power to require the provision of information;
- (xxxvii) to authorise officers to discharge the local authority's functions under the Water Industry Act 1991, including the service of notices under s80 and enforcement action under any Regulations made thereunder;
- (xxxviii) to authorise officers to serve notices under s60 of the Control of Pollution Act 1974;
- (xxxix) to authorise persons to serve notices under s4 of the Prevention of Damage by Pests Act 1949 requiring steps to be taken for the destruction of rats or mice or otherwise for keeping the land free from rats and mice and, subject to the approval of the Environmental Health Manager, to take action in default (s5);
- (xxxx) to authorise Food Law Enforcement Officers considered by the Head of Public Protection to be competent to discharge the general duties and powers of the Authority under the Food Hygiene Rating (Wales) Act 2013 and any regulations made thereunder;



(xxxxi) to appoint authorised officers under the Sunbeds (Regulation) Act 2010 and any associated regulations:

- (1) to enter any premises at which the officer has reason to believe that a sunbed business is being carried on;
- (2) to carry out on those premises such inspections as the officer considers necessary for the purpose of the proper exercise of the officer's functions;
- (3) where the officer considers it necessary for that purpose, to require the production of any book, document or record (in whatever form it is held) and inspect it, and take copies of or extracts from it;
- (4) to take possession of any book, document or record which is on the premises (in whatever form it is held) and retain it for as long as the officer considers necessary for that purpose;
- (5) to require any person to give such information, or afford such facilities and assistance, as the officer considers necessary for that purpose;
- (6) to may make such purchases and secure the provision of such services as the officer considers necessary for the purpose of the proper exercise of the officer's functions and to undertake any such other powers as may be considered by the Head of Public Protection to be appropriate under any subsequent regulation made under the Act;

(xxxxii) to authorise officers under the Anti-Social Behaviour, Crime and Policing Act 2014 to:

- (1) to issue Community Protection Notices (CPN) (s43);
- (2) to take remedial action in default of CPN (s47);
- (3) to issue fixed penalty notices (s52 and 68);
- (4) to issue a Closure Notice (s76 and 77);

(b) Trading Standards:

- (i) to exercise the registration and enforcement functions of the Council contained in the Explosives Act 1875;
- (ii) to provide under the Weights and Measures Act 1985 local standards and other weights, measures and testing equipment;
- (iii) to exercise the enforcement functions of the Council as weights and measures authority;
- (iv) to authorise officers to enter land, inspect and undertake enforcement action and/or take action in the public interest as appropriate pursuant to the:

Accommodation Agencies Act 1953  
Administration of Justice Act 1970  
Agriculture (Miscellaneous Provisions) Act 1968  
Agriculture Act 1970 as it applies to Animal Feeding Stuffs and Fertilisers;  
Animal Boarding Establishments Act 1963  
Animal Health Acts 1981  
Animal Health and Welfare Act 1984

Animal Welfare Act 2006  
Anti-Social Behaviour Act 2003  
Anti-Social Behaviour Crime & Policing Act 2014  
Cancer Act 1939  
Charities Acts 1992 and 2006  
Children and Families Act 2014  
Children and Young Persons (Protection from Tobacco) Act 1991  
Clean Air Acts 1956 – 1993  
Clean Neighbourhood and Environment Act 2005  
Climate Change Act 2008  
Commons Registration Act 1965/2006  
Companies Act 2006  
Consumer Credit Act 1974 & 2006  
Consumer Protection Act 1987  
Consumer Rights Act 2015  
Control of Horses (Wales) Act 2014  
Copyright Designs and Patents Act 1988  
Courts and Legal Services Act 1990  
Countryside and Rights of Way Act 1990  
Criminal Justice Act 1982, 1988 and 1991  
Criminal Justice and Police Act 2001  
Criminal Justice and Public Order Act 1984  
Crossbows Act 1987  
Dangerous Wild Animals Act 1976  
Development of Tourism Act 1969  
Dogs Act 1906  
Education Reform Act 1988  
Energy Act 1976  
Enterprise Act 2002  
Environment Act 1995  
Environmental Protection Act 1990  
Estate Agents Act 1979  
European Communities Act 1972  
Explosives Act 1875  
Factories Act 1961  
Fair Trading Act 1973  
Farm and Garden Chemicals Act 1967  
Financial Services Act 2012  
Firearms Act 1968  
Fireworks Act 2003  
Food Safety Act 1990  
Forgery and Counterfeiting Act 1981  
Fraud Act 2006  
Gambling Act 2005  
Hallmarking Act 1973  
Health Act 2006  
Health and Safety at Work Act 1974  
Highways Act 1980  
House to House Collections Act 1939  
Housing Act 2004  
Intoxicating Substances (Supply) Act 1985  
Knives Act 1997  
Legal Services Act 2007  
Licensing Act 2003  
Local Government Byelaws (Wales) Act 2012  
Local Government (Miscellaneous Provisions) Acts 1976 and 1982  
Local Government Acts 1972 – 2003  
Malicious Communications Act 1988  
Medicines Act 1968  
Mock Auctions Act 1961  
Motorcycles Noise Act 1987

Motor Vehicles (Safety Equipment for Children) Act 1991  
National Lotteries Act 1993  
Natural Environment and Rural Communities Act 2006  
Offensive Weapons Act 1996  
Olympic Symbol (Protection) Act 1995  
Performance of Animals (Regulations) Act 1925  
Pet Animals Act 1951  
Petroleum (Consolidation) Act 1928  
Psychoactive Substances Act 2016  
Police Reform and Social Responsibility Act 2011  
Prices Act 1974 and 1975  
Proceeds of Crime Act 2002  
Protection of Animals (Amendment) Act 2000  
Regulation of Investigatory Powers Act 2000  
Riding Establishments Acts 1964 to 1970  
Road Traffic (Foreign Vehicles) Act 1972  
Road Traffic Acts 1974 – 1988  
Scrap Metal Dealers Act 2013  
Slaughter of Poultry Act 1967  
Sunbeds (Regulation) Act 2010  
Sunday Trading Act 1994  
Tattooing of Minors Act 1969  
Theft Acts 1968 and 1978  
Timeshare Act 1992  
Tobacco Advertising and Promotion Act 2002  
Town Police Clauses Act 1847  
Trade Descriptions Act 1968  
Trade Marks Act 1994  
Trading Schemes Act 1996  
Unsolicited Goods and Services Acts 1971 and 1975  
Vehicles (Crime) Act 2001  
Video Recordings Acts 2010  
Weights and Measures Act 1985

- (v) having obtained the agreement of the Monitoring Officer, to lay information in respect of offences under the Acts listed above and the following:

Enterprise Act 2002  
Tobacco Advertising and Promotion Act 2002  
Criminal Justice and Police Act 2001  
Vehicle Crimes Act 2001  
Licensing (Young Persons) Act 2000  
Protection of Animals (Amendment) Act 2000  
Knives Act 1997  
Offensive Weapons Act 1996  
Olympic Symbol (Protection) Act 1995  
Clean Air Act 1993  
National Lottery Act 1993  
Malicious Communications Act 1988  
Protection of Children (Tobacco) Act 1986  
Energy Conservation Act 1981  
Forgery and Counterfeiting Act 1981  
Unsolicited Goods and Services Act 1975  
Administration of Justice Act 1970  
Development of Tourism Act 1969  
Licensing Act 1964  
Mock Auctions Act 1961  
Protection of Animals (Anaesthetics) Act 1954  
Accommodation Agencies Act 1953  
Pet Animals Act 1951  
Dogs Act 1906 and Dogs (Amendment) Act 1928

and any other legislation within the ambit of the Trading Standards section;

- (vi) to appoint for enforcement purposes:
  - (1) inspectors under the Agriculture Act 1970 as it applies to animal feeding stuffs and fertilisers;
  - (2) inspectors under the Animal Health Acts 1981 and 1984;
  - (3) officers under the Consumer Protection Act 1987;
  - (4) officers under the Environmental Protection Act 1990 as it applies to sale, labelling etc. of pesticides and dangerous substances;
  - (5) officers under the Health and Safety at Work etc. Act 1974 (the 1974 Act):
    - a. to exercise the powers of an Inspector specified in sections 20, 21, 22, 25 and in England and Wales section 39 of the 1974 Act;
    - b. any health and safety regulations;
    - c. the provisions of the Acts mentioned in Schedule 1 to the 1974 Act which are specified in the third column of that Schedule and of the regulations, orders or other instruments of a legislative character made or having effect under any provision so specified, as in force from time to time;
- (vii) officers under the Licensing Act 2003;
- (viii) officers under Part II of the Clean Neighbourhoods & Environment Act 2005;
- (ix) officers under the Refuse Disposal Amenity Act 1978;
- (x) Environmental Health Officers to serve a Litter Clearing Notice under Part IV of the Environmental Protection Act 1990;
- (xi) officers under Part IV of the Environmental Protection Act 1990;
- (xii) officers to serve Fixed Penalty Notices under s47ZA of the Environmental Protection Act 1990;
- (xiii) officers under Part 6 Chapter 1 of the Clean Neighbourhoods & Environment Act 2005  
Licensing;
- (c) Licensing:
  - (i) no delegations have been made to specific officers under the Gambling Act 2005;
  - (ii) in relation to the hackney carriage and private hire licensing functions, to approve applications for drivers' licences where they are unproblematic and/or reveal minor traffic offences and/or the applicants had not received any additional convictions/endorsements since the previous licences were issued;
  - (iii) to determine (including imposition of conditions) application for a Pleasure Boat Licence pursuant to s94 Public Health Amenities Act 1907;

- (d) Building Regulations:
  - (i) to deal with applications under the Building Regulations including relaxation, dispensation and enforcement thereof;
  - (ii) to serve notices and take any necessary action in respect of demolition works, dangerous buildings, walls, stands, trees, places, hoardings and other structures;
- (e) Private Sector Housing:
  - (i) to serve notices in respect of unfit houses under s189 and s264 of the Housing Act 1985;
  - (ii) to serve repair notices under s190 of the Housing Act 1985;
  - (iii) to authorise work in default of compliance with notices served under s190 of the Housing Act 1985;
  - (iv) to exercise the Council's functions as contained in Part XI of the Housing Act 1985 in relation to houses in multiple occupation;
  - (v) to exercise the powers conferred on Councils under the Housing Act 2004 Part 1;
  - (vi) to carry out inspections of any residential premises to see if a Category 1 or Category 2 hazard exists;
  - (vii) to take appropriate enforcement action where a Category 1 or Category 2 hazard exists, this includes:
    - (1) serving an Improvement Notice. (Housing Act 2004 s11 - s12);
    - (2) making a Prohibition Order (Housing Act 2004 s20 - s21);
    - (3) serving a Hazard Awareness Notice. (Housing Act 2004 s28 - s29);
    - (4) taking emergency remedial action. (Housing Act 2004 Section 40);
    - (5) making an Emergency Prohibition Order. (Housing Act 2004 s43);
  - (viii) to suspend Improvement Notices and to review such Improvement Notices. (Housing Act 2004 s14);
  - (ix) to revoke or vary Improvement Notices and to suspend and review suspended Improvement Notices. (Housing Act 2004 s16);
  - (x) to suspend Prohibition Orders and to review such Prohibition Orders. (Housing Act 2004 s23);
  - (xi) to revoke or vary Prohibition Orders and to suspend and review suspended Prohibition Orders. (Housing Act 2004 s25);
  - (xii) to serve an Overcrowding Notice. (Housing Act 2004 s139);
  - (xiii) to revoke or vary Overcrowding Notice. (Housing Act 2004 s144);
  - (xiv) to take enforcement action under Schedule 3 (works in default). - To exercise the powers conferred on Councils under the Housing Act 2004 Part 2);

- (xv) to operate and manage any HMO licensing scheme;
- (xvi) to compile and maintain a public register of licensed H.M.Os. (Housing Act 2004 s232);
- (xvii) to impose conditions relating to the management of a HMO (Housing Act 2004 s67);
- (xviii) to serve or decide not to serve a Temporary Exemption Notice. (Housing Act 2004 s62);
- (xix) to require a fee for HMO licensing;
- (xx) to grant or refuse a HMO licence. (Housing Act 2004 s.64);
- (xxi) to vary or revoke a HMO licence. (Housing Act 2004 s69 - 70);
- (xxii) to apply to A Residential Property Tribunal to make a Rent Repayment Order and to serve a Notice of Intended Proceedings. (Housing Act 2004 s73);
- (xxiii) to make an Interim and Final Management Order. (Housing Act 2004 s102 and s113);
- (xxiv) to authorise officers to enter premises to carry out work under Housing Act 2004 s131, Schedule 3 para. 3 (4) and Schedule 7 para. 25;
- (xxv) to require the production of documents under Section 235;
- (xxvi) to enter premises for the purposes of survey and examination under s.239;
- (xxvii) to apply to a Justice of the peace for a warrant to authorise entry;
- (xxviii) to authorise officers for enforcement purposes. (Housing Act 2004 s243);
- (xxix) to carry out relevant functions under the Housing Act 2004, such delegation to include the authorisation of Environmental Health Officers including:
  - (1) to exercise the powers conferred on Councils under the Housing Act 2004 - Part One;
  - (2) to carry out inspections of any residential premises to see if a Category 1 or Category 2 hazard exists;
  - (3) to take appropriate enforcement action where a Category 1 or Category 2 hazard exists, this includes:
    - a. serving an Improvement Notice. (Housing Act 2004 s11 - s12);
    - b. making a Prohibition Order. (Housing Act 2004 s20 - s21);
    - c. serving a Hazard Awareness Notice. (Housing Act 2004 s28 – s29);
    - d. taking emergency remedial action. (Housing Act 2004 s40);
    - e. making an Emergency Prohibition Order. (Housing Act 2004 s43);

- (4) to suspend Improvement Notices and to review such Improvement Notices. (Housing Act 2004 s14);
- (5) to revoke or vary Improvement Notices and to suspend and review suspended Improvement Notices. (Housing Act 2004 s16);
- (6) to suspend Prohibition Orders and to review such Prohibition Orders. (Housing Act 2004 s23);
- (7) to revoke or vary Prohibition Orders and to suspend and review suspended Prohibition Orders. (Housing Act 2004 s25);
- (8) to serve an Overcrowding Notice. (Housing Act 2004 s139);
- (9) to revoke or vary Overcrowding Notice. (Housing Act 2004 s144);
- (10) to take enforcement action under Schedule 3 (works in default);
- (11) to exercise the powers conferred on Councils under the Housing Act 2004 - Part 2);
- (12) to operate and manage any HMO licensing scheme;
- (13) to compile and maintain a public register of licensed HMOs. (Housing Act 2004 s232);
- (14) to impose conditions relating to the management of a HMO (Housing Act 2004 s67);
- (15) to serve or decide not to serve a Temporary Exemption Notice (Housing Act 2004 s62);
- (16) to require a fee for HMO licensing;
- (17) to grant or refuse a HMO licence (Housing Act 2004 s64);
- (18) to vary or revoke a HMO licence (Housing Act 2004 s69 - 70);
- (19) to apply to A Residential Property Tribunal to make a Rent Repayment Order and to serve a Notice of Intended Proceedings (Housing Act 2004 s73);
- (20) to make an Interim and Final Management Order (Housing Act 2004 s102 and s113);
- (21) to authorise officers to enter premises to carry out work under Housing Act 2004 s131, Schedule 3 paragraph 3 (4) and Schedule 7 paragraph. 25;

(f) General:

- (i) to carry out duties as required under the Family Absence for Members of Local Authorities (Wales) Regulations 2013.

(g) Licensing Act 2003:

- (i) to consider and, where appropriate, agree the following applications:
  - (1) application for personal licence with unspent convictions;
  - (2) application for a tenancy variation;

- (3) request to be removed as designated premises supervisor;
- (ii) to consider and, where appropriate, agree the following applications where no police or other relevant representation is made:
  - (1) application for personal licence;
  - (2) application to dis-apply the requirement for a designated premises supervisor at community premises;
  - (3) application for premises licence/club premises certificate;
  - (4) application for provisional statement;
  - (5) application to vary premises licence/club premises certificate;
  - (6) application to vary designated premises supervisor;
  - (7) application for transfer of premises licence;
  - (8) application for interim authorities;
- (iii) the authority to grant, refuse or vary licenses in respect of riding establishments;
- (iv) under the Mobile Homes (Wales) Act 2013, to issue site licences with conditions, as necessary; to serve the site owner a fixed penalty notice and/or compliance notice; to take emergency action; and the power to enter the site;
- (v) under the Public Health (Control of Disease) Act 1984 (as amended by the Health and Social Care Act 2008) and Regulations made under the 1984 Act to enter premises (Sections 61 and 62) and to sign any notice, order or other document which the authority are authorised or required by or under this Act to give, make or issue (Section 59);
- (vi) under the Health Protection (Local Authority Powers) (Wales) Regulations 2010:
  - (1) to serve, if satisfied a child is or may be infected or contaminated and therefore presents or could present significant harm to human health, a notice to require that the child be kept away from school (Reg. 2);
  - (2) to serve notice to require the Head teacher of a school to provide a list of names, addresses and contact telephone numbers of children attending school (Reg. 3);
  - (3) to arrange disinfection or decontamination of things, premises on request of the owner (Reg. 4);
  - (4) to arrange disinfection or decontamination of things on request of person with custody or control (Reg. 5);
  - (5) to arrange disinfection or decontamination of premises on request of the owner (Reg. 6);
  - (6) to arrange disinfection or decontamination of premises on request of tenant (Reg. 7);



- (7) to serve a notice to request co-operation for health protection purposes (Reg. 8);
  - (8) to serve a notice to restrict contact with dead bodies (Reg. 9);
  - (9) to serve a notice to restrict access to dead bodies (Reg. 10);
  - (10) to relocate, or cause to be relocated a dead body that is or may be infected or contaminated (Reg. 11);
- (vii) under the Health Protection (Part 2A Orders) (Wales) Regulations 2010:
- (1) to make an application to a Justice of the Peace for an order under Part 2A of the Act for Health Measures (Regulation 3):
    - a. health measures in relation to persons (under s45G(2a-k) or (4) of Part 2A of 1984 Act);
    - b. health measures in relation to things (under s45H(2a-e) or (4a&b) of Part 2A of 1984 Act);
    - c. health measures in relation to premises (under s45I(2a-d) or (4) of Part 2A of 1984 Act);
  - (2) to make reasonable enquiries as to the existence and location of persons in relation to an application for an order, namely:
    - a. the person subject to the application for an order and
    - b. persons to whom the local authority must give notice of an application for an order, (as specified in paragraphs (4) to (7) Regulation 3);
  - (3) to determine information, as deemed necessary, to enable provision of the evidence required for a Part 2A application in relation to persons (Regulation 4);
- (viii) under the Petroleum Consolidation Act 1928 to grant or vary petroleum licences;
- (ix) under the Regulatory Enforcement and Sanctions Act 2008:
- (1) to enter into Primary Authority partnerships, considered on a case by case basis;
  - (2) to agree the provision of services to businesses;
- (x) to approve applications and issue licences under the Scrap Metal Dealers Act 2013 in cases where no relevant information needs to be considered. This power to approve applications and issue licences may be exercised by a deputy or other persons duly authorised by the Principal Licensing Officer, including Senior Licensing Officers.

## **26.5 Chief Officer Children & Young People**

### 26.5.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) School Term Dates. In the case of County, Voluntary Controlled and Special Schools, including residential schools, (as from 1 September 1999, community, foundation and voluntary schools and community and foundation special schools) to determine school term dates after consultation with the Teachers' Associations;

- (b) regarding admissions:
  - (i) to keep standard numbers under review and to implement any necessary changes, where these are agreed by the governing body;
  - (ii) to respond to any proposals from governing bodies to increase standard numbers;
  - (iii) to set admission limits which exceed the standard number where this is considered appropriate;
- (c) to consider proposed statements of special educational need where it is proposed that consideration is to be given to placement at a school establishment outside the area of the Council;
- (d) to determine and authorise the payment of discretionary awards and grants including any awards from charitable trust funds which the Council administers;
- (e) to agree, on safety grounds, that home to school arrangements be provided in any particular case in excess of the Council's mileage policy.

#### 26.5.2 Other delegations:

- (a) admissions:
  - (i) to consult annually with governing bodies about admission arrangements as required by Section 412 of the Education Act 1996;
  - (ii) to administer arrangements for admissions to nursery schools and classes in accordance with policies agreed by the Council;
  - (iii) under Section 431 of the Education Act 1996 to issue a direction that a child be admitted to a named school within the Council's area;
  - (iv) to comply with any requirements made by the Secretary of State to implement a scheme for co-ordinated arrangements for admissions in accordance with Section 430 of the Education Act 1996;
  - (v) to administer arrangements for the admission of individual pupils to primary and secondary schools, including designated areas and other relevant factors and to present the case on behalf of the Council to admission appeal panels;
  - (vi) to exercise the functions of the Council in relation to pupils excluded from school and to present the case on behalf of the Council to exclusion appeal panels;
- (b) attendance at school:
  - (i) to ensure that appropriate transport arrangements are made in accordance with the Council's policies;
  - (ii) to exercise the powers and duties of the Council in respect of children excluded from school and to make suitable arrangements for the continuing education of pupils who are excluded or otherwise unable to attend school;
  - (iii) to exercise the functions of the Council relating to the non-attendance of pupils at school;

- (iv) to undertake the powers and duties of the Council under Section 36 of the Children Act 1989 regarding Education Supervision Orders;
- (c) curriculum:
  - (i) to monitor the implementation of the requirements in respect of the school curriculum, including religious worship and education, in conjunction with SACRE, if appropriate, as set out in the Education Act 1996;
  - (ii) in accordance with arrangements approved by the Secretary of State under Section 409 of the Education Act 1996 to investigate complaints concerning alleged failures of schools to comply with the National Curriculum, including the requirements for religious education and collective worship and the arrangements for statutory assessment and moderation of the National Curriculum;
  - (iii) to determine whether application be made to the Secretary of State to direct that an LEA maintained school be authorised to curriculum experiments outside the National Curriculum;
  - (iv) to provide any information which the Secretary of State may, by regulation, require;
- (d) Special Educational Needs:
  - (i) to arrange for children to be assessed in accordance with the requirements of the Education Act 1996, to determine the special educational provision which should be made for them and to maintain and review statements of special educational need;
  - (ii) to represent the Council at Special Educational Needs Tribunals in connection with the assessment of special educational needs;
  - (iii) to ensure that the requirements of the Code of Practice on Special Educational Needs or other regulations are complied with;
- (e) staffing as respects primary, secondary and special schools:
  - (i) to appoint:
    - (1) persons selected by governing bodies to fill vacant posts as head teachers or deputy head teachers;
    - (2) persons recommended or accepted for appointment by governing bodies to fill other teaching posts;
    - (3) persons recommended by governing bodies for appointment to non-teaching posts unless the person does not meet any qualification requirements applicable to the post;
  - (ii) in the case of aided schools to exercise any advisory rights relating to the appointment of head teachers, deputy head teachers or other teaching or ancillary staff conferred by agreement or legislation;
  - (iii) to nominate persons to fill vacancies in other teaching posts in schools where governing bodies have notified their intention to fill those vacancies;
  - (iv) to appoint persons selected by governing bodies as their Clerks;

- (v) to implement determinations of governing bodies of schools relating to the determination of potential dismissals and any subsequent appeals against such dismissals, which are within the Council's powers to determine;
  - (vi) to exercise the powers of the Council as local education authority in respect of the Licensed Teacher Scheme;
  - (vii) to appoint supply teachers from funds held centrally;
  - (viii) to exercise the powers and duties under the School Teacher (Appraisal) Regulations 1991 in respect of head teachers;
- (f) Finance:
- (i) to design and keep under review the Council's scheme of delegation in accordance with the Council's policies and any statutory requirements;
  - (ii) to determine and authorise the payment of boarding awards, grants towards tuition fees and expenses at schools where fees are payable, mandatory awards, maintenance allowances and tuition fees for correspondence courses and requests for the refund of grants in accordance with the policy of the Council;
  - (iii) to approve the payment of recoupment charges for pupils at establishments located outside the area of the Council;
- (g) Copyright. To enter into such agreements with licensing agencies as are necessary to ensure the Council's establishments comply with all relevant statutory provisions;
- (h) to exercise the Council's duties pursuant to section 12C of the Children and Young Persons Act 1969.

## **26.6 Monitoring Officer**

26.6.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) None.

26.6.2 Other Delegations:

- (a) to take all steps incidental to completing or obtaining the confirmation of any order or other formal proceedings made by the Council;
- (b) to serve any notice or requisition for information under any Act requiring the owner or occupier of or any person having an interest in or managing any land or premises to give information to the local authority;
- (c) the maintenance of the Land Charges Register and responses to local searches;
- (d) to take out grants of representation to a deceased's estates as creditor, beneficiary or trustee;
- (e) to settle the amount of compensation for damage to land which the Council is liable to pay in consequence of works carried out or other action taken on behalf of the Council up to a maximum of £1,000 in any one case and to report thereon to Council;
- (f) to obtain Counsel's opinion and to brief Counsel;

- (g) to sign on behalf of the Council any document necessary to give effect to any resolution of the Council, or of any Committee or Sub-Committee acting within powers delegated by the Council;
- (h) to institute or defend civil proceedings and intervene in or appear in proceedings before any court, the Lands Tribunal, an industrial tribunal, a Coroner, or any other statutory tribunal or inquiry, or arbitrator, where the interests of the Council, whether on its own behalf or on behalf of an authority for which the Council is agent, are involved, and to reach agreement as to settlement of such proceedings where appropriate;
- (i) to accept service of any proceedings;
- (j) to institute criminal proceedings in respect of offences against legislation (including bye-laws) which the Council is authorised to enforce, and institute or defend appeals arising out of such proceedings;
- (k) in accordance with the provisions of section 101 of the Local Government Act 1972, the Monitoring Officer may, in the circumstances mentioned in the paragraph below, authorise another local authority to initiate and conduct the prosecution of offences committed in the County Council's area;
- (l) the circumstances are that the Monitoring Officer is satisfied that:
  - (i) the offences in question are related to offences alleged to have been committed in that other authority's area;
  - (ii) it is expedient for the prosecution to be initiated and conducted by that other authority;
- (m) to defend any criminal proceedings brought against the Council and to institute or defend appeals arising out of such proceedings;
- (n) under section 78 of the Criminal Justice and Public Order Act 1994, to make complaints to the Magistrates Court and to take any action authorised by the Court;
- (o) to authorise persons to survey and enter land in connection with proposed compulsory acquisitions;
- (p) to settle all claims made on the Council not exceeding £1,000 where provision is not clearly made (in consultation with the appropriate Chief Officer and s151 Officer).

## **26.7 Section 151 Officer**

### 26.7.1 Delegations to be exercised following consultation with Appropriate Members:

- (a) to exercise discretions relating to Community Charge, Council Tax and National Non-Domestic Rates where the Council has not established a policy on how such discretions might be exercised.

### 26.7.2 Other Delegations:

- (a) to manage the Council's treasury function in accordance with the Treasury Management Strategy established annually;
- (b) to write-off debts in accordance with the Council's Sundry Debtor Policy;
- (c) to agree charges for council services which may be made available to outside bodies;

- (d) to enter into finance or operational leasing arrangements or other off balance sheet arrangements to give effect to decisions to acquire vehicles, plant, equipment, etc.;
- (e) to administer the Council's scheme for loans for car purchase and car leasing;
- (f) to determine the manner in which and conditions on which invoices or accounts should be issued;
- (g) to make declarations as to rates of interest under Paragraph 3 of Schedule 16 to the Housing Act 1985;
- (h) to administer the schemes in relation to Housing Benefit and Council Tax Benefit; taking such decisions and giving such notices and all other action as may be necessary for their efficient administration;
- (i) to conduct the first review, in conjunction with the Head of Audit or Chief Officer Resources such benefit schemes;
- (j) to administer the statutory provisions relating to Community Charge, Council Tax and National Non-Domestic Rates;
- (k) to exercise discretions relating to Community Charge, Council Tax and National Non-Domestic Rates where the Council has established a policy on how such discretions might be exercised;
- (l) to manage the fund administered by the Council in accordance with the scheme made under Section 19 of the Welsh Church Act 1914;
- (m) to sign cheques, bailiff warrants, bonds, securities and loans; provided that cheques in excess of £50,000 shall be countersigned by either the Head of Audit or Chief Officer Resources;
- (n) to pay all accounts and to receive all income;
- (o) to deal with all insurance issues including risk management;
- (p) to manage arrangements with the Council's bankers;
- (q) to sign all statutory financial returns, accounts, grants and subsidy claims;
- (r) to instruct valuers for purposes of capital accounting, in consultation with the Monitoring Officer;
- (s) to approve housing guarantees and advances for house purchase and improvements (and to consider applications for consent under deeds of mortgage);
- (t) to act as principal point of contact with the Council's external auditors.

## **26.8 Chief Operating Officer MonLife**

26.8.1 MonLife is the branded entity within MCC that encompasses leisure, outdoor education, green infrastructure and countryside access, play, learning, destination management, arts, museums and attractions.

26.8.2 An Executive Board comprising the Chief Executive, Chief Officer Resources and Chief Officer Enterprise will operate to provide a sounding board and policy development vehicle to support and advise the COO on strategic decisions, opportunities and issues.

26.8.3 Delegations to be exercised in consultation with the appropriate Member:

- (a) to make unopposed temporary Prohibition Orders and Notices under Section 14 of the Road Traffic Regulation Act 1984;
- (b) to authorise applications to the magistrates' court to divert or extinguish public rights of way under section 116 of the Highways Act 1980;
- (c) where, following the relevant statutory period no objections have been received or where such objections have been withdrawn, to confirm the orders specified in the above paragraph;
- (d) where following non-statutory pre-order consultation there is no objection, to make the following orders, namely:
  - (i) Public Path Orders under s257 – 258 of the Act (to enable development to be carried out in accordance with planning permission granted);
  - (ii) Modification Orders and Reclassification Orders under s53 - 54 of the Wildlife and Countryside Act 1981;
  - (iii) Public Path Extinguishment and Diversion Orders under s118 - 120 of the Highways Act 1980;
  - (iv) orders under the Cycle Tracks Act 1984 and Cycle Track Regulations 1984:
- (e) to determine not to proceed with or to decline any such order or application;
- (f) to grant authorisations under Section 33 of the Road Traffic Act 1988;
- (g) to make special events orders under the Road Traffic Regulation Act 1984 and the Road Traffic Regulation (Special Events) Act 1994:
- (h) to authorise permissive path agreements or enter other access agreements;
- (i) to authorise public path creation agreements under section 25 of the Highways Act 1980;
- (j) to create public paths under sections 26 of the Highways Act 1980;
- (k) to authorise the dedication or creation of a public path on any Council owned land (in consultation with the Head of Estates);
- (l) to authorise the deaccessioning and disposal of selected items from the collections of Monmouthshire Museums in accordance with the Museum Collections Development Policy.

#### 26.8.4 Other Delegations:

- (a) Public Rights of Way:
  - (i) to give notices under Section 14(2) of the Road Traffic Regulation Act 1984 in cases of emergency;
  - (ii) to serve notices and where necessary arrange for work to be carried out in default and recover costs incurred in relation to the assertion, protection and restoration of public rights of way;
  - (iii) to authorise temporary works, diversion and remedial works under sections 135, 135a & 135b of the Highways Act 1980;

- (iv) to authorise works, and to make agreements for the execution of works, to assert and protect the rights of the public to the use and enjoyment of any public path;
  - (v) to make observations on orders proposed to be made by the Brecon Beacons National Park Authority and adjacent local authorities;
  - (vi) to authorise erection of stiles etc. on footpaths and bridleways under section 147 of the Highways Act 1980;
- (b) entry onto land. To authorise persons to enter land under:
- (i) sections 196A, 214B and 324 of the Town and Country Planning Act 1990;
  - (ii) s64 of the Land Drainage Act 1991;
  - (iii) s293 of, and paragraph 7 of Sched. 12A to, the Highways Act 1980;
  - (iv) s71 of the Road Traffic Regulation Act 1984;
  - (v) Wildlife and Countryside Act 1981;
  - (vii) Countryside and Rights of Way Act 2000.
- (c) to authorise persons to exercise any power or duty that is necessary or to take enforcement on public rights of way and recover costs related to the above delegations.

## 26.9 Proper Officers

26.9.1 In relation to the references and provisions mentioned in the first column of the Schedule hereto:

- (a) the officer specified in the second column of the schedule is hereby appointed the proper officer, and
- (b) the officer specified in the third column of the schedule is hereby appointed to act as proper officer when the first-mentioned officer is absent or otherwise unable to act;
- (c) where no officer is specified in the third column, the first-mentioned officer is authorised to appoint a deputy as he considers fit

26.9.2 Any reference to a “Proper Officer” within this Constitution which is not defined in the Schedule hereto, shall mean the Head of Paid Service and when they are absent or otherwise unable to act, shall mean the Chief Officer Resources.

26.9.3 Proper Officer Schedule:

	Function	Proper Officer	Deputy
1.	Any reference in any enactment passed before or during the 1971-72 session of Parliament other than the Local Government Act 1972 or in any instrument made before 26 October 1972 to the following officers which, by virtue of any provisions of the said Act, is to be construed as a reference to the proper officer of the Council:		
	a. Clerk or Town Clerk	Chief Executive	Chief Officer Resources
	b. Engineer or Surveyor	Chief Officer Enterprise	



	c. Public Health Inspector	Chief Officer – Social Care and Health	
	d. Housing Officer.	Chief Officer Resources	
2.	The following provisions:		
	a. In the National Assistance (Amendment) Act 1951 - s.1	s151 Officer	
	b. In the Registration Service Act 1953	Chief Officer SCH	
	c. In the Local Government Act 1972:		
	i. s83 (1)-(4). Witness and receipt of declarations of acceptance of office;	Chief Executive	Monitoring Officer
	ii. s84. Receipt of declaration of resignation of office;	Chief Executive	Monitoring Officer
	iii. s88(2). Convening of meeting of Council to fill casual vacancy in the office of Chairman;	Monitoring Officer	
	iv. s89(1)(b). Receipt of notice of casual vacancy from two local government electors;	Chief Executive	
	v. s96(1). Receipt of notices of pecuniary interest.	Monitoring Officer	
	vi. s96(2). Keeping record of disclosures of pecuniary interest under Section 94, and of notices under Section 96(1);	Monitoring Officer	
	vii. s.100B(2). Exclusion of reports likely to be considered in private session;	Relevant Chief Officer	
	viii. s100B(7)(c). Supply of papers to press;	Chief Executive	
	ix. s100C(2). Inspection of minutes and other documents;	Chief Executive	
	x. s100D(1)(a). Compilation of lists of background papers;	Relevant Chief Officer	
	xi. s100D(5)(a). Identification of background papers;	Relevant Chief Officer	
	xii. s100F(2). Identification of papers disclosing certain exempt information (rights of members to inspect);	Relevant Chief Officer	
	xiii. s115(2). Receipt of money due from officers;	s151 Officer	
	xiv. s146(1)(a)&(b). Declarations and certificates with regard to securities;	s151 Officer	
	xv. s191. Functions with respect to ordnance survey;	Chief Officer Enterprise	
	xvi. s204(3). Receipt of applications for Licence under Schedule 2, Licensing Act 1964;	Monitoring Officer	
	xvii. s210(6)(7). Officer for the purpose of certain charities;	Monitoring Officer	
	xviii. s225(1)&(2). Deposit of documents, and on behalf of a community without a Community	Monitoring Officer	

	<p>Council;</p> <p>xix s.229(5). Certification of photographic copies of documents;</p> <p>xx. s234(1)(2). Authentication of documents;</p> <p>xxi. s236(9)(10). Officer to send copies of bylaws;</p> <p>xxii. s238. Certification of byelaws;</p> <p>xxiii. Schedule 12 paragraph (2)(b). Signature of summonses to Council meetings;</p> <p>xxiv. Schedule 14 paragraph 25(7). Certification of resolutions under paragraph 25;</p> <p>xxv. Schedule 16 paragraph 28. Receipt on deposit of lists of protected buildings.</p> <p>d. In the Local Government Act 1974:</p> <p>i. s30(5). Publication of reports of Local Commissioner.</p> <p>e. In the Local Government (Miscellaneous Provisions) Act 1976:</p> <p>i. s41. Certification of copies of resolutions orders, reports, minutes, and instruments of appointment or authorization.</p> <p>f. In the Public Health (Control of Infectious Diseases Act) 1984.</p> <p>g. In the Local Government and Housing Act 1989:</p> <p>i. s2(4). Receipt on deposit of first and revised lists of politically restricted posts.</p> <p>h. In the Local Government (Committees and Political Groups) Regulations 1990.</p> <p>i. In the Local Authorities (Members' Interests) Regulations 1992.</p>	<p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Chief Executive</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Monitoring Officer</p> <p>Chief Officer SCH</p> <p>Chief Executive</p> <p>Chief Executive</p> <p>Monitoring Officer</p>	<p>Head of Public Protection</p>
3.	Where a Council function has been delegated to a specified officer and that function requires or otherwise involves action by the proper officer then for those purposes the proper officer shall be	The Officer to whom the function is delegated	
4.	Until the Council determines otherwise, the Chief Executive is appointed the proper officer for the purpose of all statutory provisions, whether existing or future, in respect of which no express proper officer appointment has for the time being been made.		
5.	Notwithstanding anything to the contrary above, where any order, notice or other document requires the seal of the Council to be attached then the proper officer for the authentication of such order, notice or other document shall be	Monitoring Officer	

## 26.10 Scheme of Delegation to Officers – Planning Service

26.10.1 The officer delegation scheme aims to achieve an effective balance between:

- (a) efficiency of determination on the majority of non-contentious applications that have limited community impact;
- (b) simplicity; and
- (c) the member/community aspect by ensuring member involvement on contentious applications through committee or the Delegation Panel and local ward member request for applications to be presented to committee.

26.10.2 The Delegation Panel consists of the Chair, Vice Chair and Opposition Spokesperson of Planning Committee. The Panel does not determine applications or enforcement matters. Its role is to assess whether officers should determine those applications presented to it or to refer them to Planning Committee for determination.

26.10.3 Definitions:

- (a) “The Act” means the Town and Country Planning Act 1990 as amended and the Planning (Wales) Act 2015;
- (b) “Local Ward Member” means the member for the electoral division in which the application site is located;
- (c) “Planning Application” means:
  - (i) applications for Planning Permission and approval of reserved matters;
  - (ii) applications for Listed Building Consent;
  - (iii) applications for Conservation Area Consent;
  - (iv) applications for Express Consent to Display Advertisements;
  - (v) applications for Certificates of Lawfulness of Existing Use or Development under Section 191 of the Act (jointly with the Head of Law);
  - (vi) applications for Certificates of Lawfulness of Proposed Use or Development under Section 192 of the Act (jointly with the Head of Law);
  - (vii) applications to retain works or uses already carried out;
  - (viii) applications to remove or modify conditions of planning permissions or to make minor material amendments to an approved scheme under Section 73 of the Town and Country Planning Act;
  - (ix) applications for an approval required by a development order;
  - (x) proposals by statutory undertakers;
  - (xi) notices of Proposed Development by Government Departments;
  - (xii) hedgerow removal notices under the Hedgerow Regulations 1997;
  - (xiii) applications for any type of tree preservation orders under the relevant legislation;
  - (xiii) applications for non-material amendments to a planning permission;

- (d) "Planning Permission" means development as defined by the Town and Country Planning Act 1990 being the carrying out of building, engineering, mining or other operations in, on over or under land, or the making of any material change in the use of any buildings or other land;
- (e) "reserved matters" means any matters which have been reserved following the grant of outline Planning Permission.

26.10.4 The following officers: Chief Officer Enterprise; Head of Planning, Placemaking, Housing, Highways and Flood; Head of Planning; Development Services Manager; and Development Management Area Managers; are permitted to make decisions on all Planning Applications and planning matters with the exception of those matters listed in in the subsequent sub-sections:

- (a) Planning Applications. To determine or make observations subject to 26.9.4.c on all applications unless:
  - (i) the officer recommendation is contrary to a development plan policy or proposal or other planning policy of the Council;
  - (ii) the application is to be recommended for approval and any of the following circumstances apply:
    - (1) unresolved written objections on material planning grounds have been received from 5 or more separate households or organisations, (excluding Town or Community Councils); or
    - (2) it is contrary to the advice of a statutory consultee; or
    - (3) the community or town council has objected on material planning grounds and wishes to address Planning Committee;
    - (4) the application is by or on behalf of the Council and unresolved objections on material planning grounds have been received; or
    - (5) the application is for development on Council-owned land or in which the Council has a direct interest and unresolved objections on material planning grounds have been received;
    - (6) the application is submitted by an employee of the Council who works within the Planning Section or one who has close involvement in the planning application process or a member or co-opted member of the Council or by a close relative of such an employee or member or where the application relates to land in which any of them have an interest and unresolved objections on material planning grounds have been received;
    - (7) the local ward member has requested in writing that the application is presented to Planning Committee giving planning reasons for that request. In such circumstances, the referring ward Member should attend Planning Committee to represent those reasons;
- (c) in consultation with the Delegation Panel to determine or make observations on applications except for those relating to householder development, advertisement applications and applications for Listed building and Conservation Area Consent where the application is to be recommended for approval and:
  - (i) unresolved written objections on material planning grounds have been received from 1 – 4 separate households or organisations, excluding Town and Community Councils or the Community or Town Council has objected

- on material planning grounds and does not wish to address Planning Committee; or
- (ii) the application is one to which 26.9.4.b.ii.(d) or (e) relates and no unresolved objections on material planning grounds have been received; or
  - (iii) the Local Ward Member has requested in writing the application is referred to the Delegation Panel giving planning reasons for that request;
  - (iv) the application is by or on behalf of the Council and there are no material planning objections to the proposed development;
  - (v) the application is for development on Council-owned land or in which the Council has a direct interest and there are no material planning objections to the proposed development;
  - (vi) the application is submitted by an employee of the Council who works within the Planning Section or one who has close involvement in the planning application process or a member or co-opted member of the Council or by a close relative of such an employee or member or where the application relates to land in which any of them have an interest and there are no material planning objections to the proposed development;
- (d) to determine:
- (i) the Council's case where there is an appeal against non-determination of an application;
  - (ii) the discharge of planning conditions requiring the specific approval of the Local Planning Authority;
  - (iii) to enter into obligations under Section 106 of the Act jointly with the Head of Law, where it has been decided that planning permission should be granted subject thereto;
  - (iv) that an application is a departure from the development plan;
  - (v) whether an Environmental Assessment is required and scoping the content of that Assessment;
  - (vi) whether an Appropriate Assessment is required under the Conservation (Natural Habitats etc.) Regulations 2010 (as amended);
  - (vii) Local Impact Reports for Development of National Significance;
  - (viii) whether an application is valid, issue an Invalid Notice and determine the Council's case where there is an appeal against such a Notice;
- (e) to make observations on planning consultations received from Brecon Beacons National Park and adjoining authorities;
- (f) to decline to determine an application for planning permission under the powers of Section 70A of the Act and Section 32 (where an enforcement notice has been served prior to the submission of the application);
- (g) to make all necessary decisions on procedural matters in connection with the processing of applications and appeals.

- 26.10.5 For the avoidance of doubt applications for householder development, advertisement consent, and Listed Building and Conservation Area Consent, shall be determined by officers unless the Local Ward Member has requested in writing the application is referred to Planning Committee or the Delegation Panel, giving planning reasons for that request. All other applications are delegated to officers to determine, including discharge of condition applications, Non Material Amendments, applications for an approval required by a development order, proposals by statutory undertakers, Notices of Proposed Development by Government Departments and Hedgerow removal notices under the Hedgerow Regulations 1997.
- 26.10.6 Enforcement of Planning Control. Those Officers listed at 26.10.4 are permitted, in consultation with the Delegation Panel, to determine that it is either not expedient, or is expedient to take action and to issue the following notices and thereafter to take all necessary steps to remedy the breach:
- (a) Enforcement Notices and Stop Notices under Section 174 of the Act;
  - (b) Listed Building Enforcement Notices under Section 38 of the Listed Building and Conservation Areas Act 1990;
  - (c) to take prosecution proceedings and/or injunctions and/or action under the Proceeds of Crime Act, in consultation with the Head of Law;
  - (d) notices under Section 215 of the Act.
- 26.10.7 Those Officers listed at 26.10.4 are permitted to determine that it is expedient to take action and to issue the following notices and to take all necessary steps to remedy the breach:
- (a) Planning Contravention Notices under Section 171C of the Act (to require information);
  - (b) Breach of Condition Notices under Section 187A of the Act;
  - (c) Enforcement Notices where planning permission has been refused for the development;
  - (d) Listed Building Enforcement Notices under Section 38 of the Listed Building and Conservation Areas Act 1990;
  - (e) Breach of Condition Enforcement Notices;
  - (f) Hedgerow Replacement Notices under the Hedgerow Regulations 1997;
  - (g) Enforcement Warning Notices under Section 43 of the Act;
  - (h) Temporary Stop Notices under Section 171E of the Act;
  - (i) to consider offers and representations made under Section 171C (4) of the Act (responses to Planning Contravention Notices);
  - (j) to remove or obliterate unauthorised advertisements, placards and posters under Sections 224 and 225 of the Act.
- 26.10.8 Heritage. Those Officers listed at 26.10.4 are permitted, in consultation with the Delegation Panel, to:
- (a) serve building preservation notices under Section 3 of the Planning (Listed Buildings and Conservation Areas) Act 1990 in cases of emergency;

- (b) authorise urgent works under section 54 of the Planning (Listed Buildings and Conservation Areas) Act 1990;
- (c) approve grants for historic buildings under Historic Town Schemes.

26.10.9 Entry onto Land. Those Officers listed at 26.10.4 are permitted to authorise persons to enter land under:

- (a) sections 196A, 214B and 324 of the Act;
- (b) s95 of the Building Act 1984;
- (c) s293 of, and paragraph 7 of Schedule 12A to, the Highways Act 1980;
- (d) s71 of the Road Traffic Regulation Act 1984.

26.10.10 Miscellaneous. Those Officers listed at 26.10.4 are permitted to respond to Welsh Government consultations on planning policy or development management or related matters.

## **PART 4 – RULES OF PROCEDURE**

### **27 COUNCIL PROCEDURE RULES (Standing Orders)**

#### **27.1 Application**

27.1.1 The Council Procedure Rules contained in the Sections below will apply to meetings of the Full Council and, where applicable, to other meetings conducted within the Council.

#### **27.2 Annual Meeting of the Council**

27.2.1 Timing and Business. In a year when there is an ordinary election of councillors, the annual meeting will take place within 21 days of the retirement of the outgoing councillors. In any other year, the annual meeting will take place in March, April or May. The annual meeting will:

- (a) elect a person to preside if the Chair and Vice Chair of the Council are not present;
- (b) elect the Chair of the Council;
- (c) elect the Vice Chair of the Council;
- (d) approve the minutes of the last meeting;
- (e) receive any announcements from the Chair and/or the Head of Paid Service;
- (f) elect the Leader of the Council at the initial annual meeting of the Council;
- (g) be informed by the Leader of the number of Members to be appointed to the Cabinet;
- (h) appoint the Select Committees, a Standards Committee and such other committees and sub-committees as the Council considers appropriate to deal with matters which are neither reserved to the Council nor are Executive Functions (as set out in Part 3 of this Constitution);
- (i) determine which political group shall nominate the chair of each Select Committee appointed under (viii) above, having regard to the guidance issued under the Local Government (Wales) Measure 2011;
- (j) receive from the Leader the scheme of delegations (as set out in Part 3 of this Constitution);
- (k) approve a programme of ordinary meetings of the Council for the year; and
- (l) consider any business set out in the notice convening the meeting.

27.2.2 Selection of Councillors on Committees and Outside Bodies. At the annual meeting, the Council meeting will:

- (a) decide which committees and sub-committees to establish for the municipal year;
- (b) decide the size and terms of reference for those committees;



- (c) decide the allocation of seats to political groups in accordance with the political balance rules;
- (d) make appointments to outside bodies except where appointment to those bodies has been delegated by the Council or is exercisable only by the Cabinet.

### **27.3 Ordinary Meetings**

27.3.1 Ordinary meetings of the Council will take place in accordance with a programme decided at the Council's annual meeting. The order of business at ordinary meetings will be as follows:

- (a) elect a person to preside if the Chair and Vice Chair are not present;
- (b) receive any declarations of interest from Members;
- (c) receive questions from, and provide answers to, the public in relation to matters which in the opinion of the Chair are relevant to the Council's functions;
- (d) receive any announcements from the Chair, Leader, members of the Cabinet or the Head of Paid Service;
- (e) receive a report from the Leader and receive questions and answers on the report;
- (f) receive a report from the Cabinet and receive questions and answers on the report;
- (g) receive reports from the Council's committees and receive questions and answers on those reports;
- (h) receive reports about and receive questions and answers on the business of joint arrangements and external organisations;
- (i) consider any other business specified in the summons to the meeting, including consideration of proposals from the Cabinet in relation to the Council's Budget and Policy Framework, Single Integrated Plan and reports of the Select Committees;
- (j) consider motions;
- (k) deal with questions from Members;
- (l) approve the minutes of the last meeting.

### **27.4 Extraordinary Meetings**

27.4.1 Calling Extraordinary Meetings. The Proper Officer and/or Monitoring Officer may call Council meetings in addition to ordinary meetings. Those listed below may request the Proper Officer to call additional Council meetings:

- (a) the Council by resolution;
- (b) the Chair of the Council;

- (c) any 5 Members of the Council if they have signed a requisition presented to the Chair of the Council who has refused to call a meeting or has failed to call a meeting within 7 days of the presentation of the requisition.

27.4.2 Business. The business to be conducted at an extraordinary meeting shall be restricted to the item or items of business contained in the request for the extraordinary meeting and there shall be no consideration of previous minutes or reports from committees etc., except that the Chair may at their absolute discretion permit other items of business to be conducted for the efficient discharge of the Council's business.

## **27.5 Appointment of members of committees and sub-committees**

27.5.1 The Council or Committee may appoint members to a committee or sub-committee as the case may be:

- (a) by naming the members so appointed; or
- (b) by reference to such numbers of members as a specified political group or groups shall from time to time nominate.

27.5.2 When members are appointed under the above the political group in question shall notify the Chief Executive in writing of the names of the members who may nominate.

27.5.3 A political group may from time to time change its membership of a committee by giving notice in writing to the Chief Executive.

27.5.4 The decisions of a political group are to be taken as those expressed to the Chief Executive:

- (a) in writing by the leader or other representative of the group concerned;
- (b) in a written statement signed by a majority of the members of the group;

and in the event that different decisions of a political group are notified, the decision notified in accordance with 27.5.4(b) shall prevail.

27.5.5 This rule of procedure applies to appointments to committees, sub-committees and other informal groupings of members but not to appointments or nominations on external bodies.

## **27.6 Time, Place and Duration of Meetings**

27.6.1 The time and place of meetings will be determined by the Proper Officer and notified in the summons.

## **27.7 Notice of and Summons to Meetings**

27.7.1 The Proper Officer will give notice to the public of the time and place of any meeting in accordance with the Access to Information Procedure Rules (below). At least 5 clear days before a meeting, the Proper Officer will send a summons signed by him/her to every Member of the Council. The summons will give the date, time and place of each meeting and specify the business to be transacted, and will be accompanied by such reports as are available.

## **27.8 Chair of Meeting**

- 27.8.1 The person presiding at the meeting may exercise any power or duty of the Chair. Following consultation with the Monitoring Officer, the decision of the Chair of the meeting on all points of procedure and order and the Chair's interpretation of any Procedure Rule shall be final and no debate may ensue thereon.
- 27.8.2 Accordingly, if it appears appropriate, the Chair may, at his/her sole discretion waive compliance with the rules of debate to facilitate the transaction of business at the meeting.
- 27.8.3 Where these rules apply to committee and sub-committee meetings, references to the Chair should instead be read as reference to the chair of that committee or sub-committee.

## **27.9 Quorum**

- 27.9.1 The quorum of a meeting will be one quarter of the whole number of Members. During any meeting if the Chair counts the number of Members present and declares there is not a quorum present, then the meeting will adjourn immediately. Remaining business will be considered at a time and date fixed by the Chair. If they don't fix a date, the remaining business will be considered at the next ordinary meeting.
- 27.9.2 In the case of the Planning Committee, the quorum must be 50% in accordance with the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2017.

## **27.10 Remote Attendance**

- 27.10.1 Remote attendance at meetings of the council are permitted. Any member attending a meeting remotely (the "remote attendee") must be capable of hearing, and being heard.
- 27.10.2 The failure of any technological provision whether that leads to a partial or complete loss of contact between the remote attendees and those members in actual attendance during the meeting shall not invalidate any part of the deliberations or any vote taken. The Chair may postpone the meeting if they deem that appropriate.

## **27.11 Questions by the Public**

- 27.11.1 General:
- (a) Members of the public may ask questions of Members of the Cabinet at ordinary meetings of the Council;
  - (b) The total time allocated for questions by the public should be limited to 15 minutes.
- 27.11.2 Order of Questions. Questions will be asked in the order notice of them was received, except that the Chair may group together similar questions.
- 27.11.3 Notice of Questions. A question may only be asked if notice has been given by delivering it in writing or by electronic mail to the Head of Democratic Services no later than midnight 3 working days before the day of the meeting. Each question must give the name and address of the questioner.
- 27.11.4 Number of Questions. At any one meeting no person may submit more than one question and no more than one such question may be asked on behalf of one organisation.

- 27.11.5 Scope of Questions. The Head of Democratic Services may reject a question if it:
- (a) is not about a matter for which the Council has a responsibility or which affects the County;
  - (b) is defamatory, frivolous or offensive;
  - (c) is substantially the same as a question which has been put at a meeting of the Council in the past 6 months;
  - (d) requires the disclosure of confidential or exempt information.
- 27.11.6 Record of Questions. The Head of Democratic Services will enter each question in a book open to public inspection and will immediately send a copy of the question to the Councillor to whom it is to be put. Rejected questions will include reasons for rejection.
- 27.11.7 Copies of all questions will be circulated to all Councillors and will be made available to the public attending the meeting.
- 27.11.8 Asking the Question at the Meeting. The Chair will invite the questioner to put the question to the Councillor named in the notice. If a questioner who has submitted a written question is unable to be present, they may ask the Chair to put the question on their behalf. The Chair may ask the question on the questioner's behalf, indicate that a written reply will be given or decide, in the absence of the questioner, that the question will not be dealt with.
- 27.11.9 Supplementary Question. A questioner who has put a question in person may also put one supplementary question without notice to the Councillor who has replied to his or her original question. A supplementary question must arise directly out of the original question or the reply. The Chair may reject a supplementary question on any of the grounds set out above.
- 27.11.10 Written Answers. Any question which cannot be dealt with during public question time, either because of lack of time or because of the non-attendance of the Councillor to whom it was to be put, will be dealt with by a written answer.
- 27.11.11 Reference of Question to the Cabinet or a Committee. Unless the Chair decides otherwise, no discussion will take place on any question, but any Member may move that a matter raised by a question be referred to the Cabinet or the appropriate committee or sub-committee. Once seconded, such a motion will be voted on without discussion.

## **27.12 Questions by Members**

- 27.12.1 On Reports of the Cabinet or Committees. A Member of the Council may ask the Leader or the Chair of a Committee any question without notice directly arising from an item of the report of the Cabinet or a Committee, when that item is being received or is under consideration by the Council.
- 27.12.2 Questions on Notice at Full Council. Subject to 27.12.4, a Member of the Council may ask:
- (a) the Chair;
  - (b) a Member of the Cabinet;
  - (c) the Chair of any committee or sub-committee;

a question on any matter in relation to which the Council has powers or duties or which affects the County Council.

27.12.3 Questions on Notice at Committees and Sub-Committees. Subject to 27.12.4, a Member of a committee or sub-committee may ask the Chair of it a question on any matter in relation to which the Council has powers or duties or which affects the County and which falls within the terms of reference of that committee or sub-committee.

27.12.4 Notice of Questions. A Member may ask a question if:

- (a) they have given at least 7 working days' notice in writing of the question to the Head of Democratic Services (calculated on the basis of a working day running from midnight to midnight); or
- (b) the question relates to urgent matters, they have the consent of the Chair or Member to whom the question is to be put and the content of the question is given to the Head of Democratic Services at least 2 hours before the meeting.

27.12.5 Order of Questions. Questions of which notice has been given will be listed on the agenda in the order determined by the Chair of the Council, committee or sub-committee.

27.12.6 Content of Questions. Questions must, in the opinion of the Chair:

- (a) contain no expressions of opinion;
- (b) relate to matters on which the Council has or may determine a policy;
- (c) not relate to questions of fact.

27.12.7 Response. An answer may take the form of:

- (a) a direct oral answer at the meeting;
- (b) where the desired information is in a publication of the Council or other published work, a reference to that publication;
- (c) where the reply cannot conveniently be given orally, a written answer circulated within 5 working days to the questioner.

27.12.8 Supplementary Question. A Member asking a question under these rules may ask one supplementary question without notice of the Member to whom the first question was asked. The supplemental question must arise directly out of the original question or the reply.

27.12.9 Length of Speeches. A Member asking a question under these rules shall not speak other than in exercise of their right to ask a supplementary question and a Member answering such a question may speak for no longer than 3 minutes unless the Chair consents to a longer period.

## **27.13 Reports**

27.13.1 Cabinet Member Reports presented to the Council will be followed by such questions and debate as desired by the other Members present, within these rules, and as permitted by the Chair.

27.13.2 Amendments to Reports. An amendment to a report before Council may not be moved unless notice of the amendment has been emailed by the proposer, and seconded by email, to the Democratic Services Manager by 9:00am on the Working Day before the meeting.

27.13.3 The Chair may waive 27.13.2 at their discretion upon receipt of a proposal for an amendment in Council that is supported by a majority.

#### **27.14 Motions on Notice**

27.14.1 Notice. Except for motions which can be moved without notice and in cases of urgency, written notice of every motion must be delivered to the Head of Democratic Services not later than midnight on the seventh working day before the Council meeting at which it is to be considered. Motions received will be entered in a book open to public inspection.

27.14.2 Motion Set Out in Agenda. Motions for which notice has been given will be listed on the agenda in the order determined by the Chair.

27.14.3 Scope. Motions must be about matters for which the Council has a responsibility or which affect the wellbeing of the administrative area of the Council.

27.14.4 Motion to Remove the Leader:

- (a) a motion to remove the Leader cannot be moved unless the notice of motion is signed by a number of councillors which is at least equivalent to 15% of the total number of Councillors on the Council and which includes Councillors from at least 2 political groups;
- (b) in order for such a motion to be carried it must have the support of at least 2 thirds of those Members voting and present in the room at the time the question was put;
- (c) a motion to remove the Leader cannot be moved more than once in any rolling 12 month period.

#### **27.15 Motions without Notice**

27.15.1 The following motions may be moved without notice:

- (a) to appoint a Chair of the meeting at which the motion is moved;
- (b) in relation to the accuracy of the minutes;
- (c) to change the order of business in the agenda;
- (d) to refer something to an appropriate body or individual;
- (e) to appoint a committee or Member arising from an item on the summons for the meeting;

- (f) to receive reports or adoption of recommendations of committees or Officers and any resolutions following from them;
- (g) to withdraw a motion;
- (h) to amend a motion;
- (i) to proceed to the next business;
- (j) that the question be now put;
- (k) to adjourn a debate;
- (l) to adjourn a meeting;
- (m) to suspend a particular Council Procedure Rule;
- (n) to exclude the public and press in accordance with the Access to Information Procedure Rules;
- (o) to not hear further a Member named under Rule 21.3 or to exclude them from the meeting under Rule 21.4; and
- (p) to give the consent of the Council where its consent is required by this Constitution.

## **27.16 Rules of Debate**

27.16.1 No Speeches until Motion Seconded. No speeches may be made after the mover has moved a proposal and explained the purpose of it until the motion has been seconded.

27.16.2 Right to Require Motion in Writing. Unless notice of the motion has already been given, the Chair may require it to be written down and handed to him before it is discussed.

27.16.3 Secunder's Speech. When seconding a motion or amendment, a Member may reserve their speech until later in the debate.

27.16.4 Content and Length of Speeches. Speeches must be directed to the question under discussion or to a personal explanation or point of order no speech may exceed ten minutes without the consent of the Chair.

27.16.5 When a Member may Speak Again. A Member who has spoken on a motion may not speak again whilst it is the subject of debate, except:

- (a) to speak once on an amendment moved by another Member;
- (b) to move a further amendment if the motion has been amended since they last spoke;
- (c) if their first speech was on an amendment moved by another Member, to speak on the main issue (whether or not the amendment on which he spoke was carried);
- (d) in exercise of a right of reply;
- (e) on a point of order; and

- (f) by way of personal explanation.

### **27.17 Amendments to Motions**

27.17.1 An amendment to a motion must be relevant to the motion and will either be:

- (a) to refer the matter to an appropriate body or individual for consideration or reconsideration;
- (b) to leave out words;
- (c) to leave out words and insert or add others; or
- (d) to insert or add words;

as long as the effect of 27.16.1 (a) to (d) is not to negate the motion.

27.17.2 Only one amendment may be moved and discussed at any one time. No further amendment may be moved until the amendment under discussion has been decided.

27.17.3 If an amendment is not carried, other amendments to the original motion may be moved.

27.17.4 If an amendment is carried, the motion as amended takes the place of the original motion. This becomes the substantive motion to which any further amendments are moved.

27.17.5 After an amendment has been carried, the Chair will read out the amended motion before accepting any further amendments, or if there are none, put it to the vote.

### **27.18 Alteration of Motion**

27.18.1 A Member may alter a motion of which he has given notice with the consent of the meeting. The meeting's consent will be signified without discussion.

27.18.2 A Member may alter a motion which he has moved without notice with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion.

27.18.3 Only alterations which could be made as an amendment may be made.

### **27.19 Withdrawal of Motion**

27.19.1 A Member may withdraw a motion which he has moved with the consent of both the meeting and the seconder. The meeting's consent will be signified without discussion. No Member may speak on the motion after the mover has asked permission to withdraw it unless permission is refused.

### **27.20 Right of Reply**

27.20.1 The mover of a motion has a right to reply at the end of the debate on the motion, immediately before it is put to the vote.



- 27.20.2 If an amendment is moved, the mover of the original motion has the right of reply at the close of the debate on the amendment, but may not otherwise speak on it.
- 27.20.3 The mover of the amendment has no right of reply to the debate on his amendment.

### **27.21 Motions which may be Moved During Debate**

27.21.1 When a motion is under debate, no other motion may be moved except the following procedural motions:

- (a) to withdraw a motion;
- (b) to amend a motion;
- (c) to proceed to the next business;
- (d) that the question be now put;
- (e) to adjourn a debate;
- (f) to adjourn a meeting;
- (g) to exclude the public and press in accordance with the Access to Information Procedure Rules; and
- (h) to not hear further a Member named under Rule 27.32.3 or to exclude them from the meeting under Rule 27.32.4.

### **27.22 Closure Motions**

27.22.1 A Member may move, without comment, the following motions at the end of a speech of another Member;

- (a) to proceed to the next business;
- (b) to ask that the question be now put;
- (c) to adjourn a debate; or
- (d) to adjourn a meeting.

27.22.2 If a motion to proceed to next business is seconded and the Chair thinks the item has been sufficiently discussed, he will give the mover of the original motion a right of reply and then put the procedural motion to the vote.

27.22.3 If a motion that the question be now put is seconded and the Chair thinks the item has been sufficiently discussed, he will put the procedural motion to the vote. If it is passed he will give the mover of the original motion a right of reply before putting his motion to the vote.

27.22.4 If a motion to adjourn the debate or to adjourn the meeting is seconded and the Chair thinks the item has not been sufficiently discussed and cannot reasonably be so discussed on that occasion, he will put the procedural motion to the vote without giving the mover of the original motion the right of reply.

### **27.23 Point of Order**

27.23.1 A point of order is a request from a Member to the Chair to rule on an alleged irregularity in the procedure of the meeting. A Member may raise a point of order at any time. The Chair will hear them immediately. A point of order may only relate to an alleged breach of these Council Rules of Procedure or the law. The Member must indicate the rule or law and the way in which he considers it has been broken. The ruling of the Chair on the matter will be final.

### **27.24 Personal Explanation**

27.24.1 A Member may make a personal explanation at any time. A personal explanation may only relate to some material part of an earlier speech by the Member which may appear to have been misunderstood in the present debate. The ruling of the Chair on the admissibility of a personal explanation will be final.

### **27.25 State of the County Debate**

27.25.1 Calling of Debate. The Leader may call a state of the County debate annually on a date and in a form to be agreed with the Chair.

27.25.2 Form of Debate. The Leader will decide the form of the debate with the aim of enabling the widest possible public involvement and publicity. This may include holding workshops and other events prior to or during the debate.

27.25.3 Chairing of Debate. The debate will be chaired by the Chair.

27.25.4 Results of Debate. The results of the debate will be disseminated as widely as possible within the community and to agencies and organisations in the area which work in active partnership with the Council and considered by the Leader in proposing the Budget and Policy Framework to the Council for the coming year.

### **27.26 Previous Decisions and Motions**

27.26.1 Motion to Rescind a Previous Decision. A motion or amendment to rescind a decision made at a meeting of Council within the past 6 months cannot be moved unless moved on the recommendation of a Committee or the Cabinet or the notice of motion is signed by at least eleven Members, except in the case of new information becoming available.

27.26.2 Motion Similar to One Previously Rejected. A motion or amendment in similar terms to one that has been rejected at a meeting of Council in the past 6 months cannot be moved unless moved on the recommendation of a Committee or the Cabinet or the notice of motion is signed by at least 11 Members. Once the motion or amendment is dealt with, no one can propose a similar motion or amendment for 6 months.

## **27.27 Voting**

- 27.27.1 Majority. Unless this Constitution provides otherwise, any matter will be decided by a simple majority of those Members voting and present in the room at the time the question was put.
- 27.27.2 Chair's Casting Vote. If there are equal numbers of votes for and against, the Chair will have a second or casting vote. There will be no restriction on how the Chair chooses to exercise a casting vote.
- 27.27.3 Method of Voting. Unless a recorded vote is demanded under Rule 27.26.4 the Chair will take the vote by show of hands or by use of the Council's electronic voting system if any, or if there is no dissent, by the affirmation of the meeting.
- 27.27.4 Recorded Vote. If 9 Members present at the meeting demand it, the names for and against the motion or amendment or abstaining from voting will be taken down in writing and entered into the minutes.
- 27.27.5 Right to Require Individual Vote to be Recorded. Where any Member requests it immediately after the vote is taken, their vote will be so recorded in the minutes to show whether they voted for or against the motion or abstained from voting.
- 27.27.6 Voting on Appointments. If there are more than 2 people nominated for any position to be filled and there is not a clear majority of votes in favour of one person, then the name of the person with the least number of votes will be taken off the list and a new vote taken. The process will continue until there is a majority of votes for one person.

## **27.28 Minutes**

- 27.28.1 Signing the Minutes. The Chair will sign the minutes of the proceedings at the next suitable meeting. The Chair will move that the minutes of the previous meeting be signed as a correct record. The only part of the minutes that can be discussed is their accuracy.
- 27.28.2 No Requirement to Sign Minutes of Previous Meeting at Extraordinary Meeting  
Where in relation to any meeting, the next meeting for the purpose of signing the minutes is a meeting called under paragraph 3 of Schedule 12 to the Local Government Act 1972 (an extraordinary meeting), then the next following meeting (being a meeting called otherwise than under that paragraph) will be treated as a suitable meeting for the purposes of paragraph 41(1) and (2) of Schedule 12 relating to signing of minutes.
- 27.28.3 Form of Minutes. Minutes will contain all motions and amendments in the form and order the Chair put them.

## **27.29 Record of Attendance**

- 27.29.1 All Members present during the whole or part of a meeting must sign their names on the attendance sheets before the conclusion of every meeting to assist with the record of attendance.

## **27.30 Presentation of Petitions**

- 27.30.1 At a meeting of the Council any member of the Council may present a petition, signed by person other than members of the Council, which is relevant to some matter in relation to which the Council or Cabinet have functions, or which affects the area of the Council, or part of it, or the inhabitants of that area, or some of them. The member presenting the petition shall satisfy them self that the petition is proper to be received.
- 27.30.2 A member wishing to present a petition shall give notice of their intention to do so to the Chief Executive before the beginning of the meeting at which they wish to present it.
- 27.30.3 The presentation of a petition shall be limited to not more than 3 minutes, and shall be confined to reading out, or summarising, the prayer of the petition, indicating the number and description of the signatories.
- 27.30.4 Petitions shall be presented in the order in which notice of them is received by the Chief Executive.
- 27.30.5 A petition presented at a meeting of the Council may stand referred to a future meeting of the Cabinet or relevant committee, in order that the appropriate chief officer may present a report on the subject matter of the petition.

### **27.31 Exclusion of Public**

- 27.31.1 Members of the public and press may only be excluded either in accordance with the Access to Information Procedure Rules of this Constitution or Rule 27.32.

### **27.32 Members' Conduct**

- 27.32.1 **Speaking at Meetings.** When a Member speaks at Full Council they must stand (if practicable) and address the meeting through the Chair. If more than one Member signifies their intention to speak, the Chair will ask one to speak. Other Members must remain silent whilst a Member is speaking unless they wish to make a point of order or a point of personal explanation.
- 27.32.2 **Chair Speaking.** When the Chair speaks during a debate, any Member speaking at the time must stop and sit down. The meeting must be silent.
- 27.32.3 **Member not to be Heard Further.** If a Member persistently disregards the ruling of the Chair by behaving improperly or offensively or deliberately obstructs business, the Chair may move that the Member be not heard further. If seconded, the motion will be voted on without discussion.
- 27.32.4 **Member to Leave the Meeting.** If the Member continues to behave improperly after such a motion is carried, the Chair may move that either the Member leaves the meeting or that the meeting is adjourned for a specified period. If seconded, the motion will be voted on without discussion.
- 27.32.5 **General Disturbance.** If there is a general disturbance making orderly business impossible, the Chair may adjourn the meeting for as long as he thinks necessary.

### **27.33 Disturbance by Public**

27.33.1 Removal of Member of the Public. If a member of the public interrupts proceedings, the Chair will warn the person concerned. If they continue to interrupt, the Chair will order their removal from the meeting room.

27.33.2 Clearance of Part of Meeting Room. If there is a general disturbance in any part of the meeting room open to the public, the Chair may call for that part to be cleared.

#### **27.34 Filming and Use of Social Media During Meetings**

27.34.1 Filming and use of social media is permitted during meetings so long as there is no disturbance to the conduct of the meeting.

#### **27.35 Suspension and Amendment of Council Procedure Rules**

27.35.1 Suspension. All of these Council Rules of Procedure except 27.27.5 and 27.28.2 may be suspended by motion on notice or without notice if at least one half of the whole number of Members of the Council are present. Suspension can only be for the duration of the meeting.

27.35.2 Amendment. Any motion to add to, vary or revoke these Council Rules of Procedure will, when proposed and seconded, stand adjourned without discussion to the next ordinary meeting of the Council.

27.35.3 Adjustment. At the discretion of the Chairman, any of the Council Rules of Procedure will be subject to 'reasonable adjustment' by suspension or amendment and without notice as appropriate, to prevent a disabled elected member or member of the public being placed at a disadvantage in terms of their proper participation in any aspect of Council procedures.

#### **27.36 Application to Committees and Sub-Committees**

27.36.1 All of the Council Rules of Procedure apply to meetings of Full Council. None of the rules apply to meetings of the Cabinet, save as set out in the Executive Procedure Rules. Only Rules 27.6 to 27.9, 27.13 to 27.16, 27.26 to 27.35 (but not Rule 27.32.1) apply to meetings of committees and sub-committees.

#### **27.37 Appointment of Substitute Members on Council Bodies**

27.37.1 The substitution rules will not apply to meetings of the Cabinet, the Standards Committee, the Planning Committee or the Audit Committee.

27.37.2 Subject to any other restrictions elsewhere in the Constitution, any Member of the Council will be permitted to act as a substitute on a Council Body.

27.37.3 The Head of Democratic Services will allow a request from a Member of a Council Body to appoint a substitute Member, providing that substitute Member is from the same political group and the request is received no later than one hour before the meeting.

27.37.4 In order to be eligible to sit as substitutes on regulatory or quasi-judicial committees or panels or staff appointments or disciplinary bodies established by the Council, Members must have received formal training in relevant procedures and the law.

27.37.5 Substitute Members will have all the powers and duties of any ordinary Member of the committee but will not be able to exercise any special powers or duties exercisable by the person they are substituting.

27.37.6 Substitute Members may attend meetings in that capacity only:

- (a) to take the place of the ordinary Member for whom they are designated substitute;
- (b) where the ordinary Member will be absent for the whole of the meeting; and
- (c) where the ordinary Member or that Member's political group has notified the Head of Democratic Services of the intended substitution at least one hour before the start of the relevant meeting.

### **27.38 Procedure Rules for Family Absence for Members**

27.38.1 Different Types of Family Absence. A Member may be entitled to family absence subject to compliance with the Family Absence for Members of Local Authorities (Wales) Regulations 2013 and the Local Government (Wales) Measure 2011 as amended by the Local Government and Elections Act 2021, as follows:

- (a) maternity absence – if the Member satisfies prescribed conditions as to maternity, on equivalent terms to the policy applied to any employee of MCC;
- (b) new-born absence – for the parent of a child other than the mother, on equivalent terms to the policy applied to any employee of MCC;
- (c) adopter's absence – for the adopter of a child, on equivalent terms to the policy applied to any employee of MCC;
- (d) new adoption absence - for the partner of an adopter, on equivalent terms to the policy applied to any employee of MCC; and
- (e) parental absence – for a Member who becomes responsible for a child (and does not meet the conditions for new-born absence, adopter's absence or new adoption absence), on equivalent terms to the policy applied to any employee of MCC.

27.38.2 Prescribed Conditions. The Regulations prescribe the conditions Members must satisfy to be entitled to each type of family absence, make provisions regarding the durations, start, cancellation and end of periods of family absence, and set out the administrative process for dealing with family absences. A copy of the Regulations can be obtained from the Head of Democratic Services and must be referred to by any Member considering taking family absence.

27.38.3 Requirement for Member to give Written Notice. A Member intending to take family absence is required to give written notice to the Head of Democratic Services, specifying the type of family absence the Member intends to take and the intended start date, as well as certain other specified information in respect of particular types of family absence. Any changes to, or cancellation of, family absence must similarly be notified to the Head of Democratic Services. Members should refer to the Regulations for the prescribed information which must be included in the notice, and advice is available in this respect from the Head of Democratic Services.

- 27.38.4 Records and Notification of Family Absence. The Head of Democratic Services will keep a record of all notifications and periods of family absence taken and will inform the Chair of Council, the Chair of the Democratic Services Committee, and the leaders of each political group, and other recognised group, of the authority. The Head of Democratic Services may also inform any other persons, as he/she considers necessary, for example, fellow ward Members.
- 27.38.5 Cancellation of Family Absence by Council:
- (a) if the Head of Democratic Services reasonably suspects that a Member may not be entitled to the family absence notified, they may cancel or end a Member's family absence in accordance with the Regulations;
  - (b) in the event of a decision to cancel family absence, the Head of Democratic Services will give written notice to the Member concerned setting out the decision to cancel or bring to an end the period of family absence, and the date from which the Member must return from family absence. If the Member then fails to resume duties, the Council may withhold the Member's remuneration.
- 27.38.6 Members' Right to Appeal against Cancellation:
- (a) a Member may, within 28 days from being notified of a cancellation of family absence, complain in writing to the Head of Democratic Services regarding the cancellation;
  - (b) the Head of Democratic Services will refer any complaint duly made regarding cancellation to the Chair of Council (or Presiding Member);
  - (c) the Member's complaint will be considered by a politically balanced Panel, drawn from the Democratic Services Committee, which may either confirm the decision of the Head of Democratic Services, or substitute its own decision as to the Member's entitlement to family absence in accordance with the Regulations;
  - (d) the decision of the Panel is final.
- 27.38.7 Performance of Duties – At Member's request
- (a) the following provision is subject consideration by the Democratic Services committee as to whether:
    - (i) to describe the circumstances in which a Member on maternity or parental leave may continue to perform some duties if so desired, such as "where the Member has a well-known particular interest in a matter of business or if urgent business affecting their local area is being considered"; and
    - (ii) to provide whether any duty conferred on Members should be performed during a period of family absence.
  - (b) a Member on maternity absence or parental absence may, subject to subparagraphs (c) to (h):
    - (i) attend particular meetings;
    - (ii) attend particular descriptions of meetings;

- (iii) perform particular duties; or
- (iv) perform duties of a particular description.
- (c) the Member must obtain the permission of the Chair of Council (or Presiding Member) before attending any meeting or performing any duty;
- (d) the Chair of Council (or Presiding Member) will inform the leaders of each political group of the Council before granting permission under (c);
- (e) a Member may complain in writing to the Head of Democratic Services regarding a refusal under (c);
- (f) the Head of Democratic Services will refer a complaint under (e) to the Chair of Council (or Presiding Member);
- (g) the Family Absence Appeals Panel (“the Panel”) will determine a complaint made under paragraph (e);
- (h) the Panel may:
  - (i) confirm the decision of the Chair of Council (or Presiding Member) under (c); or
  - (ii) substitute its own decision as to the Member attending any meeting or performing any duty.

### **27.39 Continuing Duties**

27.39.1 If a Member is on family absence leave and it would be difficult to replace that Member on a temporary basis, the Chair of Council can request that Member to attend a meeting if it might otherwise be inquorate.

27.39.2 A Member on family absence is expected to continue to observe and comply with any duties under the Members’ Code of Conduct which remain applicable, including the duty to not bring the office of Member or the Council into disrepute (Members’ Code, Rule 6(1) (a)), and the duty to not use their position or the resources of the authority improperly or for private advantage (Members’ Code, Rule 7).

### **27.40 Members’ Salaries**

27.40.1 In accordance with the determinations of the Independent Remuneration Panel for Wales, a Member on family absence is entitled, for the duration of the absence, to retain a basic salary and any senior salary for which the Member is eligible.

## **28 ACCESS TO INFORMATION PROCEDURE RULES**

### **28.1 Scope**

28.1.1 These rules apply to all meetings of the Council, the executive, select committees, area committees, the Standards Committee and regulatory committees.

### **28.2 Additional Rights to Information**



28.2.1 These rules do not affect any more specific rights to information contained elsewhere in this Constitution or the law. All councils are required to have a publications scheme and commit to making certain types of information available. The authority has adopted the Information Commissioners Model publications scheme.

### **28.3 Right to Attend Meetings**

28.3.1 Members of the public may attend all meetings subject only to the exceptions in these rules.

### **28.4 Notice of Meeting**

28.4.1 The council will give at least 5 clear days' notice unless to consider urgent items as defined of any meeting by posting details of the meeting at County Hall Usk. (The Designated Office)

### **28.5 Access to Agenda and Reports before the Meeting**

28.5.1 The Council will make copies of the agenda and reports open to the public available for inspection at the designated office at least five clear days before the meeting. If an item is added to the agenda later, the revised agenda (where reports are prepared after the summons has been sent out, the designated officer shall make each such report available to the public as soon as the report is completed and sent to councillors) will be open to inspection from the time the item was added to the agenda.

### **28.6 Supply of Copies**

28.6.1 The Council will supply copies of:

- (a) any agenda and reports which are open to public inspection;
- (b) any further statements or particulars necessary to indicate the nature of the items in the agenda; and
- (c) if the proper officer thinks fit, copies of any other documents supplied to councillors in connection with an item to any person on payment of a charge for postage and any other costs.

### **28.7 Access to Minutes after the Meeting**

28.7.1 The Council will make available copies of the following for 6 years after a meeting:

- (a) the minutes of the meeting or record of decisions taken by the executive, excluding any part of the minutes of proceedings when the meeting was not open to the public because exempt or confidential information was being considered;
- (b) a summary of any proceedings not open to the public where the minutes open to inspection would not provide a reasonably fair and coherent record;
- (c) the agenda for the meeting; and
- (d) reports relating to items when the meeting was open to the public.

## 28.8 Background Papers

28.8.1 List of background papers. The proper officer will set out in every report a list of those documents (called background papers) relating to the subject matter of the report which in his/her opinion:

- (a) disclose any facts or matters on which the report or an important part of the report is based; and
- (b) which have been relied on to a material extent in preparing the report

but does not include published works or those which disclose exempt or confidential information.

28.8.2 Public inspection of background papers. The Council will make available for public inspection for 4 years after the date of the meeting one copy of each of the documents on the list of background papers.

## 28.9 Summary of Public's Rights

28.9.1 A written summary of the public's rights to attend meetings and to inspect and copy documents must be kept at and available to the public at County Hall.

## 28.10 Exclusion of Access by the Public to Meetings

28.10.1 Public and private meetings of the executive. The executive may only make decisions in relation to its functions and conduct formal business in a properly constituted meeting. This does not prevent the executive from holding informal deliberations in private, with or without officers present, but these meetings shall not take decisions.

28.10.2 Confidential information – requirement to exclude public. The public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed.

28.10.3 Exempt information – discretion to exclude public. The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information would be disclosed. Where the meeting will determine any person's civil rights or obligations, or adversely affect their possessions, Article 6 of the Human Rights Act 1998 establishes a presumption that the meeting will be held in public unless a private hearing is necessary for one of the reasons specified in Article 6.

28.10.4 Meaning of confidential information. Confidential information means information given to the Council by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by Court Order.

28.10.5 Meaning of exempt information. Exempt information means information falling within the following categories (subject to any qualification):

Category	Qualification
Information relating to a particular individual.	Public interest test applies (see below)

Information which is likely to reveal the identity of an individual.	Public interest test applies (see below)
Information relating to the financial or business affairs of any particular person (including the authority holding that information).	Information is not exempt information by virtue of that paragraph if it is required to be registered under:  The Companies Act 1985 The Friendly Societies Act 1974 The Friendly Societies Act 1992 The Industrial and Provident Societies Acts 1965 to 1978 The Building Societies Act 1986 or The Charities Act 1993.  Public interest test applies (see below)
Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.	Public interest test applies (see below)
Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.	
Information which reveals that the authority proposes:  (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or  (b) to make an order or direction under any enactment.	Public interest test applies (see below)
Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.	Public interest test applies (see below)
(In relation to a meeting of a standards committee, or a sub-committee of a standards committee, which is convened to consider a matter referred under the provisions of section 70(4) or (5) or 71(2) of the Local Government Act 2000):  - Information which is subject to any obligations of confidentiality.  - Information which relates in any way to matters concerning national security.  - The deliberations of a standards committee or of a sub-committee of a standards committee established under the provisions of Part 3 of the Local Government Act 2000 in reaching any finding on a matter referred to it.	Public interest test applies (see below)

## **28.11 Public Interest Test**

28.11.1 Information which:

- (a) falls into the relevant sections in the table above; and
- (b) is not prevented from being exempt by virtue of the 'qualifications' above, is exempt information if and so long, as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

28.11.2 Information falling within the table is not exempt by virtue of that paragraph if it relates to proposed development for which the local planning authority can grant itself planning permission under Regulation 3 of the Town and Country Planning General Regulations 1992.

## **28.12 Disclosure by Members**

28.12.1 Members will not make public Confidential or Exempt Information without the consent of the Authority or divulge information given in confidence to anyone other than a member or officer entitled to know it unless otherwise authorised.

## **28.13 Public Interest**

28.13.1 Information within 28.10.5 may only be treated as exempt if an assessment of the public interest has been made.

28.13.2 The public interest should be assessed on a case by case basis having regard to all relevant factors, to ensure a proper balance is achieved between the right to know, the right to personal privacy and the delivery of effective government.

28.13.3 In making such an assessment the proper officer should have regard to any relevant prejudice which may be caused to the Authority or any other party if the information were disclosed, having regard to the full context of any disclosure. Account may be taken of whether disclosure would breach any obligation of confidence or the rights of any individual under the Data Protection Act 2018 or the Human Rights Act 1998.

28.13.4 Account will be taken of the fact that the public interest may be served by allowing access to information which would:

- (a) further the understanding of and participation in debating issues of the day;
- (b) facilitate transparency and accountability in and enhance scrutiny of decisions taken by the Authority;
- (c) facilitate transparency and accountability in the spending of public money;
- (d) help individuals understand the decisions made by the Authority affecting their lives;
- (e) bring to light information affecting public safety or danger to the environment;
- (f) contribute to the administration of justice and enforcement of the law or the prevention or detection of crime or the apprehension or prosecution of offenders;

- (g) protect the public from unsafe products or rogue traders or practices;

28.13.5 In making such an assessment the following factors should be regarded as irrelevant:

- (a) possible embarrassment to the Authority or its Officers;
- (b) possible loss of confidence in the Authority or other public body;
- (c) the seniority of persons involved in the subject matter;
- (d) the risk of the public misinterpreting the information.

#### **28.14 Exclusion of Access by the Public to Reports**

28.14.1 If the proper officer thinks fit, the Council may exclude access by the public to reports which in their opinion relate to items during which the meeting is likely not to be open to the public. Such reports will be marked "Not for publication" together with the category of information likely to be disclosed.

#### **28.15 The Forward Work Programme**

28.15.1 Period of forward work programme. The forward work programme will be prepared by the Chief Executive to cover a period of 4 months. It will be updated quarterly on a rolling basis.

28.15.2 Contents of forward work programme. The forward work programme will contain matters which the executive, select committees and full Council are likely to consider. It will contain information on:

- (a) the timetable for considering the budget and any plans forming part of the policy framework and requiring council approval, and which body is to consider them;
- (b) the timetable for considering any plans which are the responsibility of the executive;
- (c) any individual matters on which the executive intends to consult in advance of taking a decision, and the timetable for consultation and decision;
- (d) the work programme of the select committees, to the extent that it is known.

#### **28.16 Consultation on Proposals to be Considered by the Executive**

28.16.1 At least 2 weeks should be permitted in the forward plan timetable for consultation with relevant select committees and ward members where a matter is to be considered by the executive and is not urgent (as defined below) or confidential or exempt.

28.16.2 A matter may be considered urgent where the events to which it is addressed were unforeseen at the time that the last forward work programme was produced and a decision is required within (the minimum time provided for consultation as specified above).

28.16.3 A decision can only be treated as urgent if the decision taker (if an individual) or the chair of the body making the decision obtains the agreement of the chair of a relevant select committee that the taking of the decision cannot be reasonably deferred. If there is no chair of a relevant select committee, or if the chair of each relevant select committee is unable to act, then the agreement of the Head of Paid Service of the Council, will suffice.

28.16.4 Any decisions taken under this urgency procedure will be recorded as having been taken in the absence of consultation in the decision record.

## **28.17 Record of Decisions of the Executive**

28.17.1 The decision record:

- (a) a written record will be made of every executive decision made by the executive and its committees (if any) and individual members, and to joint committees and joint sub-committees whose members are all members of a local authority executive;
- (b) this decision record will include a statement, for each decision, of:
  - (i) the decision made;
  - (ii) the date the decision was made;
  - (iii) the reasons for that decision;
  - (iv) any personal interest declared;
  - (v) any dispensation to speak granted by the authority's standards committee;
  - (vi) the consultation undertaken prior to the decision and, if such consultation has not taken place, the reason why.

28.17.2 Preparing the decision record:

- (a) the proper officer or their representative shall attend any meeting of the executive, a committee of the executive or a joint committee or joint sub-committee where all its members are members of a local authority executive, and shall as soon as reasonably practicable after the meeting produce a decision record;
- (b) where an individual member has made any executive decision:
  - (i) that member shall as soon as reasonably practicable instruct the proper officer to produce a decision record; and
  - (ii) the decision shall not be implemented until that decision record has been produced, subject to (c) below;
- (c) where the date by which an executive decision made by an individual member must be implemented makes compliance with (b) ii above impracticable, the decision may be implemented if the decision maker has the agreement of the Chair (or in their absence, the vice-chair) of the relevant select committee, that the making of the decision is urgent and cannot reasonably be deferred.

## **28.18 Decisions by an Individual Member of the Executive**

- 28.18.1 Reports intended to be taken into account. Where an individual member of the executive receives a report which they intend to take into account in making any decision, then they will not make the decision until at least 5 clear days after receipt of that report.
- 28.18.2 Provision of copies of reports to select committees. On giving of such a report to an individual decision maker, the person who prepared the report will give a copy of it to the chair of every relevant select committee as soon as reasonably practicable, and make it publicly available at the same time.
- 28.18.3 Record of individual decision. The decision recording rules above will apply.

## **28.19 Select Committee Members' Access to Documents**

- 28.19.1 Rights of access. Subject to 28.19.2 a select committee (including its sub-committees) will be entitled to access to any document which is in the possession or control of the executive or its committees and which contains material relating to:
- (a) any business transacted at a meeting of the executive or its committees; or
  - (b) any decision taken by an individual member of the executive.
- 28.19.2 Limit on rights. A select committee or sub-committee will not be entitled to any part of a document that contains:
- (a) confidential or exempt information, or
  - (b) advice provided by a political advisor or assistant;
- unless that information is relevant to an action or decision that is being reviewed or scrutinised or any review contained in a programme of work of that committee or sub-committee.
- 28.19.3 Disclosure. Exempt or confidential information supplied to a member in accordance remains exempt or confidential.

## **28.20 Additional Rights of Access for Members**

- 28.20.1 Rights of access. All members will be entitled to inspect any document which is in the possession or under the control of the executive or its committees and contains material relating to any business transacted at a meeting of a decision making body of that authority or by an individual member of the executive.
- 28.20.2 Limitation on rights. A member will not be entitled to any part of a document where:
- (a) it would disclose exempt information falling within paragraphs 12 to 18, 21, 23, 24 and 26 of Schedule 12A of the Local Government Act 1972, or
  - (b) it would disclose advice of a political advisor or assistant.
- 28.20.3 Nature of rights. These rights of a member are additional to any other right they may have.

28.20.4 Other Rights of Members. Notwithstanding any restriction in the foregoing provisions, all reports (including those that are “exempt” or “confidential” by virtue of Schedule 12A Local Government Act 1972 as amended) to all decision making bodies are available to all members.

28.20.5 A Member will not make public information which is confidential or exempt without the consent of the Council or divulge information given in confidence to anyone other than a Councillor or person(s) or organisation(s) entitled to know it.

## **29 BUDGET AND POLICY FRAMEWORK PROCEDURE**

### **29.1 Rules**

29.1.1 The framework for executive decisions. The Council will be responsible for the adoption of its policy framework and budget. The policy framework and budget adopted by the Council will be based on that proposed by the executive. Once a budget or a policy framework is in place, it will be the responsibility of the executive to implement it.

29.1.2 Process for developing the framework. The process by which the policy framework and budget shall be developed is:

- (a) the executive will publicise by including in the forward plan and at the Council’s offices a timetable for making proposals to the Council for the adoption of any plan, strategy or budget that forms part of the budget and policy framework, and its arrangements for consultation after publication of those initial proposals. The chair of select committees will also be notified. The consultation period shall in each instance be not less than 6 weeks;
- (b) at the end of that period, the executive will then draw up firm proposals having regard to the responses to that consultation. If a relevant select committee wishes to respond to the executive in that consultation process then it may do so. As the select committees have responsibility for fixing their own work programme, it is open to the select committee to investigate, research or report in detail with policy recommendations before the end of the consultation period. The executive will take any response from a select committee into account in drawing up firm proposals for submission to the Council, and its report to Council will reflect the comments made by consultees and the executive’s response;
- (c) once the executive has approved the firm proposals, the Chief Executive will refer them at the earliest opportunity to the Council for decision;
- (d) in reaching a decision, the Council may adopt the executive’s proposals, amend them, refer them back to the executive for further consideration, or in principle, substitute its own proposals in their place;
- (e) if it accepts the recommendation of the executive without amendment, the Council may make a decision which has immediate effect. Otherwise, it may only make an in-principle decision. In either case, the decision will be made on the basis of a simple majority of votes cast at the meeting;
- (f) the decision will be publicised and a copy shall be given to the Leader;
- (g) an in-principle decision will automatically become effective 5 days from the date of the Council’s decision, unless the Leader informs the proper officer in writing within



five days that they object to the decision becoming effective and provides reasons why;

- (h) in that case, the proper officer will call a Council meeting within a further 10 days. The Council will be required to re-consider its decision and the Leader's written submission at that meeting. The Council may:
  - (i) approve the executive's recommendation by a simple majority of votes cast at the meeting; or
  - (ii) approve a different decision which does not accord with the recommendation of the executive by a simple majority;
- (i) the decision shall then be made public implemented immediately;
- (j) in approving the budget and policy framework, the Council will also specify the extent of virement within the budget and degree of in-year changes to the policy framework which may be undertaken by the executive, in accordance 29.1.5 and 29.1.6 (virement and in-year adjustments). Any other changes to the policy and budgetary framework are reserved to the Council.

#### 29.1.3 Decisions outside the budget or policy framework:

- (a) subject to the provisions of 29.1.5 (virement) the executive, a committee of the executive, an individual member of the executive and any officers, area committees or joint arrangements discharging executive functions may only take decisions which are in line with the budget and policy framework. If any of these bodies or persons wishes to make a decision which is contrary to the policy framework, or contrary to or not wholly in accordance with the budget approved by full council, then that decision may only be taken by the Council, subject to 29.1.4 below;
- (b) if the executive, a committee of the executive, an individual member of the executive and any officers, area committees or joint arrangements discharging executive functions want to make such a decision, they shall take advice from the monitoring officer and/or the chief financial officer as to whether the decision they want to make would be contrary to the policy framework, or contrary to or not wholly in accordance with the budget. If the advice of either of those officers is that the decision would not be in line with the existing budget and/or policy framework, then the decision must be referred by that body or person to the Council for decision, unless the decision is a matter of urgency, in which case the provisions in 29.1.4 shall apply.

#### 29.1.4 Urgent decisions outside the budget or policy framework:

- (a) the executive, a committee of the executive, an individual member of the executive or officers, area committees or joint arrangements discharging executive functions may take a decision which is contrary to the Council's policy framework or contrary to or not wholly in accordance with the budget approved by full Council if the decision is a matter of urgency. However, the decision may only be taken:
  - (i) if it is not practical to convene a quorate meeting of the full Council; and
  - (ii) if the chair (or if unavailable the vice chairman) of a relevant select committee agrees that the decision is a matter of urgency.

The reasons why it is not practical to convene a quorate meeting of full Council and the chair of the relevant select committees' consent to the decision being taken as a matter of urgency must be noted on the record of the decision;

- (b) following the decision, the decision taker will provide a full report to the next available Council meeting explaining the decision, the reasons for it and why the decision was treated as a matter of urgency.

29.1.5 Virement. The Council operates a scheme enabling controlled virement of revenue and capital expenditure as detailed within its Financial Procedure Rules.

29.1.6 In-year changes to policy framework. The responsibility for agreeing the budget and policy framework lies with the Council, and decisions by the executive, a committee of the executive an individual member of the executive or officers, area committees or joint arrangements discharging executive functions must be in line with it. No changes to any policy and strategy which makes up the policy framework may be made by those bodies or individuals except those changes:

- (a) which will result in the closure or discontinuance of a service or part of service to meet a budgetary constraint;
- (b) necessary to ensure compliance with the law, ministerial direction or government guidance;
- (c) in relation to the policy framework in respect of a policy which would normally be agreed annually by the Council following consultation, but where the existing policy document is silent on the matter under consideration.

29.1.7 Call-in of decisions outside the budget or policy framework:

- (a) where a select committee is of the opinion that an executive decision is, or if made would be, contrary to the policy framework, or contrary to or not wholly in accordance with the Council's budget, then it shall seek advice from the monitoring officer and/or chief financial officer;
- (b) in respect of functions which are the responsibility of the executive, the monitoring officer's report and/or chief financial officer's report shall be to the executive with a copy to every member of the Council. Regardless of whether the decision is delegated or not, the executive must meet to decide what action to take in respect of the monitoring officer's report and to prepare a report to Council in the event that the monitoring officer or the chief finance officer conclude that the decision was a departure, and to the select committee if the monitoring officer or the chief finance officer conclude that the decision was not a departure;
- (c) if the decision has yet to be made, or has been made but not yet implemented, and the advice from the monitoring officer and/or the chief financial officer is that the decision is or would be contrary to the policy framework or contrary to or not wholly in accordance with the budget, the select committee may refer the matter to Council. In such cases, no further action will be taken in respect of the decision or its implementation until the Council has met and considered the matter. The Council shall meet within 21 days of the request by the select committee. At the meeting it will receive a report of the decision or proposals and the advice of the monitoring officer and/or the chief financial officer. The Council may either:

- (i) endorse a decision or proposal of the executive decision taker as falling within the existing budget and policy framework. In this case no further action is required, save that the decision of the Council be minuted and circulated to all councillors in the normal way; or
- (ii) amend the council's budget or policy concerned to encompass the decision or proposal of the body or individual responsible for that executive function and agree to the decision with immediate effect. In this case, no further action is required save that the decision of the Council be minuted and circulated to all councillors in the normal way; or
- (iii) where the Council accepts that the decision or proposal is contrary to the policy framework or contrary to or not wholly in accordance with the budget, and does not amend the existing framework to accommodate it, require the executive to reconsider the matter in accordance with the advice of either the monitoring officer/chief financial officer.

## **30 EXECUTIVE PROCEDURE RULES**

### **30.1 How does the Executive Operate?**

30.1.1 Who may make executive decisions? The arrangements for the discharge of executive functions are set out in Part 3. In either case, the arrangements or the Leader may provide for executive functions to be discharged by:

- (a) the executive as a whole;
- (b) a committee of the executive;
- (c) an individual member of the executive;
- (d) an officer;
- (e) an area committee;
- (f) joint arrangements; or
- (g) another local authority.

30.1.2 Delegation by the Leader. Following the annual meeting of the Council, the Monitoring Officer, at the direction of the Leader, will draw up a written record of executive delegations made by the Leader. This will contain the following information about Executive Functions in relation to the coming year:

- (a) the names, addresses and electoral divisions of the people appointed to the executive by the Leader;
- (b) the extent of any authority delegated to Cabinet Members individually, including details of the limitation on their authority;
- (c) the terms of reference and constitution of such Cabinet committees as the Leader appoints and the names of Cabinet Members appointed to them;

- (d) the nature and extent of any delegation of Executive Functions to any other authority or any joint arrangements;
- (e) the nature and extent of any delegation to Officers with details of any limitation on that delegation, and the title of the Officer to whom the delegation is made.

#### 30.1.3 Sub-Delegation of Executive Functions:

- (a) where the Cabinet, a committee of the Cabinet or an individual Member of the Cabinet is responsible for an Executive Function, they may delegate further to joint arrangements or an Officer;
- (b) unless the Leader directs otherwise, a committee of the Cabinet to whom functions have been delegated by the Leader may delegate further to an Officer;
- (c) where Executive Functions have been delegated, that fact does not prevent the discharge of delegated functions by the person or body who delegated.

#### 30.1.4 The Council's Scheme of Delegation and Executive Functions:

- (a) subject to (b) below the Council's scheme of delegation will be subject to adoption by the Council and may only be amended by the Council. It will contain the details required in [Section 9](#) of this Constitution;
- (b) the Leader may amend the scheme of delegation relating to Executive Functions at any time. In doing so the Leader will give written notice to the Monitoring Officer and to the person, body or committee concerned. The notice must set out the extent of the amendment to the scheme of delegation, and whether it entails the withdrawal of delegation from any person, body or committee. The Monitoring Officer will present a report to the next ordinary meeting of the Council setting out the changes made by the Leader. Where the Leader seeks to withdraw delegation from a committee of the Cabinet, notice will be deemed to be served on that committee when he has served it on its chair.

#### 30.1.5 Conflicts of Interest:

- (a) where the Leader has a conflict of interest this should be dealt with as set out in the Council's Code of Conduct for Members. If any Member of the Cabinet has a conflict of interest this should be dealt with as set out in the Council's Code of Conduct for Members in Part 5 of this Constitution;
- (b) if the exercise of an Executive Function has been delegated to a committee of the Cabinet, an individual Member or an Officer, and should a conflict of interest arise, then the function will be exercised in the first instance by the person or body by whom the delegation was made and otherwise as set out in the Council's Code of Conduct for Members in Part 5 of this Constitution.

30.1.6 Cabinet Meetings – When and Where? The frequency and timing of meetings of the Cabinet will be determined by the Leader. The Cabinet will meet at the Council's main offices or another location to be agreed by the Leader.

30.1.7 Public or private Meetings of the Cabinet? The Cabinet will hold its meetings in public, except in the circumstances set out in the Access to Information Procedure Rules in [Section 28](#), for example where confidential or exempt information is being discussed.

### 30.1.8 Quorum:

- (a) the quorum for a meeting of the Cabinet shall be 3 including the Leader or Deputy Leader;
- (b) the quorum for a meeting of a committee of the Cabinet shall be a quarter of the number of members of the committee.

30.1.9 Remote attendance at meetings of Cabinet are permitted. Any member attending a meeting remotely (the “remote attendee”) must be capable of hearing, and being heard.

30.1.10 The failure of any technological provision whether that leads to a partial or complete loss of contact between the remote attendees and those members in actual attendance during the meeting shall not invalidate any part of the deliberations or any vote taken. The Chair may postpone the meeting if they deem that appropriate.

30.1.11 How are Decisions to be taken by the Cabinet?

- (a) Executive Decisions made by the Cabinet as a whole will be taken at a meeting convened in accordance with the Access to Information Procedure Rules in [Section 28](#) of this Constitution;
- (b) where Executive Decisions are delegated to a committee of the Cabinet, the rules applying to Executive Decisions taken by them shall be the same as those applying to those taken by the Cabinet as a whole.

## 30.2 How are the Executive Meetings Conducted?

30.2.1 Who Presides? The Leader will preside at any meeting of the Cabinet or its committees at which he is present. In his absence, the Deputy Leader will preside. In his/her absence, then a person appointed to do so by those present shall preside.

30.2.2 Who May Attend? These details are set out in the Access to Information Procedure Rules in [Section 28](#).

30.2.3 Business. At each meeting of the Cabinet the following business will be conducted:

- (a) declarations of interest, if any;
- (b) matters referred to the Cabinet (whether by Select Committees or by the Council) for reconsideration by the Cabinet in accordance with the provisions contained in the Select Committee Procedure Rules or the Budget and Policy Framework Procedure Rules set out above;
- (c) consideration of reports from Select Committees;
- (d) consideration of reports from Cabinet Committees;
- (e) reports from Officers of the Authority.

30.2.4 Consultation. All reports to the Cabinet from any Member of the Cabinet or an Officer on proposals relating to the Budget and Policy Framework must contain details of the nature and extent of consultation undertaken with stakeholders and with the Select Committees and the outcome of that consultation. Reports about other matters will set out the details and outcome of consultation as appropriate. The level of consultation required will be appropriate to the nature of the matter under consideration.

30.2.5 Who can put Items on the Cabinet Agenda?

- (a) The Leader will decide upon the schedule for meetings of the Cabinet. They may put any matter on the agenda of any Cabinet meeting whether or not authority has been delegated to the Cabinet, a committee of it or any Member or Officer in respect of that matter;
- (b) any Member of the Cabinet may require the Proper Officer to make sure that an item is placed on the agenda of the next available meeting of the Cabinet for consideration;
- (c) the Head of Paid Service, the Monitoring Officer and/or the s151 Officer may include an item for consideration on the agenda of a Cabinet meeting and may require that such a meeting be convened in pursuance of their statutory duties;
- (d) in other circumstances, where any 2 of the Head of Paid Service, s151 Officer and Monitoring Officer are of the opinion that a meeting of the Cabinet needs to be called to consider a matter that requires a decision they may jointly include an item on the agenda of a Cabinet meeting. If there is no meeting to deal with the issue in question, then the person(s) entitled to include an item on the agenda may also require that a meeting be considered at which the matter will be considered.

30.2.6 Disturbance by the Public, Filming and Use of Social Media. The provisions in Council Procedure Rules in [Section 27](#) in relation to disturbance by the public, filming and use of social media apply to meetings of the Cabinet.

## **31 SELECT COMMITTEE PROCEDURE RULES**

### **31.1 What will be the number and arrangements for select committees?**

31.1.1 The Council will have 5 Select Committees set out in Part 2 and will appoint to them as it considers appropriate from time to time. The Select Committees may appoint smaller groups to carry out detailed examination of particular topics for report back to them. Such groups may be appointed for a fixed period on the expiry of which they shall cease to exist.

31.1.2 The terms of reference of the various Select Committees will be to:

- (a) review and/or scrutinise decisions made or actions taken in connection with the discharge of any of the Council's functions; (except any matters specifically identified in the terms of reference of any other select committee);
- (b) make reports and/or recommendations to the full Council and/or the executive and/or any joint or area committee in connection with the discharge of any functions;
- (c) consider any matter affecting the area or its inhabitants;
- (d) exercise the right to call-in, for reconsideration, decisions made but not yet implemented by the executive and/or any area committees;

- (e) convene joint meetings with overview and scrutiny committees of other councils;
- (f) assess the impact of partnerships with and resources and services provided by external organisations including the Welsh Government and Senedd Sponsored Public Bodies on the effectiveness of Council service delivery.

## **31.2 Specific functions of Select Committees**

31.2.1 Policy development and review. Select committees may:

- (a) assist the Council and the executive in the development of its budget and policy framework by in-depth analysis of policy issues;
- (b) conduct research, community and other consultation in the analysis of policy issues and possible options;
- (c) consider and implement mechanisms to encourage and enhance community participation in the development of policy options;
- (d) question members of the executive and/or committees and chief officers about their views on issues and proposals affecting the area;
- (e) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working.

31.2.2 Scrutiny. Select committees may:

- (a) review and scrutinise the decisions made by and performance of the executive and/or committees and council officers both in relation to individual decisions and over time;
- (b) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (c) question members of the executive and/or committees and chief officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects;
- (d) make recommendations to the executive and/or appropriate committee and/or Council arising from the outcome of the scrutiny process;
- (e) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the select committee and local people about their activities and performance;
- (f) question and gather evidence from any person (with their consent).

31.2.3 Finance. Select committees may exercise overall responsibility for the finances made available to them.

31.2.4 Select Committees shall undertake the following:

- (a) investigate or review a particular matter in depth and without delay, reporting their conclusions and making any recommendations to the Council or Cabinet as appropriate;
- (b) conduct research, community (and other) consultation for the purposes of analysing issues and developing where appropriate; possible options, through liaison with the area/community partnerships;
- (c) consider and report on mechanisms to encourage and enhance community participation in the development of service delivery options;
- (d) question Cabinet Members and Officers about their views and actions on issues and proposals affecting the County;
- (e) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working;
- (f) question and gather evidence from any person (with their consent) whilst conducting investigative and reporting processes.

31.2.5 Report. From time to time, as appropriate, the Chairman of each Select committee will report to full Council on the workings of the committee including future work programmes.

31.2.6 Officers. Select committees may exercise overall responsibility for the work programme of the officers employed to support their work.

### **31.3 Who chairs Select Committee Meetings?**

31.3.1 Each Select Committee will be Chaired by a Chair appointed from the membership of that Select Committee

### **31.4 Who may sit on Select Committees?**

31.4.1 There will be cross party Membership of all Select Committees. All councillors except members of the executive may be members of a select committee. However, no member may be involved in scrutinising a decision in which they have been directly involved.

### **31.5 Meetings of the Select Committees**

31.5.1 The Council may determine a cycle of meetings for the Select Committees. If the Council do not set the cycle, each such Select Committee shall determine their own cycle of meetings. The Chair, or in their absence the Vice Chair, may change the date or cancel meetings, or call additional meetings as they consider necessary to deal with the Select Committee's work programme. A meeting of a Select Committee may be called by the Chair (or in their absence, the Vice Chair) or by the Monitoring Officer or by the Head of Democratic Services, if they consider it necessary or appropriate.

### **31.6 Quorum**

31.6.1 The quorum for a Select Committee shall be as set out in the Council Procedure Rules in [Section 27](#).



### **31.7 Agenda Items**

- 31.7.1 Any Member of a particular Select Committee shall be entitled to give notice to the Proper Officer that they wish an item relevant to the functions of the that Select Committees to be included on the agenda for the next available meeting. Seven working days' notice of the item should be given to Proper Officer together with sufficient information to enable the Officer to advise about the nature and purpose of the item.
- 31.7.2 On receipt of such a request, so long as it is an appropriate matter to be considered, the Proper Officer will ensure that it is included on the next available agenda.
- 31.7.3 Select Committees shall also respond, as soon as their work programme permits, to requests from the Council and/or the Cabinet to review particular areas of Council activity. Where they do so, the particular Select Committees shall report their findings and any recommendations back to the Cabinet and/or Council. The Council and/or the Cabinet shall consider the report of the Select Committees within one month of receiving it.

### **31.8 Policy Review and Development**

- 31.8.1 The role of the Select Committees in relation to the development of the Council's Budget and Policy Framework is set out in detail in the Budget and Policy Framework Procedure Rules above.
- 31.8.2 In relation to the development of the Council's approach to other matters not forming part of its Budget and Policy Framework, Select Committees may make proposals to the Cabinet for developments in so far as they relate to matters within their terms of reference.
- 31.8.3 Select Committees may hold enquiries and investigate the available options for future direction in policy development and may appoint advisers and assessors to assist them in this process. They may go on site visits, conduct public surveys, hold public meetings, commission research and do all other things that they reasonably consider necessary to inform their deliberations. They may ask witnesses to attend to address them on any matter under consideration and may pay to any advisers, assessors and witnesses a reasonable fee and expenses for doing so.

### **31.9 Reports from the Select Committees**

- 31.9.1 All formal reports from the Select Committees will be submitted to the Proper Officer for consideration by the Cabinet (if the proposals are consistent with the existing Budget and Policy Framework), or to the Council as appropriate (e.g. if the recommendation would require a departure from or a change to the agreed Budget and Policy Framework).
- 31.9.2 If a Select Committee cannot agree on one single final report to the Council or Cabinet as appropriate, one minority report may be prepared and submitted for consideration by the Council or Cabinet with the majority report.
- 31.9.3 The Council or Cabinet shall consider the report of a Select Committee within one month of it being submitted to the Proper Officer.

### **31.10 Making sure that Overview and Scrutiny Reports are considered by the Cabinet**

31.10.1 The agenda for Cabinet meetings shall include an item entitled "Issues Arising from Overview and Scrutiny". The reports of the Select Committees referred to the Cabinet shall be included at this point in the agenda (unless they have been considered in the context of the Cabinet's deliberations on a substantive item on the agenda) as soon as practicable. Where an item is not considered by the Cabinet within 3 months, the Cabinet will give an explanation of the reasons to the Chair of the relevant Select Committee as soon as practicable.

31.10.2 Where the Cabinet has delegated decision making power to another individual Member of the Cabinet, the relevant Select Committee will submit a copy of its report to them for consideration. At the time of doing so the Select Committee shall serve a copy on the Monitoring Officer. The Member with delegated decision making power must consider the report and respond in writing to the Select Committee within 3 months of receiving it. A copy of his written response to it shall be sent to the Proper Officer and the Leader. The Member will also attend a future meeting of that Select Committee to present their response.

### **31.11 Rights of Members of the Select Committees to Documents**

31.11.1 In addition to their rights as Councillors, Members of the Select Committees have the additional right to documents, and to notice of meetings as set out in the Access to Information Procedure Rules.

31.11.2 Nothing in this paragraph prevents more detailed liaison between the Cabinet and the Select Committee as appropriate depending on the particular matter under consideration.

### **31.12 Members and Officers Giving Account**

31.12.1 The Select Committees may scrutinise and review decisions made or actions taken in connection with the discharge of any Council functions. As well as reviewing documentation, in fulfilling the Scrutiny role, it may require any Member of the Cabinet, the Chief Executive and/or any senior Officer to attend before it to explain in relation to matters within their remit:

- (a) any particular decision or series of decisions;
- (b) the extent to which the actions taken implement Council policy; and/or
- (c) their performance and it is the duty of those persons to attend if so required.

31.12.2 For this purpose, senior Officer includes any chief Officer, Deputy Chief Officer and other appropriate senior Officer. Where there are concerns about the appropriateness of the Officer who should attend, the relevant chief Officer shall discuss this with the appropriate Overview and Scrutiny Chair or Vice Chair with a view to achieving consensus.

31.12.3 Where any Member or Officer is required to attend a Select Committee under this provision, the Chair of that Committee will inform the Proper Officer. The Proper Officer shall inform the Member or Officer, if necessary in writing, giving at least 10 working days' notice of the meeting at which they are required to attend (unless agreed otherwise). Any notice will state the nature of the item on which they are required to attend to give account and whether any papers are required to be produced for the Committee.

31.12.4 Where the account to be given to a Select Committee will require the production of a report, then the Member or Officer concerned will be given sufficient notice to allow for preparation of that documentation.

31.12.5 Where, in exceptional circumstances, the Member or Officer is unable to attend on the required date, then the Select Committee shall in consultation with the Member or Officer arrange an alternative date for attendance.

### **31.13 Attendance by Others**

31.13.1 Select Committees may invite people other than those people referred to above to address it, discuss issues of local concern and/or answer questions. It may for example wish to hear from residents, stakeholders and Members and Officers in other parts of the public sector and shall invite such people to attend.

### **31.14 Call-In**

31.14.1 Where a decision is made by the Cabinet an individual Member of the Cabinet or a Committee of the Cabinet or under joint arrangements, the decision shall be published by the Proper Officer, including where possible by electronic means, and shall be available at the main offices of the Council normally within 2 clear working days of it being made. All Members of the Select Committees will be sent copies of the records of all such decisions within the same time scale, by the person responsible for publishing the decision.

31.14.2 That notice will bear the date on which it is published and will specify that the decision will come into force and may then be implemented, on the expiry of 5 clear working days after the publication of the decision, unless a Select Committee objects to it and calls it in for review.

31.14.3 During that period the Proper Officer shall call-in a decision for scrutiny by a Select Committee if so requested in the specified format by 3 Members of the Council and, shall then notify the decision taker of the call-in. They shall call a meeting of that Select Committees on such a date as they may determine, where possible after consultation with the Chair or Vice Chair of that Select Committees, and in any case within 15 clear working days of the decision to call-in (only in exceptional circumstances will the Chair of the Select Committee consider extending this time limit)

31.14.4 If, having considered the decision, the Select Committee is still concerned about it, then it may refer it back to the decision making body for reconsideration, setting out in writing the nature of its concerns or refer the matter to Full Council. If referred to the decision maker they shall then reconsider within a further 10 clear working days, amending the decision or not, before adopting a final decision. If referred to full Council, the Proper Officer will convene a meeting of the Council within 15 clear working days.

31.14.5 If following an objection to the decision, a Select Committee does not meet within the period set out above, or does meet but does not refer the matter back to the decision making person or body, the decision shall take effect on the date of the Select Committee' meeting, or the expiry of that further 15 clear working day period, whichever is the earlier.

- 31.14.6 If the matter was referred to Full Council and the Council does not object to a decision which has been made, then no further action is necessary and the decision will be effective in accordance with the provision below. However, if the Council does object, the Council will refer any decisions to which it objects back to the decision making person or body, together with the Council's views on the decision. That decision making body or person shall choose whether to amend the decision or not before reaching a final decision and implementing it. Where the decision was taken by the Cabinet as a whole or a Committee of it, a meeting will be convened to reconsider within ten working days of the Council's request. Where the decision was made by an individual, the individual will reconsider within ten working days of the Council's request.
- 31.14.7 If the Council does not meet, or if it does but does not refer the decision back to the decision making body or person, the decision will become effective on the date of the Council meeting or expiry of the period in which the Council meeting should have been held, whichever is earlier.
- 31.14.8 No Education Co-opted Members may call-in a decision.
- 31.14.9 The Monitoring Officer may veto any request for call-in if it falls outside the remit of this scheme.
- 31.14.10 Save in exceptional circumstances (as adjudicated by the Head of Paid Service) all Members requesting a matter be called in must attend the meeting at which the matter is being considered. The relevant cabinet member or, in their absence, the Leader or a deputy leader should also attend.

### **31.15 Call-In and Urgency**

- 31.15.1 The call-in procedure set out above shall not apply where the decision being taken by the Cabinet is urgent. A decision will be urgent if any delay likely to be caused by the call-in process would, for example, seriously prejudice the Council's or other public interests. The record of the decision, and notice by which it is made public, shall state whether in the opinion of the decision making person or body, the decision is an urgent one, and therefore not subject to call-in.
- 31.15.2 A decision can only be treated as urgent if the decision taker (if an individual) or the chair of the body making the decision obtains the agreement of the chair of a relevant select committee that the taking of the decision cannot be reasonably deferred. If there is no chair of a relevant select committee, or if the chair is unable to act, then the agreement of the Head of Paid Service of the Council, will suffice.
- 31.15.3 The Head of Paid Service must agree both that the decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency. Decisions taken as a matter of urgency must be reported at the next available meeting of the Council, together with the reasons for urgency.
- 31.15.4 The operation of the provisions relating to call-in and urgency shall be monitored annually and a report submitted to Council with proposals for review if necessary.

### **31.16 The Party Whip**

31.16.1 If a Member of a Select Committee is subject to a party whip in respect of an issue to be considered by it, that Member must declare the existence of the whip and the nature of it before the commencement of deliberations on the matter. The declaration, and the detail of the whipping arrangements, shall be recorded in the minutes of the meeting.

### **31.17 Procedure at Select Committee Meetings**

31.17.1 Select Committees shall consider the following business:

- (a) minutes of the last meeting;
- (b) declarations of interest;
- (c) consideration of any matter referred to that Select Committee for a decision in relation to call in of a decision;
- (d) responses of the Cabinet to reports of that Select Committee;
- (e) the business otherwise set out on the agenda for the meeting.

31.17.2 The Rules of Procedure at a Select Committee will be the same as the Council procedure Rules except that the Chair of the meeting may allow the rules of debate to be relaxed to enable a full contribution by those attending the meeting whether as Members of a Select Committee or in any other capacity which allows them to contribute to the worth of the meeting.

31.17.3 Select Committees may ask people to attend to give evidence or answer questions about any items on their agenda. Meetings should be conducted in accordance with the following principles:

- (a) that the business be conducted fairly and all Members of the Select Committees be given the opportunity to ask questions of attendees, and to contribute and speak;
- (b) that those assisting by giving evidence be treated with respect and courtesy;
- (c) that the business be conducted as efficiently as possible.

31.17.4 Following any investigation or review, a Select Committee shall prepare a report, for submission to the Cabinet and/or Council as appropriate and shall make its report and findings public.

### **31.18 Matters within the Remit of more than one Select Committees**

31.18.1 Where a matter for consideration by a Select Committee also falls within the remit of one or more other Select Committee, the decision as to which Select Committees will consider it will be resolved by the respective Chairs.

### **31.19 Councillor Call for Action**

31.19.1 The Councillor Call for Action is a mechanism for enabling elected Members to bring matters of local concern to the attention of the Council via the Scrutiny process. It should be an option of "last resort".

31.19.2 Any Member may request that an item is placed on the agenda of an Select Committees for consideration.

31.19.3 The procedure for dealing with a Call for Action is set out in the Councillor Call for Action - Guidance for Councillors attached to these Rules at Section 32.

## **32 COUNCILLOR CALL FOR ACTION – GUIDANCE FOR COUNCILLORS**

### **32.1 Introduction**

32.1.1 The Local Government Wales Measure 2011 introduced a number of new provisions aimed at strengthening local democracy. Section 63 of the Measure introduced a provision for “Councillor Calls for Action” (CCfA) which enables Councillors to refer issues of local importance to Select Committees.

32.1.2 CCfAs are intended to enable local Councillors and their electors to obtain a response from their Council Leadership on issues of local importance. CCfAs should be regarded as one of a series of tools which elected Members have at their disposal to resolve local issues and make a positive difference in their community. Previously in Wales, only local Crime and Disorder issues could be referred by the local Member to the designated Crime and Disorder Select Committee for action and it should be noted that these local crime and disorder referrals will remain in place under separate legislation.

32.1.3 As part of their community leadership role, councillors have always attempted to resolve issues on behalf of their local residents and CCfAs provide an additional avenue for councillors to follow if the normal ways of resolving an issue have not been successful and the issue meets the criteria for a referral. It should be noted that a referral under this process should be seen as a last resort after all other avenues have been exhausted.

32.1.4 CCfAs have been introduced alongside other powers for scrutiny, including powers to scrutinise a wide range of bodies not previously subject to local authority scrutiny. CCfAs are intended to enable any Member for the Council to refer to a Select Committee, “a local government matter” which falls within the Select Committees remit.

### **32.2 How Should I Normally Attempt to Resolve a Local Issue in my Area?**

32.2.1 Local issues can be resolved in a number of ways by councillors on behalf of their residents as listed in the Welsh Government’s Statutory Guidance from the Local Government Measure 2011:

- (a) informal discussions with Officers or other councillors;
- (b) informal discussions with partner representatives;
- (c) referral to other “scrutiny” bodies such as Community Health Councils or internal audit committee;
- (d) formal discussions with Officers and councillors;
- (e) formal letters to the Cabinet Members;
- (f) asking questions at Full Council;
- (g) submitting a motion to Full Council;

- (h) organising public meetings;
- (i) use of petitions;
- (j) making a complaint;
- (k) questions at Full Council;
- (l) freedom of information requests;
- (m) communication with local AMs or MPs;
- (n) use of social media or email based campaigns.

32.2.2 This is not an exhaustive list and councillors may choose different routes for specific issues. If an issue has not been resolved after exhausting all possible alternative routes, then a local councillor can refer it to the appropriate Select Committees.

### **32.3 What is a Councillor Call for Action?**

32.3.1 In order for the Select Committees to accept a CCfA as an agenda item for discussion at one of their meetings, the issue must affect either all or part of a councillor's electoral area or it must affect someone who lives or works in that area.

32.3.2 A Councillor does not however need a referral from a constituent in order to start the process. It is important to recognise that a CCfA is not guaranteed to solve a given problem, though it can provide a method for discussing such problems and, through discussion, attempt to overcome them.

### **32.4 How and When Should I Make a CCFA?**

32.4.1 A flowchart showing the process is provided at Annex A. A councillor may initiate the process by completing the form at Annex B. Further copies are available from the Head of Democratic Services. It is important that the local councillor specifies what outcome is expected from the referral. After completion the form should be returned to the Head of Democratic Services who will log and acknowledge the referral within 5 working days, to track its progress and forward a copy of the form to the Proper Officer.

32.4.2 The Proper Officer will confirm whether or not the referral satisfies the requirements outlined above to enable it to be placed on the agenda for discussion at a meeting of the Select Committee. The Proper Officer reserves the right to exclude from the agenda any matter which is vexatious, discriminatory or otherwise potentially unlawful; and the Councillor will be informed of this outcome as soon as practicable.

### **32.5 Criteria to be Followed by a Select Committee**

32.5.1 It is up to the Members of a Select Committee to decide whether, and in what form, to take the matter further. The Select Committee will use the following criteria to decide whether or not the referral is appropriate to be considered by that Select Committee:

- (a) is that Select Committee satisfied that all reasonable attempts have been made to resolve the issue by the local councillor? Do the responses received by the referring councillor demonstrate that the matter is not being progressed?

- (b) Has that Select Committee considered a similar issue recently? If so, have the circumstances or evidence changed?
- (c) Is there a similar or related issue which is the subject of a review on the current work programme? It may be more appropriate to link the new issue to an existing review, rather than hold a separate CCfA hearing. Relevant time pressures on resolving the CCfA should be taken into account;
- (d) have all relevant service areas or partner organisations been informed and been given enough time to resolve the issue? What response has the councillor received?
- (e) Is this a case that is being or should be pursued via the Council’s corporate complaints procedure?
- (f) Is it relating to a “quasi-judicial” matter or decision such as planning or licensing?
- (g) Is the matter an issue of genuine local concern which impacts on the local community rather than a personal matter?
- (h) Is this an issue currently being looked at by another form of local scrutiny?
- (i) Does the matter have the potential for scrutiny to produce recommendations which could realistically be implemented and lead to improvements for anyone living or working in the Member’s electoral division?

32.5.2 Crime and Disorder referrals should be directed to the designated Crime and Disorder Select Committee (Strong Communities).

32.5.3 If a Select Committee decides not to accept the CCfA it must inform the councillor of the decision and the reasons for it.

32.5.4 If a Select Committee decides to accept the CCfA the Councillor will be informed and advised of the agreed Protocol, e.g. the Councillor will be given adequate notice (a minimum of 10 clear days) of the date of the Select Committee’s meeting. The Councillor will be requested to attend to the Select Committee and informed that they will have 5 minutes in which to address the Select Committee.

32.5.5 The Select Committee may then wish to question the Councillor further before deciding how it intends to take the matter forward. This could include:

- (a) asking the relevant responsible authorities to respond to the CCfA;
- (b) setting up a research or task and finish group to undertake a more in-depth review;
- (c) asking for further evidence and/or witnesses to be brought to a future meeting. The Select Committee has the power to request “designated persons” such as representatives from other public bodies/agencies to attend, where relevant, and to request information.

## **32.6 Potential Outcomes from a CCFA**

32.6.1 A Select Committee could:



- (a) determine that it is a complex issue that requires further investigation and commission a scrutiny review of the issue;
- (b) write a response and make recommendations on the CCfA to a relevant responsible authority;
- (c) decide that further action is not appropriate giving its reasons.

32.6.2 Once a Select Committee has completed its work, the Councillor who made the referral will receive a copy of any response or recommendations made.

### **32.7 Timescales for Dealing with a CCFA**

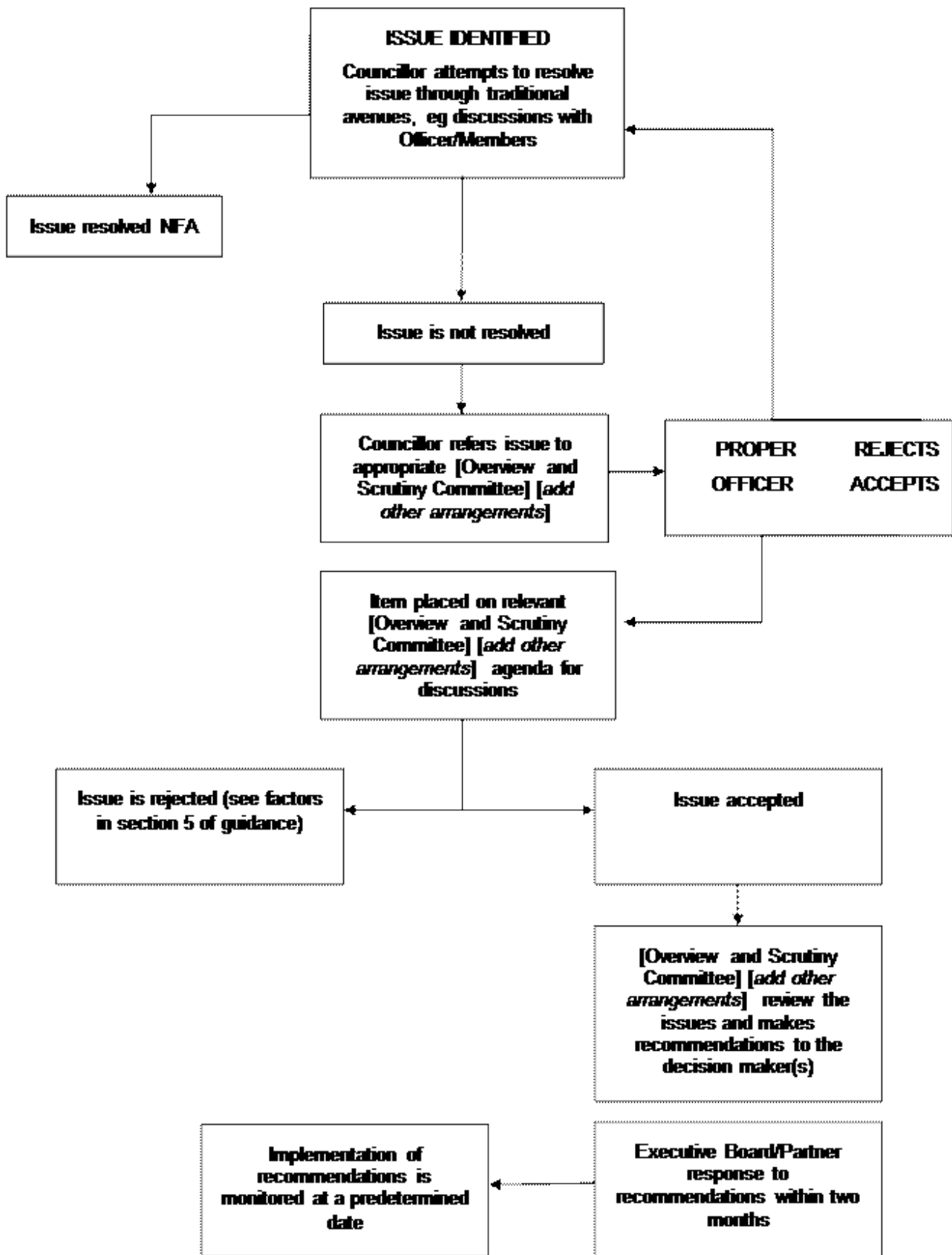
32.7.1 In exceptional circumstances, for example where there are unavoidable time constraints, a special Select Committee meeting may be convened.

32.7.2 Should a CCfA result in recommendations to the Cabinet responsible authorities, they will be requested to make a response to the recommendations within 28 days and 2 months respectively.

Select Committees will monitor implementation of any recommendations as part of their Forward Work Programme.

## **32.8 Review of this Guidance**

32.8.1 This guidance is based on a model prepared and approved by the Association of Council Secretaries and Solicitors (ACSeS) in October 2009. ACSeS will review their model guidance in light of experience of the use of these procedures by local authorities in Wales, and this guidance may therefore be modified accordingly. Select Committee review the issues and makes recommendations to the decision maker(s). Cabinet/Partner response to recommendations within 2 months .Implementation of recommendations is monitored at a predetermined date.



## Annex B

<b>For the attention of</b> <b>(name and title of Proper Officer)</b>	
<b>From</b>	Councillor
<b>Electoral Division</b>	
<b>Contact details</b>	
<b>Telephone</b>	
<b>E-mail</b>	
<b>SUBJECT</b>	
<b>Details</b> Please briefly explain what the issue is and how it affects your electoral division.	
<b>Action taken to date</b> Please explain what steps have been taken, with whom, to try to resolve the issue (please tick the actions you have taken to date) or add additional.	<ul style="list-style-type: none"> <li>• Informal discussions with Officers or other councillors</li> <li>• Informal discussions with partner representatives</li> <li>• Referral to other “scrutiny” bodies such as Community Health Councils or internal audit committee</li> <li>• Formal discussions with Officers and councillors</li> <li>• Formal letters to the Cabinet Members</li> <li>• Asking questions at Full Council</li> <li>• Submitting a motion to Full Council</li> <li>• Organising public meetings</li> <li>• Use of petitions</li> <li>• Making a complaint</li> <li>• Questions at Full Council</li> <li>• Freedom of Information requests</li> <li>• Communication with local AMs or MPs</li> <li>• Use of social media or email based campaigns</li> </ul>
<b>Expected Outcome</b> Please describe the outcome you hope to gain via this referral.	
<b>Papers attached</b>	

Please list documents attached which should evidence the impact of the issue, the steps taken and any responses received.

1. The following criteria will be taken into consideration when a Select Committees decide whether to progress with your CCfA:
  - 1.1 Have all reasonable attempts been made to resolve the issue? Do the responses received by you demonstrate that the matter is not being progressed?
  - 1.2 Has the committee considered a similar issue recently – if yes have the circumstances or evidence changed?
  - 1.3 Is there a similar or related issue which is the subject of a review on the current work programme? It may be more appropriate to link the new issue to an existing review, rather than hold a separate LCDR hearing. Relevant time pressures on resolving the CCfA should be taken into account.
  - 1.4 Have all relevant service areas or partner organisations been informed and been given enough time to resolve the issue? What response have you received?
  - 1.5 Is this a case that is being or should be pursued via the Council's corporate complaints procedure?
  - 1.6 Is it relating to a "quasi-judicial" matter or decision such as planning or licensing?
  - 1.7 Is the matter an issue of genuine local concern, which impacts on the local community rather than a personal matter?
  - 1.8 Is this an issue currently being looked at by another form of local scrutiny?
  - 1.9 And, as with all scrutiny, does the matter referred have the potential for scrutiny to produce recommendations, which could realistically be implemented and lead to improvements for anyone living or working in your electoral division.
2. Please consider whether your referral might be considered premature by the Select Committees. Consider whether other potential remedies have been exhausted, before a referral is made. Members should be aware that if a premature referral is made, the Committee is likely to refuse to deal with the issue, based on the criteria outlined above. If the Proper Officer believes that the referral is premature, he/she will advise you accordingly.

### **33 FINANCIAL PROCEDURE RULES (Financial Standing Orders and Financial Regulations)**

#### **33.1 Contents**

33.1.1 Detailed contents can be found [here](#).

#### **33.2 Status**

33.2.1 This is section one of the Financial Procedure Rules.

33.2.2 Financial Procedure Rules provide the framework for managing the Authority's financial affairs and are part of Monmouthshire Council's constitution. They apply to every member and officer of the Authority, and anyone acting on its behalf.

33.2.3 The purpose of the Financial Procedure Rules is to ensure that public accountability and high standards of financial integrity are exercised in the control of public funds that pass through the Authority. The Financial Procedure Rules govern the day to day operation of the Authority's financial administration. They are introduced both to protect the interests of the Authority, and all those who are involved with financial administration.

33.2.4 All members and officers have a general responsibility for taking reasonable action to provide for the security of the assets under their control, and for ensuring that the use of these resources is legal, properly authorised, provides value for money and achieves best value.

33.2.5 The Section 151 Officer is responsible for maintaining a continuous review of the Financial Procedure Rules, and for submitting any additions or changes necessary to Council for approval. The s151 Officer is also responsible for reporting, where appropriate, any breaches of Financial Procedure Rules. In the event of dispute as to the meaning of any of the provisions of the Financial Procedure Rules the matter shall be determined by the s151 Officer whose decision shall be final.

33.2.6 Where in the Financial Procedure Rules, an officer is designated by reference to their job title, the responsibilities shall relate to the post holder. Such an officer may arrange for officers under their supervision or management to carry out any of the obligations, duties or activities required to be performed by him/her under the Financial Procedure Rules, or to act in their absence, provided that the named post holder shall retain responsibility to the Authority.

33.2.7 The s151 Officer is responsible for issuing advice and guidance to underpin the Financial Procedure Rules that members, officers and others acting on behalf of the Council are required to follow.

33.2.8 Chief Officers and Heads of Service are responsible for ensuring that all staff in their service areas are aware of the existence and content of the Authority's Financial Procedure Rules, and guidance documents issued by the s151 Officer, and that they comply with them. Failure to comply with the Financial Procedure Rules, or the instructions issued under them, or any arrangements made for the purposes of them, will constitute misconduct, possibly gross misconduct.

33.2.9 Other related documents approved by the Authority include the Constitution, Delegations, Contract Procedure Rules and Codes of Conduct.

33.2.10 The s151 Officer is responsible for promoting the same high standards of conduct in the management of partnerships as with the Council. Chief Officers and Heads of Service are responsible for ensuring that the Council's interests are protected in such arrangements and that appropriate advice is taken at all stages.

33.2.11 The default position is that any external arrangements will be subject to the Council's Financial Procedure Rules, unless specific approval has been granted by Cabinet to do otherwise.

### **33.3 Financial Management**

33.3.1 This is section 2 of the Financial Procedure Rules and covers Managing Expenditure, Treatment of Year End Balances, Accounting Policies, Accounting Records and Returns, and Annual Statement of Accounts.

33.3.2 Financial management covers all financial accountabilities in relation to the running of the Authority, including the budget and policy framework. All staff and members have a duty to abide by the highest standards of probity in dealing with financial issues. This is facilitated by ensuring everyone is clear about the standards to which they are working and the controls that are in place to ensure that these standards are met.

33.3.3 Key Controls. The key controls for financial management are:

- (a) to ensure their promotion of proper financial management throughout the Authority;
- (b) to have a system in place to review compliance with financial standards.

33.3.4 Responsibilities of the s151 Officer:

- (a) to be responsible, for the purposes of Section 151 of the Local Government Act, 1972 and Section 114 of the Local Government Finance Act, 1988, for the proper administration of the Authority's financial affairs. To adhere to the Statement on the role of the Chief Finance Officer in Local Government (CIPFA);
- (b) as the Authority's financial adviser, to:
  - (i) report to the Cabinet and the Council on resource availability and resources allocation;
  - (ii) advise the Cabinet and the Council of the financial implications and risks of proposals submitted to them;
  - (iii) keep the Cabinet and the Council informed with respect to the Authority's finances and financial performance and other committees informed with respect to financial implications of their activities;
  - (iv) advise on financial systems and procedures for all service areas of the Authority including advice to the Cabinet and the Council if inadequate systems exist;
  - (v) advise and participate in all aspects of Value For Money projects;
  - (vi) advise the Cabinet and the Council on the financial aspects of all policy matters;

- (c) to ensure proper professional practices are adhered to and to act as head of profession in relation to the standards of finance staff throughout the Authority. To ensure that finance staff are competent to perform the responsibilities that they are assigned;
- (d) the s151 Officer shall, after consultation with the Monitoring Officer, personally make a report to the external auditor and each elected member if it appears to them that a Member, officer or partnership in which the Authority is represented:
  - (i) has made or is about to make a decision which involves or would involve the Authority in unlawful expenditure;
  - (ii) has taken or is about to take a course of action which, if pursued to its conclusion, would be unlawful and likely to cause a loss or deficiency on the part of the Authority;
  - (iii) is about to enter an item of account the entry of which is unlawful;
- (e) the s151 Officer shall also make such a report if it appears to them that the expenditure of the Authority incurred (and proposed to incur) in a financial year is likely to exceed the resources available to meet that expenditure.

#### 33.3.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that the Financial Procedure Rules are followed and brought to the attention of all employees in their service areas;
- (b) to be responsible, in consultation with the s151 Officer for:
  - (i) the financial administration of their service areas, including trading accounts, in compliance with the Financial Procedure Rules;
  - (ii) the monitoring and control of expenditure against their service area capital and revenue budgets;
  - (iii) the design and operation of systems of internal control capable of:
    - (1) carrying out the activities of the Authority in an effective and efficient manner;
    - (2) ensuring adherence to the Authority Policy Framework and Budget;
    - (3) safeguarding assets;
    - (4) securing, as far as possible the completeness and accuracy of records;
    - (5) ensuring value for money and preventing waste;
    - (6) identifying and reporting of financial risks.
- (c) to agree with them any amendment to financial systems or introduction of new financial systems.



- (d) to provide all information required by the s151 Officer for finance purposes on a timely basis, and to allow him/her or an authorised representative access to all information, records, documents and explanations that they require;
- (e) to maintain adequate records to provide a management trail leading from the source of income/expenditure through to the accounting statements;
- (f) to establish and maintain sound arrangements for planning, appraising, authorising and controlling their operations in order to achieve continuous improvement, economy, efficiency and effectiveness and for achieving their financial performance targets;
- (g) to allow the s151 Officer adequate opportunity (at least 5 working days) to provide written comments for inclusion in all reports for decision by the Council or the Cabinet or for the purpose of exercising delegated powers;
- (h) to consult with the s151 Officer with respect to any matter within their purview which is liable to materially affect the finances of the Authority, before any provisional or other commitment is incurred or before reporting thereon to the Cabinet or the Council;
- (i) to inform the s151 Officer when officers intend to meet with representatives of Government Service areas or outside bodies on matters which may involve current or future financial or economic proposals and be given the opportunity of being represented or advised of the proposals as the s151 Officer considers necessary;
- (j) to take action upon any internal audit reports to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion;
- (k) to ensure that all employees who are responsible for financial administration are issued with appropriate instructions and periodic training as deemed necessary;
- (l) to ensure that there is a clear separation of duties within the administration of all processes to ensure adequate controls are in place;
- (m) to maintain proper records of authorising officers for all financial processes and to ensure that only these officers authorise key documents such as orders, invoices, claims and payroll records. Such records to be maintained by the system administrators in conjunction with Chief Officers;
- (n) to immediately notify the s151 Officer and the Chief Internal Auditor whenever any matter arises which involves, or is thought to involve, a breach of security, theft, or irregularities concerning cash, stores or other property of the Authority, or any suspected irregularity in the exercise of the functions of the Authority;
- (o) to liaise with the Chief Internal Auditor in relation to the investigation of any suspected irregularities within their service area, in line with the Authority's Anti-Bribery and Corruption Strategy;
- (p) to ensure that all employees comply with the Financial Procedure Rules and any instructions issued under them or any arrangements made for the purposes of them;
- (q) to ensure that any arrangements made under or for the purposes of the Financial Procedure Rules should be documented and where necessary conveyed in writing to relevant employees;

- (r) to promote sound financial practices in relation to the standards, performance and development of staff in their departments.

### 33.4 Managing Expenditure

#### 33.4.1 Virement and in-year changes to the budget:

- (a) the scheme of virement is intended to enable the Cabinet, Chief Officers and their staff to manage budgets with a degree of flexibility within the overall budget and policy framework determined by the full Council, and therefore to optimise the use of resources;
- (b) virement Guidelines are approved by Cabinet. There are different levels and types of budget virement that can occur, each requiring different levels of Member/Officer approval; this is outlined in the document.

#### 33.4.2 Key Controls. Key controls for the scheme of virement are:

- (a) the overall revenue budget is drawn up by the Cabinet and approved by the full Council. Chief Officers and budget holders are, therefore, authorised to incur expenditure in accordance with the estimates that make up the budget as set out in the budget book. The rules below cover virement; that is, switching resources between approved cost centres:
  - (i) virement does not create additional overall budget liability. Chief Officers and budget holders are expected to exercise their discretion in managing their budgets responsibly and prudently. For example, they should not support recurring revenue expenditure from one-off sources of savings or additional income, or creating future commitments, including full-year effects of decisions made part way through a year, for which they have not identified future resources. Chief Officers must plan to fund such commitments from within their own budgets;
  - (ii) the capital programme is drawn up by the Cabinet and approved by the full Council and contains details of approved expenditure on capital schemes.

#### 33.4.3 Responsibility of the Cabinet. To approve revenue and capital budget virements outside of the delegations identified below:

Category	Virement	Authorisation
	Same Directorate/Corporate Area – Same Division	Up to £50k - Relevant Service Manager in consultation with Relevant Chief Officer/Head of Service Between £50k - £250k – Relevant Chief Officer/Head of Service Over £250k – Cabinet

Cost Centre	Same Directorate/Corporate Area – Different Division	Under £250k - Relevant Chief Officer/Head of Service, with consultation with relevant Service managers  Over £250k – Cabinet
	Different Directorate/Corporate Area – No Reserve Funding Impact	Under £250k - Relevant Chief Officers/Heads of Service, with consultation with relevant Service managers  Over £250k - Cabinet
	Different Directorate/Corporate Area – Reserve Funding Impact	Cabinet upon recommendation of Head of Finance
Account Code	Between Indirect Codes	Up to £50k - Directorate Finance Manager (CEO's, Enterprise and Operations)
		Over £50k - Assistant Head of Finance (Accountancy)
	Between Direct Codes	Up to £50k - Respective Directorate Finance Managers for Directorate Budgets and Central Finance Manager for Corporate Areas
	Between Indirect and Direct Codes	Head of Finance
Project Codes and other lower level codes	All	Respective Directorate Finance Manager for Directorate Budgets and Finance Manager Central Accountancy for Corporate Areas

#### 33.4.4 Responsibilities of Chief Officers and Heads of Service:

- (a) in consultation with the s151 Officer to vire, within service areas, sums not exceeding £250,000 provided under specific published revenue budget heads to other purposes (revenue only);
- (b) to refer to the Cabinet for approval, virements in excess of £250,000 provided under the specific published budget heads. A recommendation will be prepared by the appropriate Chief Officer or Head of Service, in consultation with the s151 Officer.

No virement may be approved if it is anticipated to introduce overspend to either the service area or total cash limited budget of the Heads of Service.

#### 33.4.5 Responsibilities of the s151 Officer:

- (a) to consult with the appropriate Chief Officer or other Head of Service, to vire sums, within their service area and within the limits as outlined in these Financial Procedure Rules;

- (b) to refer to the Cabinet for approval, virements in excess of £250,000 provided under the specific published budget heads. A recommendation will be prepared by the appropriate Chief Officer or Head of Service, in consultation with the s151 Officer;
- (c) to recommend to Cabinet the use of reserves and to commit expenditure in future years up to a total of up to £1m and to ensure that appropriate records are kept and maintained.

No virement may be approved if it is anticipated to introduce overspend to either the service area or total cash limited budget of the Head of Service.

#### 33.4.6 Capital Virement Authorisation Levels

<b>Form</b>	<b>Scheme Categories</b>	<b>Virement Type</b>	<b>Authorisation</b>
Cap 2a	<ul style="list-style-type: none"> <li>• Property Maintenance</li> <li>• Infrastructure Maintenance</li> <li>• GF Renovation Grants</li> </ul>	Virement within each category Virement between financial years within each category	Virements up to £50k – Service Manager responsibility Virements over £50k - Relevant Chief Officer/Head of Service
Cap 2b	IT schemes	Virement within this category including virement between financial years	Relevant responsible Chief Officer/Head of Service in consultation with Head of Finance, Cabinet Member and ICT Board
Cap 2c	<ul style="list-style-type: none"> <li>• Development schemes over £250k</li> <li>• Development schemes under £250k – All categories</li> <li>• Reserve Funded</li> <li>• Education Strategic Review</li> </ul>	Virement within and between these categories and between financial years	Virements affecting more than one member's portfolio require Cabinet approval Virements within a single member's portfolio require Single Member approval

Cap 2d	<ul style="list-style-type: none"> <li>• Specific Grant Funded</li> <li>• Section 106</li> <li>• Section 278</li> </ul>	Virements between categories and between financial years	Virements require Cabinet approval along with written notification of approval from the grant funding body, or relevant Section 106 or Section 278 Agreement where it doesn't accord with spirit of existing agreement
Cap 2e	All categories of scheme if the virement is not covered by forms 2a – 2d	Virements between categories and between financial years	Virements require Cabinet approval

#### 33.4.7 Responsibilities of Chief Officers and Heads of Service:

- (a) in consultation with the s151 Officer, to vary within service areas the approved programme of capital expenditure by an addition or deletion or material modification of an existing project by a virement not exceeding £50,000 to or from another project but subject to the medium term financial plan;
- (b) to refer to the Cabinet for approval, virements provided under the specific published budget heads as per above table. A recommendation will be prepared, in consultation with the s151 Officer.

#### 33.4.8 Responsibilities of the s151 Officer:

- (a) to consult with the appropriate Head of Service to vary within their service areas the approved programme of capital expenditure, within the limits as outlined in these Financial Procedure Rules;
- (b) to refer to the Cabinet for approval virements provided under the specific published budget heads as per the table above;

The Council sets a multi-year capital programme, with the latter years indicative only. In order to ensure an effective capital programme, expenditure can be brought forward only with the approval of the s151 Officer. The possibility of delaying spend into future years may be required in some cases and should be observed following any request from the s151 Officer.

#### 33.4.9 Responsibilities of Accountancy Staff in Respect of Virement Administration;

- (a) in all instances, a budget virement can only be actioned on the financial information system upon satisfaction by Accountancy Section that the above authorisations have been obtained;
- (b) accountancy will check the forms. In particular they will need to make sure any financing implications are taken into account. If everything is in order they will make the necessary adjustments to the ledger and inform the relevant budget holders;

- (c) accountancy will identify budget virements on the General Ledger. Expenditure and financing profiles will be adjusted in order to track expenditure and financing through the financial year and to assist in budget monitoring and forecasting.

### **33.5 Treatment of Year End Balances**

33.5.1 Why is this Important? It is important to have a set of rules for the proper treatment of year end balances.

33.5.2 Key Controls. Appropriate accounting procedures are in operation to ensure that carried forward totals are correct.

33.5.3 Responsibilities of the s151 Officer:

- (a) to transfer to reserves any appropriate under-spending arising from the out-turn at financial year ends;
- (b) to report to the Cabinet and Council as part of the budget process on the Authority's financial standing;
- (c) in consultation with Chief Officers to approve carry forward of surpluses from internal trading units.

33.5.4 Responsibilities of Chief Officers and Heads of Service:

- (a) internal trading unit surpluses may be carried forward to the following year subject to approval by the s151 Officer.

### **33.6 Accounting Policies**

33.6.1 The s151 Officer is responsible for the preparation of the Authority's statement of accounts, in accordance with proper practices as set out in the format required by the relevant codes of practice on local authority accounting in the United Kingdom, for each financial year ending 31st March.

33.6.2 Key Controls. The key controls for accounting policies are:

- (a) systems of internal control are in place that ensure that financial transactions are lawful;
- (b) suitable accounting policies are selected and applied consistently;
- (c) proper accounting records are maintained;
- (d) financial statements are prepared which present fairly the financial position of the Authority and its expenditure and income.

33.6.3 Responsibilities of the s151 Officer. To select suitable accounting policies and to ensure that they are applied consistently. The accounting policies are set out in the statement of accounts, which is prepared at 31st March each year, and covers such items as:

- (a) separate accounts for capital and revenue transactions;

- (b) the basis on which debtors and creditors at year end are included in the accounts;
- (c) details on substantial provisions and reserves;
- (d) fixed assets;
- (e) depreciation;
- (f) financial instruments;
- (g) work in progress;
- (h) stocks and stores;
- (i) deferred charges;
- (j) accounting for value added tax;
- (k) government grants;
- (l) leasing.

#### 33.6.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure they and their staff adhere to the accounting policies and guidelines approved by the s151 Officer.

### **33.7 Accounting Records and Returns**

33.7.1 Why is this Important? Maintaining proper accounting records is one of the ways in which the Authority discharges its responsibility for stewardship of public resources. The Authority has a statutory responsibility to prepare its annual accounts to present fairly its operations during the year. These are subject to external audit. This audit provides assurance that the accounts are prepared properly, that proper accounting practices have been followed and that quality arrangements have been made for securing economy, efficiency and effectiveness in the use of the Authority's resources.

33.7.2 Key Controls. The key controls for accounting records and returns are:

- (a) finance staff and budget holders operate within the required accounting standards and timetables;
- (b) all the Authority's transactions, material commitments and contracts and other essential accounting information are recorded completely, accurately and on a timely basis;
- (c) procedures are in place to enable accounting records to be reconstituted in the event of systems failure;
- (d) reconciliation procedures are carried out to ensure transactions are correctly recorded;
- (e) prime documents are retained in accordance with legislative and other requirements.

### 33.7.3 Responsibilities of the s151 Officer:

- (a) to determine the accounting procedures and records for the Authority;
- (b) to arrange for the compilation of all accounts and accounting records under their direction;
- (c) to comply with the following principles when allocating accounting duties:
  - (i) separating the duties of providing information about sums due to or from the Authority and calculating, checking and recording these sums from the duty of collecting or disbursing them;
  - (ii) officers with the duty of examining or checking the accounts of cash transactions must not themselves be engaged in these transactions;
- (d) to make proper arrangements for the audit of the Authority's accounts in accordance with the current Accounts and Audit Regulations;
- (e) to ensure that all claims and returns required by Government Service areas and other bodies are processed through the grant review process as defined within the grants protocol for the Authority;
- (f) to prepare and publish the audited accounts of the Authority for each financial year, in accordance with the statutory timetable and with the requirement;
- (g) to determine the retention period of financial records where there are no requirements prescribed by statutory or other external regulations.

### 33.7.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult and obtain the approval of the s151 Officer before making any changes to accounting records and procedures;
- (b) to comply with the following principles when allocating accounting duties:
  - (i) separating the duties of providing information about sums due to or from the Authority and calculating, checking and recording these sums from the duty of collecting or disbursing them;
  - (ii) employees with the duty of examining or checking the accounts of cash transactions must not themselves be engaged in these transactions;
- (c) to maintain adequate records to provide a management trail leading from the source of income/expenditure through to the accounting statements;
- (d) to ensure that the retention periods of financial records, as determined by the s151 Officer, are complied with. Where retention periods are prescribed by statutory or other external regulations, the Head of Service should ensure that these are complied with;
- (e) to ensure that financial records are not disposed of other than in accordance with prescribed statutory requirements (as advised by the Council's Information Manager) and as approved by the s151 Officer;



- (f) to supply information required to enable the statement of accounts to be completed in accordance with guidelines issued by the s151 Officer. Notable examples are lease agreement (or lease type arrangements) that the Authority has entered into, provisions and contingent liabilities that exist, significant post-balance sheet events, joint arrangements and partnerships that the Authority has entered into.

### **33.8 Annual Statement of Accounts**

33.8.1 The Authority has a statutory responsibility to prepare its own accounts to present fairly its operations during the year.

33.8.2 Key Controls. The key controls for the annual statement of accounts are:

- (a) the Authority is required to make arrangements for the proper administration of its financial affairs and to ensure that one of its officers has the responsibility for the administration of these affairs. In this Authority, that officer is the s151 Officer;
- (b) the Authority's statement of accounts must be prepared in accordance with proper practices as set out in the relevant codes of practice on local authority accounting in the United Kingdom.

33.8.3 Responsibilities of s151 Officer:

- (a) to select suitable accounting policies and to apply them consistently;
- (b) to make judgements and estimates that are reasonable and prudent;
- (c) to comply with the relevant accounting code of practice;
- (d) to sign and date the statement of accounts, stating that it presents the financial position of the Authority as true and fair as at the accounting date for the year ended 31st March;
- (e) to draw up the timetable for final accounts preparation and to advise staff and external auditors accordingly;
- (f) to ensure that good quality audit working papers are provided to external audit in readiness for the agreed commencement of the audit;
- (g) to monitor progress with the completion of account closure to ensure that closure remains on track and in accordance with agreed timetables, as updated and revised during the course of closure;
- (h) to ensure that Members and Strategic Leadership Team are appropriately briefed to allow them to understand the accounts that are presented to them.

33.8.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to comply with accounting guidance provided by the s151 Officer, and to supply the s151 Officer with information in the format, and by the date, requested.

### **33.9 Financial Planning Overview**

33.9.1 This is Section 3 of the Financial Procedure Rules. It covers Performance Plans, Revenue Budgeting and Monitoring, Capital Budgeting and Monitoring and the Maintenance of Reserves.

### **33.10 Performance Plans**

33.10.1 The Authority has a statutory responsibility to publish various performance plans, in accordance with Local Government (Wales) Measure 2009. The purpose of performance plans is to explain overall priorities and objectives, current performance, and proposals for further improvement. External audit is required to report on whether the Authority has complied with statutory requirements in respect of the preparation and Corporate Improvement Plan.

33.10.2 Key Controls. The Key Controls for performance plans are:

- (a) to ensure that all relevant plans are produced and that they are consistent;
- (b) to produce plans in accordance with statutory requirements;
- (c) to meet the timetables set;
- (d) to ensure that all performance information is accurate, complete and up to date;
- (e) to provide improvement targets which are meaningful, realistic and challenging.

33.10.3 Responsibilities of the S151 Officer:

- (a) to advise and supply, as appropriate and in conjunction with Chief Officers, the financial information that needs to be included in performance plans in accordance with statutory requirements and agreed timetables;
- (b) to contribute to the development of corporate and service targets and objectives and performance information;
- (c) to ensure that systems are in place to measure activity and collect the accurate financial information required and to provide said financial information to Service Areas to calculate their respective performance indicators.

33.10.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to contribute to the development of performance plans in line with statutory requirements;
- (b) to contribute to the development of corporate and service targets and objectives and performance information;
- (c) to indicate to the s151 Officer the Financial Information required and to agree the methodology for calculation;
- (d) to ensure that adequate systems are in place to measure activity and collect accurate and timely non-financial information for use as performance indicators;
- (e) to advise and supply, as appropriate and in conjunction with the s151 Officer, the financial information that needs to be included in performance plans in accordance with statutory requirements and agreed timetables.

### **33.11 Revenue Budgeting and Monitoring**

- 33.11.1 Budget Format. The format of the budget determines the level of detail to which financial control and management will be exercised. The format shapes how the rules around virement operate, the operation of cash limits, and sets the level at which funds may be reallocated within budgets.
- 33.11.2 Key Controls. The Key Controls are that the format:
- (a) complies with all legal requirements;
  - (b) complies with proper accounting and professional standards;
  - (c) reflects the accountabilities of service delivery.
- 33.11.3 Responsibilities of the s151 Officer:
- (a) to advise the Cabinet on the format of the budget that is approved by the full Council.
  - (b) to ensure that there is a budget setting timetable in place that is approved by the Cabinet.
- 33.11.4 Responsibilities of Chief Officers and Heads of Service:
- (a) to comply with accounting guidance provided by the s151 Officer.

### **33.12 Revenue Budget Preparation and Medium-Term Financial Planning**

- 33.12.1 The Council is a large and complex organisation responsible for delivering a wide variety of services. It needs to plan effectively and to develop systems to enable scarce resources to be allocated in accordance with carefully weighed priorities. The budget is the financial expression of the Authority's plans and policies.
- 33.12.2 The revenue budget must be constructed so as to ensure that resource allocation properly reflects the service plans and priorities of the full Council. Budgets (spending plans) are needed so that the Authority can plan, authorise, monitor and control the way money is allocated and spent. It is unlawful for a local authority to budget for a deficit.
- 33.12.3 In considering the affordability of its capital plans the Council is required to consider all the resource currently available, and for the future together with an estimate of its requirements for the following year and each of the following three years. The Council is also required to consider known significant changes beyond this timeframe. This requires the development of rolling 4-year forecasts.
- 33.12.4 Key Controls. The Key Controls for budgets and medium-term financial planning are:
- (a) budget holders are responsible for the preparation of the budgets for which they will be held responsible and accept accountability within delegations set by the Cabinet for their budgets and the level of service to be delivered;

- (b) a monitoring process is in place to review the effectiveness and operation of budget preparation and to ensure that any corrective action is taken.

33.12.5 Responsibilities of the s151 Officer:

- (a) to prepare a report annually on a budget strategy for the following financial year for consideration by the Cabinet. This will take account of the commitments, resource constraints and shall include medium term prospects. It will cover all the services of the Authority. The Cabinet having considered the report of the s151 Officer will then agree a medium term financial plan;
- (b) to prepare, after the budget strategy has been agreed by the Cabinet, in conjunction with the Chief Officers and Heads of Service, estimates of the income and expenditure of the various service areas and submit them to the Cabinet. The Cabinet shall consider the aggregate effect of these estimates upon the Authority's financial resources and, subject to any other considerations of policy and to any amendments which it proposes to make, shall draw up proposals for the Budget and the amount of Council Tax to be levied for the ensuing financial year to be referred to the Council. The inclusion of items in approved revenue estimates shall constitute authority to incur such expenditure save to the extent of which the Council shall have placed a reservation on any such items. Expenditure on any such reserved items may be incurred only when and to the extent that such reservations have been removed;
- (c) to prescribe the Budget format required and to ensure that there is a budget setting timetable in place;
- (d) to advise on the medium term implications of spending decisions and prepare medium term plans;
- (e) to encourage the best use of resources and value for money by working with Chief Officers and Heads of Service to identify opportunities to improve economy, efficiency and effectiveness, and by encouraging good practice in conducting financial appraisals of development or savings options, and in developing financial aspects of service planning;
- (f) to advise the full Council on Cabinet proposals in accordance with their responsibilities under section 151 of the Local Government Act 1972;
- (g) to ensure all matters required to be taken into account are reported to the Cabinet and Council when setting and reviewing prudential indicators.

33.12.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to provide the s151 Officer with information to complete the medium term financial plan;
- (b) to prepare, in conjunction with the s151 Officer, estimates of income and expenditure;
- (c) to prepare budgets consistent with any relevant cash limits, with the Authority's annual budget cycle and with guidelines issued by the Cabinet. The budget format will be prescribed by the s151 Officer;

- (d) to integrate financial and budget plans into service planning and for them to link in with the Corporate Plan;
- (e) to ensure that all savings proposals and budget pressures put forward during the budget setting process are evidence based and are constructed using best estimates;
- (f) when drawing up draft budget requirements, to have regard to:
  - (i) spending / income patterns and pressures revealed through the budget monitoring process;
  - (ii) legal requirements;
  - (iii) policy requirements as defined by the full Council in the approved policy framework;
  - (iv) initiatives already under way;
  - (v) areas where savings/efficiencies can be made.

### **33.13 Resource Allocation**

33.13.1 A mismatch often exists between available resources and required resources. A common scenario is that available resources are not adequate to fulfil need/desire. It is therefore imperative that needs/desires are carefully prioritised and that resources are fairly allocated, in order to fulfil all legal responsibilities. Resources may include staff, money, equipment, goods, property and materials.

33.13.2 Key Controls. The key controls for resource allocation are:

- (a) resources are acquired in accordance with the law and using an approved authorisation process;
- (b) resources are used only for the purpose intended, to achieve the approved policies and objectives, and are properly accounted for;
- (c) resources are used with the minimum level of waste, inefficiency or loss for other reasons.

33.13.3 Responsibilities of the s151 Officer:

- (a) to advise on Resources such as grants or the affordability of borrowing;
- (b) to advise on the suitability of proposals to introduce/modify financial procedures to control resources (e.g. stock control systems);
- (c) to assist in the allocation of resources to budget holders.

33.13.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to work within cash limits and to utilise resources allocated, and furthermore to allocate resources, in the most efficient, effective and economic way;

- (b) to identify opportunities to minimise or eliminate resource requirements or consumption without having a detrimental effect on service delivery.

### **33.14 Revenue Budget Monitoring and Control**

33.14.1 Proper budget management ensures that, once the budget has been approved by the full Council, resources are used for their intended purposes and are properly accounted for. Budgetary control is a continuous process, enabling the Authority to review and adjust its budget targets during the financial year. It also provides the mechanism that calls to account managers responsible for defined elements of the budget.

33.14.2 By continuously identifying and explaining variances against budgetary targets, the Authority can identify changes in trends and resource at the earliest opportunity. The Authority itself operates within an annual cash limit, approved when setting the overall budget. To ensure that the Authority, in total, does not overspend, each service area is required to manage its own expenditure within the cash limited budget allocated to it.

33.14.3 Chief Officers and Heads of Service are expected to exercise their discretion in managing their budgets responsibly and prudently. For example, they should not support recurring revenue expenditure from one-off sources of savings or additional income, or creating future commitments, including full-year effects of decisions made part way through a year, for which they have not identified future resources. They must plan to fund such commitments from within their own budgets.

33.14.4 For the purposes of budgetary control by managers, a budget will normally be the planned income and expenditure for a service area or cost centre. However, budgetary control may take place at a more detailed level if this is required.

33.14.5 Key Controls. The minimum key controls for managing and controlling the revenue budget are:

- (a) there is a nominated budget manager for each cost centre;
- (b) budget holders accept accountability for their budgets and the level of service to be delivered and understand their financial responsibilities;
- (c) budget holders follow an approved certification process for all expenditure;
- (d) income and expenditure are properly recorded and accounted for;
- (e) performance levels/levels of service are monitored in conjunction with the budget and necessary action is taken to align service outputs and budget; and
- (f) specific budget approval is given for all expenditure.

33.14.6 Responsibilities of the s151 Officer:

- (a) to establish an appropriate framework of budgetary management and control that ensures that:
  - (i) budget management is exercised within annual cash limits unless the full Council agrees otherwise;
  - (ii) all Chief Officers and Heads of Service are furnished with periodical statements of receipts and payments and such other relevant information as

he/she has which is sufficiently detailed to enable managers to fulfil their budgetary responsibilities;

- (iii) in consultation with Chief Officers and Heads of Service, reports are submitted, as determined by the s151 Officer, to the Cabinet, Select Committees, monitoring expenditure and comparing anticipated outturn with estimates;
  - (iv) each cost centre has a single named manager, determined by the relevant Head of Service. As a general principle, budget responsibility should be aligned as closely as possible to the decision making processes that commits expenditure; and
  - (v) significant variances from approved budgets are investigated and reported by budget holders regularly;
- (b) to ensure that Members and Strategic Leadership Team are appropriately briefed to allow them to understand the reports that are presented to them where a Head of Service is unable to balance expenditure and resources within existing approved budgets under his or her control.

#### 33.14.7 Responsibilities of Chief Officers and Heads of Service:

- (a) to be responsible for keeping strict supervision of the expenditure of their respective service areas and for drawing the attention of the s151 Officer and the Cabinet and the Council to any contemplated expenditure not provided for in the estimates or which, if incurred, would exceed the amount allocated for the purpose in the estimates;
- (b) to maintain budgetary control within their service areas, in adherence to the principles above, and to ensure that all income and expenditure is properly recorded and accounted for;
- (c) to ensure that budgetary provision is identified for all expenditure incurred;
- (d) to ensure that officers responsible for committing expenditure comply with relevant guidance and financial regulations;
- (e) to ensure, after consultation with the s151 Officer that there is subsequent approval by the full Council or Cabinet (as appropriate) for new proposals, of whatever amount, that:
  - (i) create financial commitments in future years;
  - (ii) change existing policies, initiate new policies or cease existing policies;
  - (iii) materially extend or reduce the Authority's services;
- (f) to ensure compliance with procedures regarding virement.

### **33.15 Capital Budgeting and Monitoring**

- 33.15.1 Capital expenditure (including use of capital grants and PFI/PPP projects or similar type arrangements) involves acquiring or enhancing fixed assets with a long term value to the Authority, such as land, buildings, infrastructure and major items of plant, equipment or vehicles. Capital assets shape the way services are delivered in the long term and create financial commitments for the future in the form of financing costs and revenue running costs.
- 33.15.2 The financing capacity of the Authority is restricted by the affordability prudence and sustainability of the Capital Programme and the underlying borrowing that supports it. This means that capital expenditure should form part of an investment strategy and should be carefully prioritised in order to maximise the benefit of scarce resources.
- 33.15.3 Key Controls. The key controls for capital programmes are:
- (a) specific approval by the full Council for the programme of capital expenditure;
  - (b) a scheme and estimate, including a robust business plan, options, progress targets and associated revenue expenditure is prepared for each capital project, for appraising by the s151 Officer;
  - (c) proposals for improvements and alterations to buildings must be approved by the appropriate Head of Service in accordance with the Asset Management Plan;
  - (d) schedules for individual projects within the overall budget approved by the Council must be approved by the appropriate Head of Service;
  - (e) accountability for each proposal is accepted by a named project manager;
  - (f) progress and expenditure should be monitored and compared to the approved budget;
  - (g) Cabinet approval of any changes to the Council approved Capital Programme whereby all funding is grant or s106 Capital;
  - (j) VAT is recorded and reported accurately and that payments are made in accordance with the requirements of VAT legislation and the HMRC's Construction Industry Scheme.
- 33.15.4 Responsibilities of the s151 Officer:
- (a) to issue guidance relating to the strategy and controls for capital schemes. The definition of 'capital' will be determined by the S151 Officer, having regard to Government regulations and accounting requirements;
  - (b) to advise the Cabinet and Council on the affordability, prudence and sustainability of the Capital Programme by the preparation of prudential indicators as required by the Prudential Code for Capital Finance in Local Authorities;
  - (c) to ensure all matters required to be taken into account are reported to the Cabinet and Council when setting and revising prudential indicators;
  - (d) to establish procedures for the monitoring of prudential indicators;



- (e) to prepare a report on the Capital Programme for the service area proposals, taking into account the Prudential Code Borrowing, Policy Framework, commitments, resource constraints and Capital Receipts. This report shall compare the estimates with the finance available and propose the level of annual expenditure of each service area. The report will identify those schemes where expenditure may only be incurred after further work has been undertaken;
- (f) to furnish all Chief Officers and Heads of Service with periodical statements of expenditure and progress on individual schemes. It shall be the responsibility of the s151 Officer in consultations with each Chief Officer and Head of Service to submit reports, as determined by the s151 Officer, to the Cabinet, Select Committees and the Council, monitoring expenditure and comparing with approved programme. The inclusion of items in the approved Capital Programme shall constitute authority to incur such expenditure save to the extent of which the Council shall have placed a reservation on any such items. Expenditure on any such reserved items may be incurred only when and to the extent that such reservations have been removed.

#### 33.15.5 Responsibilities of Heads of Services and Capital Budget Holders:

- (a) to comply with guidance concerning capital projects and controls issued by the s151 Officer;
- (b) to carry out an option appraisal before bidding / incurring capital expenditure to determine alternative methods of meeting need;
- (c) to consider the revenue implications of Capital Projects over the whole life of projects and notify the s151 Officer when planning to undertake such schemes which do commit the Authority to additional Revenue expenditure;
- (d) to submit a prioritised list of bids as part of the Medium Term capital budgeting process representing the schemes required to deliver service and corporate strategy;
- (e) to ensure that all capital expenditure proposals are processed through the capital working group in advance of the s151 Officer making recommendations to Cabinet or Council as necessary;
- (f) to ensure that adequate records are maintained for all capital contracts and the preparation of grant claims;
- (g) to ensure compliance with the Authority's scheme of virement;
- (h) to report to the s151 Officer as soon as it becomes apparent that the total cost of a scheme including variations will or is likely to exceed £50,000 or 5% [whichever is the higher] above the capital budget available. This report should cover the reasons for increased cost, an analysis of options considered to reduce cost to budget and the funding options considered to meet any budget shortfall;
- (i) to ensure that credit arrangements, such as leasing agreements, are not entered into without the prior approval of the s151 Officer and, if applicable, approval of the scheme through the capital programme;
- (j) to consult with the s151 Officer where the Head of Service proposes to bid for Capital Funding to be issued by Government departments or others to support expenditure that has not been included in the current year's capital programme;

- (k) to ensure all expenditure charged against capital budgets meets the definition of capital expenditure in accordance with the Local Government Act 2003 and recommended accounting practice.

### **33.16 Maintenance of Reserves**

33.16.1 Reserves can be provided as a working balance, a contingency for unexpected events or emergencies or to meet known or predicted liabilities.

33.16.2 Key Controls:

- (a) to maintain reserves in accordance with the relevant codes of practice on local authority accounting in the United Kingdom and agreed accounting policies'
- (b) for each reserve established, the purpose, usage and basis of transactions should be clearly identified;
- (c) the establishment of reserves and incurring of expenditure from reserves should be authorised by Cabinet.

33.16.3 Responsibilities of the s151 Officer:

- (a) to advise the Cabinet and/or the full Council on prudent levels of Reserves for the Authority;
- (b) to report to Council on the adequacy of reserves when setting the budget for the year and at outturn.

33.16.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that resources are used only for the purposes for which they were intended.

### **33.17 Risk Management and Control of Resources**

33.17.1 This is section 4 of the Financial Procedure Rules. And covers Risk Management, Internal Controls, Internal and External Audit, Preventing Fraud and Corruption, Security of Assets and Treasury Management and Trust Funds.

### **33.18 Risk Management**

33.18.1 All organisations, whether private or public sector, face risks to people, property and continued operations. Risk is the chance or possibility of loss, damage, injury or failure to achieve objectives caused by an unwanted or uncertain action or event. Risk management is concerned with evaluating the measures an organisation already has in place to manage identified risks, and then recommending the action the organisation needs to take to control these risks effectively.

33.18.2 Key Controls. The key controls for risk management are:

- (a) procedures are in place to identify, assess, prevent or contain material known risks, and these procedures are operating effectively throughout the Authority;

- (b) a monitoring process is in place to review regularly the effectiveness of risk reduction strategies and the operation of these controls. The risk management process should be conducted on a continuing basis;
- (c) managers know that they are responsible for managing relevant risks and are provided with relevant information on risk management initiatives;
- (d) managers apply a standard approach to risk identification and recording, using the risk management strategy;
- (e) provision is made for losses that might result from the risks that remain;
- (f) procedures are in place to investigate claims within required timescales;
- (g) acceptable levels of risk are determined and insured against where appropriate;
- (h) the Authority has identified business continuity plans for implementation in the event of disaster that results in significant loss or damage to its resources.

#### 33.18.3 Responsibilities of the Strategic Leadership Team:

- (a) to develop risk management controls in conjunction with Chief Officers and Heads of Service;
- (b) to ensure that arrangements are in place for measuring the effectiveness of the risk management process, and that all findings from monitoring arrangements are fed back into the risk management cycle.

#### 33.18.4 Responsibilities of s151 Officer:

- (a) to affect insurance cover, and to arrange for the negotiation of claims in consultation with other Chief Officers, where necessary;
- (b) to hold in safe custody all insurance policies of the Authority, arrange for payment of premiums by the due date, and manage the Authority's own Insurance Fund;
- (c) to make arrangements to ensure that insurance records relating to liability policies and related correspondence must be retained indefinitely. Documents relating to other policies and internal funding arrangements must be retained for 6 years. All employees will adhere to the requirements of the s151 Officer as to the retention of any documents of the nature referred to in this rule.

#### 33.18.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to take responsibility for risk management, having regard to advice from the s151 Officer, and other specialist officers (e.g. emergency planning, health and safety);
- (b) to ensure that there are regular reviews of risk within their service areas;
- (c) to ensure that risk management is brought to the attention of relevant staff in their service areas;
- (d) to notify the s151 Officer immediately in writing of any loss, liability or damage, or any event likely to lead to a claim by or against the Authority, and inform the Police, where necessary;

- (e) to submit claims in such a form as prescribed from time to time by the s151 Officer;
- (f) to arrange for the identification of all appropriate employees of the Authority who should be included in a suitable fidelity guarantee insurance, and shall make arrangements through the s151 Officer for such inclusion;
- (g) to notify the s151 Officer promptly of all new risks, properties or vehicles that require insurance and of any alterations affecting existing insurances;
- (h) to notify the s151 Officer promptly of any significant acquisitions or disposals of assets or any alteration to the scope or level of services provided, particularly where the risk of accident, injury, loss or damage is likely to increase;
- (i) on a regular basis, the s151 Officer will forward to Chief Officers, schedules of assets covered by insurance. Chief Officers must examine the schedules and ensure that the details of those assets are correctly recorded and that the scope and level of insurance cover are adequate, and consistent with the Authority's corporate insurance arrangements;
- (j) to provide the s151 Officer with any information that he/she needs and in the timescale that he or she sets, to enable him or her to manage the Authority's insurances effectively;
- (k) to consult with the s151 Officer and the Head of Law on the terms of any indemnity that the Authority is requested to give;
- (l) to ensure that officers, or anyone covered by the Authority's insurances, do not admit liability or make any offer to pay compensation that may prejudice cover under the council's insurance policy and the assessment of liability in respect of any insurance claim.

### **33.19 Internal Controls**

33.19.1 The Authority is a large, complex organisation which requires internal controls to manage and monitor progress towards strategic objectives.

33.19.2 The Authority has statutory obligations and, therefore, requires internal controls to identify, meet and monitor compliance with these obligations.

33.19.3 The Authority faces a wide range of financial, administrative and commercial risks, both from internal and external factors, which threaten the achievement of its objectives. Internal controls are necessary to manage these risks.

33.19.4 The system of internal controls is established in order to provide measurable achievement of:

- (a) efficient and effective operations;
- (b) reliable financial information and reporting;
- (c) compliance with laws and regulations;
- (d) risk management.

33.19.5 Key Controls. The key controls are:

- (a) key controls should be reviewed on a regular basis and the Authority should make a formal statement annually to the Audit Committee to the effect that it is satisfied that the systems of internal control are operating effectively [Chief Internal Auditor's Annual Report];
- (b) managerial control systems, including defining policies, setting objectives and plans, monitoring financial and other performance and taking appropriate anticipatory and remedial action. The key objective of these systems is to promote ownership of the control environment by defining roles and responsibilities;
- (c) financial and operational control systems and procedures, which include physical safeguards for assets, segregation of duties, authorisation and approval procedures and information systems;
- (d) an effective internal audit function that is properly resourced. It should operate in accordance with the principles contained in the Auditing Practices Board's auditing guideline Guidance for Internal Auditors, the Public Sector Internal Auditing Standards and with any other statutory obligations and regulations; and
- (e) an effective Audit Committee which meets on a regular basis to consider internal control and auditing matters.

33.19.6 Responsibilities of the s151 Officer:

- (a) to assist the Authority to put in place an appropriate control environment and effective internal controls which provide reasonable assurance of effective and efficient operations, financial stewardship, probity and compliance with laws and regulations.

33.19.7 Responsibilities of Chief Officers and Heads of Service:

- (a) to establish sound arrangements, consistent with guidance given by the s151 Officer, or the Chief Internal Auditor, for planning, appraising, authorising, and controlling their operations, in order to achieve:
  - (i) continuous improvement;
  - (ii) economy;
  - (iii) efficiency;
  - (iv) effectiveness;
  - (v) the proper use of resources;
  - (vi) the achievement of objectives; and
  - (vii) the management of risks;
- (b) to review existing controls in the light of changes affecting the Authority and to establish and implement new ones in line with guidance from the Chief Internal Auditor. Chief Officers should also be responsible for removing controls that are unnecessary or not cost or risk effective, for example, because of duplication;

- (c) to ensure staff have a clear understanding of the consequences of lack of control.

### **33.20 Internal Audit**

33.20.1 The requirement for an internal audit function for local authorities is implied by Section 151 of the Local Government Act 1972, which requires that authorities 'make arrangements for the proper administration of their financial affairs'. The Accounts and Audit Regulations (Wales) 2005, more specifically, require that a 'local government body shall maintain an adequate and effective system of internal audit of its accounting records and of its systems of internal control in accordance with the proper internal audit practices'.

33.20.2 Internal audit is an independent and objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. It examines, evaluates and reports on the adequacy of internal control as a contribution to the proper, economic, efficient and effective use of resources.

33.20.3 Key Controls. The key controls for internal audit are:

- (a) that it is independent in its planning and operation;
- (b) the Chief Internal Auditor has direct access to the Chief Executive and the Leader of the Council, all levels of management and directly to elected members;
- (c) internal auditors comply with the Public Sector Internal Auditing Standards;
- (d) that it reports to the Audit Committee.

33.20.4 Responsibilities of the s151 Officer:

- (a) to maintain a continuous and independent internal audit of the Authority's accounting, financial and other operations of the Authority;
- (b) to ensure that all employees carrying out auditing duties comply with the current Public Sector Internal Auditing Standards and that they are competent to perform the responsibilities that they are assigned;
- (c) to make arrangements for there to be undertaken a cyclical review of all financial systems throughout the Authority and to determine the appropriate level of audit coverage;
- (d) to ensure that internal auditors have the authority to:
  - (i) access authority premises at reasonable times, subject to the Chief Internal Auditor being satisfied as to any risk to health and safety;
  - (ii) access all assets, records, documents, correspondence and control systems;
  - (iii) receive any information and explanation considered necessary concerning any matter under consideration;

- (iv) require any employee of the Authority to account for cash, stores or any other authority asset under his or her control;
  - (v) access records belonging to third parties, such as contractors, when required;
  - (vi) review, appraise and report on the adequacy and application of financial and other controls, and on the protection of the Authority's property and assets against loss due to fraud or wasteful practices.
- (e) to consider the strategic and annual audit plans prepared by the Chief Internal Auditor, which take account of the characteristics and relative risks of the activities involved, before the plan is endorsed by the Audit Committee;
  - (f) to ensure that the Chief Internal Auditor has the right to report independently to the Council, the Audit Committee or an appropriate committee, in his/her own name;
  - (g) to ensure that the Chief Internal Auditor provides an annual opinion on the Council's internal control environment as part of his / her annual report;
  - (h) to ensure the Chief Internal Auditor reports regularly to the Audit Committee on the adequacy of the internal control environment operated by the Authority.

33.20.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that internal auditors are given access at all reasonable times to premises, personnel, documents and assets that the auditors consider necessary for the purposes of their work;
- (b) to ensure that auditors are provided with any information and explanations that they seek in the course of their work;
- (c) to consider and respond promptly to recommendations contained in audit reports;
- (d) to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion;
- (e) to ensure that new systems for maintaining financial records, or records of assets, or changes to such systems, are discussed with and agreed by the Chief Internal Auditor prior to implementation.

### 33.21 External Audit

33.21.1 Under section 13 of the Public Audit (Wales) Act 2004, the Auditor General for Wales is the external auditor of each local authority in Wales. (Under transitional provisions of the Public Audit (Wales) Act 2013, an auditor appointed by the Auditor General continues to be the auditor of a local authority until the termination of his/her appointment.) The external auditor has rights of access to all documents and information, which he or she considers necessary to carry out his/her statutory functions.

- 33.21.2 The duties of the external auditor are set out in the Public Audit (Wales) Act 2004. The auditor must be satisfied that the authority's accounts give a true and fair view, are prepared in accordance with statute and proper practice. The auditor must also be satisfied that the authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.
- 33.21.3 In addition to the audit of the accounts, the Auditor General has duties under the 2004 Act to undertake improvement studies of local authorities and powers to undertake other studies regarding the provision of services. The Auditor General also has duties to undertake improvement assessments, improvement planning audits and special inspections under the Local Government (Wales) Measure 2009.
- 33.21.4 The External Auditors attend all the meetings of the Authority's Audit Committee.
- 33.21.5 Responsibilities of the s151 Officer:
- (a) to ensure there is effective liaison between external and internal audit;
  - (b) to ensure good quality audit working papers are provided in readiness for external audit to undertake any planned work;
  - (c) to work with the external auditor and advise the full Council, Cabinet and Chief Officers on their responsibilities in relation to external audit.
- 33.21.6 Responsibilities of Chief Officers and Heads of Service:
- (a) to ensure that external auditors are given access at all reasonable times to premises, personnel, documents and assets, which the external auditors consider necessary for the purposes of their work;
  - (b) to ensure that all records and systems are up to date and available for inspection;
  - (c) to ensure that all employees have proper regard to the guidance issued by the s151 Officer in connection with any external audits, and any reports of the external auditor;
  - (d) to consider and respond promptly to recommendations contained in audit reports;
  - (e) to ensure that any agreed actions arising from audit recommendations are carried out in a timely and efficient fashion.

### **33.22 Preventing Fraud and Corruption**

- 33.22.1 The Authority will not tolerate fraud and corruption in the administration of its responsibilities, whether from inside or outside the Authority.
- 33.22.2 The Authority's expectation of propriety and accountability is that members and staff at all levels will lead by example in ensuring adherence to legal requirements, rules, procedures and practices.
- 33.22.3 The Authority also expects that individuals and organisations (e.g. suppliers, contractors, service providers) with whom it comes into contact will act towards the Authority with integrity and without thought or actions involving fraud and corruption.



33.22.4 Key Controls. The key controls regarding the prevention of financial irregularities are that:

- (a) the Authority has an effective Anti-Fraud and Anti-Corruption Strategy and maintains a culture that will not tolerate fraud or corruption;
- (b) all members and staff act with integrity and lead by example;
- (c) senior managers are required to deal swiftly and firmly with those who defraud or attempt to defraud the Authority or who are corrupt;
- (d) high standards of conduct are promoted;
- (e) the maintenance of a register of interests in which any hospitality or gifts accepted must be recorded;
- (f) whistle blowing procedures are in place and operate effectively;
- (g) legislation, including the Public Interest Disclosure Act 1998, is adhered to; and
- (h) matters relating to fraud and corruption are reported promptly to the s151 Officer.

33.22.5 Responsibilities of the s151 Officer:

- (a) to develop and maintain an Anti-Fraud and Anti-Corruption Strategy;
- (b) to assist the Authority to put in place an appropriate control environment and effective internal controls which provide reasonable assurance of effective and efficient operations, financial stewardship, probity and compliance with laws and regulations;
- (c) to ensure that all suspected financial irregularities are reported to the Chief Internal Auditor. The Chief Internal Auditor shall take steps as he/she considers necessary by way of investigation, in liaison with service area management where appropriate, and in line with the Authority's Anti-Fraud and Corruption Strategy. Where sufficient evidence exists to believe that a criminal offence may have been committed, the matter will be referred in conjunction with the Head of Finance to the police.

33.22.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to review existing controls in the light of changes affecting the Authority and to establish and maintain new controls where appropriate;
- (b) to immediately notify the Chief Internal Auditor whenever any matter arises which involves, or is thought to involve, a breach of security, theft, or irregularities concerning cash, stores or other property of the Authority, or any suspected irregularity in the exercise of the functions of the Authority;
- (c) to liaise with the Chief Internal Auditor in relation to the investigation of any suspected irregularities within their service area, in line with the Authority's Anti-Fraud and Corruption Strategy;
- (d) where sufficient evidence exists to believe that a criminal offence may have been committed by a member of staff, to discuss with the Head of Finance, Head of Law

and the Chief Internal Auditor; a joint decision will be taken to refer the matter to the Police;

- (e) to instigate the Authority's disciplinary and suspension procedures where the outcome of an investigation indicates improper behaviour by a member of staff;
- (f) to ensure that employees comply with Council guidance regarding the acceptance of hospitality, gifts and other benefits;
- (g) to ensure their staff are aware of and comply with the Employee Code of Conduct and responsibilities under the Whistleblowing Policy are brought to their attention.

### **33.23 Security of Assets**

- 33.23.1 The Authority holds assets in the form of property, vehicles, equipment, furniture and other items worth many millions of pounds. It is important that assets are safeguarded and used efficiently in service delivery, and that there are arrangements for the security of both assets and information required for service operations. An up to date asset register is a prerequisite for proper fixed asset accounting and sound asset management.
- 33.23.2 Obsolete, non-repairable or unnecessary assets should be disposed of in accordance with these regulations and the Contract Procedure Rules of the Authority.
- 33.23.3 Misuse of computer resources can seriously affect the business interests of the Authority.
- 33.23.4 Intellectual property is a generic term meaning non-physical product that is the product of original thought. It includes inventions, literary and artistic works, symbols, names, images, and designs. If these are created by an employee or consultant during the course of employment, then, as a general rule, they belong to the employer. Various Acts of Parliament cover different types of intellectual property. Certain activities undertaken within the Authority may give rise to items that may be patentable, for example, software development.
- 33.23.5 Key Controls. The key controls for the security of resources such as land, buildings, vehicles, plant, machinery, furniture equipment, software and information are:
- (a) resources are used only for the purposes of the Authority and are properly accounted for;
  - (b) resources are available for use when required;
  - (c) resources no longer required are disposed of in accordance with the law and the regulations of the Authority so as to maximise benefits;
  - (d) an asset register is maintained for the Authority - assets are recorded when they are acquired by the Authority and this record is updated as changes occur with respect to the location and condition of the asset;
  - (e) assets for disposal are identified and disposed of at the most appropriate time, and only when it is in the best interests of the Authority, and best price is obtained, bearing in mind other factors, such as environmental issues. For items estimated to be of the value of £10,000, disposal should be by competitive tender or public auction;

- (f) approval for the disposal of assets, stocks and equipment up to the value of £5,000 must be sought from the Head of Services; if the value of disposal is likely to exceed £5,000 then approval must be given by the Head of Service in conjunction with the Head of Finance;
- (g) procedures should protect staff involved in the disposal of assets from accusations of personal gain;
- (h) all staff are aware of their responsibilities with regard to safeguarding the Authority's assets and information, including the requirements of the Data Protection Act, Freedom of Information Act and software copyright legislation;
- (i) all staff are aware of their responsibilities with regard to safeguarding the security of the Authority's computer systems, including maintaining restricted access to the information held on them and compliance with the Authority's Information Governance policies;

In the event that the Authority decides to become involved in the commercial exploitation of inventions, the matter should proceed in accordance with any approved intellectual property procedures.

### **33.24 Security of Assets – Land and Buildings**

#### **33.24.1 Responsibilities of the s151 Officer:**

- (a) to maintain a terrier of all properties owned by the Authority and an asset register for all 'material' fixed assets, in accordance with good practice;
- (b) to ensure that assets are valued in accordance with the relevant codes of practice on local authority accounting in the United Kingdom;
- (c) to determine arrangements for the acquisition and disposal of land and buildings;
- (d) to advise on the financial implications of any purchase, sale or holding of property on the Authority's behalf.

#### **33.24.2 Responsibilities of the Head of Law:**

- (a) to ensure the safe custody of all title deeds under arrangements agreed with the s151 Officer.

#### **33.24.3 Responsibilities of Chief Officers and Heads of Service:**

- (a) to make arrangements to ensure the proper security of all the Authority's buildings;
- (b) to consult with the Chief Internal Auditor in any case where security is thought to need improvement or where it is considered that special security arrangements may be needed;
- (c) to ensure there are procedures in place to review the condition of physical assets used in delivery of services e.g. undertake regular impairment review.

### **33.25 Security of Assets - Vehicles, Furniture and Equipment**

33.25.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on the maintenance of inventories and the disposal of assets;
- (b) to ensure appropriate accounting entries are made to include all material assets and to remove the value of disposed assets from the Authority's records and to include the sale proceeds if appropriate;
- (c) to agree procedures for the disposal of lost property.

33.25.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure the proper security and safe custody of all vehicles, equipment and furniture, belonging to or under the control of the Authority, and shall make contingency plans for the continuity of service in the event of disaster or system failure;
- (b) to maintain inventories of furniture, equipment, vehicles and plant, including items leased by the Authority. This shall be kept up to date and shall be in a form approved by the s151 Officer and in accordance with the Authority's guidance. Chief Officers shall make arrangements to ensure that inventories shall include for each item, information relating to date of purchase, cost, location and any technical features, which might affect its value or usefulness;
- (c) to make arrangements to ensure that an annual, independent, check of all items on the inventory is carried out, in order to verify location, review, and condition and to take action in relation to surpluses or deficiencies, annotating the inventory accordingly. Attractive and portable items such as computers and cameras shall be identified with security markings as belonging to the Authority;
- (d) to ensure that the Authority's property shall not be removed from its ordinary location otherwise than in accordance with the ordinary course of the Authority's business except in accordance with specific directions issued by the Head of Service concerned or used otherwise than for the Authority's purposes. A record should be kept of all authorised removals;
- (e) to ensure that no Authority asset is subject to personal use by an employee without proper authorisation from the Head of Service;
- (f) to make arrangements to ensure that any disposal of any vehicle, furniture, fittings, equipment, plant and machinery is in accordance with the Authority's procedure for disposals;
- (g) before disposal to check if the asset is subject to leasing arrangements. If the asset is leased, disposal must be in accordance with the terms of the lease;
- (h) to ensure that income received for the disposal of an asset is properly banked and coded;
- (i) if an item is lost, stolen or disposed of, this must be recorded against the entry in the inventory and reported to the Head of Service;
- (j) to notify the s151 Officer of the purchase or disposal of any material asset, to enable the asset register to be updated;

- (k) any property left on Council premises and regarded as lost must be disposed of in accordance with procedures agreed with the s151 Officer.

### **33.26 Security of Assets - Stocks and Stores (including products)**

#### 33.26.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on the maintenance of stock and stores;
- (b) to approve the write off of stock and stores in accordance with the Scheme of Delegations within the Constitution;
- (c) to ensure that appropriate accounting entries are made in relation to stock balances and write offs.

#### 33.26.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to make arrangements for the recording of and the care and safe custody of the stocks and stores held by their service area;
- (b) to make arrangements to ensure stocks are maintained at reasonable levels and are subject to a regular independent physical check, at least annually. Each Head of Service must make arrangements for discrepancies to be investigated and pursued to a satisfactory conclusion;
- (c) to advise the Chief Internal Auditor immediately of any significant discrepancy in stocks;
- (d) to approve the write off of stock and stores up to the value of £5,000 in accordance with the Scheme of Delegations;
- (e) to provide the s151 Officer with such information as he/she requires in relation to stores for accounting and costing purposes.

### **33.27 Security of Assets – Cash**

#### 33.27.1 Responsibilities of the s151 Officer:

- (a) to issue guidance to service areas on cash handling;
- (b) to agree, in consultation with the appropriate Head of Service, the maximum limits for cash holdings;
- (c) to approve the write off of stolen cash, not covered by insurance;
- (d) to authorise the depositing of unofficial funds or valuables in a safe.

#### 33.27.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to agree with the s151 Officer, the maximum limits for cash holdings and to ensure that these limits shall not be exceeded without his /her permission;

- (b) to ensure that cash holdings are kept to a minimum, and do not exceed the insurance limit for that safe/cashbox;
- (c) to ensure that cash handling is carried out in line with the Authority's guidance;
- (d) to notify the Chief Internal Auditor and the Principal Insurance Officer of cash lost or stolen immediately. Stolen cash, which is not covered by insurance, can only be written-off with the agreement of the s151 Officer;
- (e) to ensure that under no circumstances are personal cheques cashed out of monies held on behalf of the Authority;
- (f) to ensure that a schedule is kept of the officers who hold keys to safes and similar receptacles;
- (g) to ensure that the keys to safes and similar receptacles are held securely at all times. Arrangements shall be made for the nomination (from amongst employees) of key holders and substitute key holders who must be available in the absence of the principal key holder(s). The loss of any such keys must be reported by the key holder, or nominated substitute, to the relevant Head of Service forthwith, who shall take appropriate steps to protect the interests of the Authority;
- (h) to ensure that safe key holders do not accept unofficial funds or valuables for depositing in the safe unless authorised by the s151 Officer. In such circumstances, it must be made clear by the key holder to the depositor, that the Authority is not to be held liable for any loss, and the key holder must obtain an acknowledgment to that effect before accepting the deposit.

### **33.28 Security of Assets - Information and Communication Technology**

#### **33.28.1 Responsibilities of ICT Board /SRS:**

- (a) to maintain a central inventory of technology equipment;
- (b) the development and integrity of the Authority's voice and data network infrastructure;
- (c) to approve all additions and alterations to the Authority's voice and data network;
- (d) to issue detailed guidance, in conjunction with Chief Officers, to all employees who are responsible for and/or use computer equipment on their responsibilities within the Authority's IT Security Policy.

#### **33.28.2 Responsibilities of Chief Officers and Heads of Service:**

- (a) to ensure that all equipment connected to the Authority's voice and data network infrastructure meets the standards identified by the ICT Board / SRS. Any requirement to add or make alterations to this network must be approved by the ICT Board / SRS;
- (b) to ensure that the provisions of the Authority's IT Security Policy and other ICT policies are applied to all employees of the Authority, as appropriate to their use of information technology;

- (c) to make arrangements to implement and monitor the procedures contained in the Authority's IT Security Policy. All employees must be familiar with, and comply with, the principals of the Data Protection Legislation, the Copyright, Designs and Patents Act 1988, the Computer Misuse Act 1990, and any other legislation or Authority policy which may apply to all employees at any time;
- (d) to agree, in advance, with the ICT Board / SRS, a requirement to use specialist IT goods and services that might not meet the standards identified by the ICT Board / SRS, but are necessary to perform particular business activities. The Head of Service will be responsible for ensuring that such acquisitions do not compromise their corporate, financial and legal obligations, as defined by the Authority;
- (e) to ensure that all employees are aware that misuse of technology and associated systems can seriously affect the business interest of the authority. Such misuse or any breach of security policy will result in disciplinary action being taken;
- (f) to ensure that all employees are aware that they have a personal responsibility with regard to the protection and confidentiality of information in accordance with the Authority's Information Security Policy, whether held in manual or computerised records. Information may be sensitive or privileged, or may possess some intrinsic value, and its disclosure or loss could result in a cost to the Authority in some way.

### **33.29 Security of Assets - Intellectual Property**

#### 33.29.1 Responsibilities of the S151 Officer:

- (a) to develop and disseminate good practice.

#### 33.29.2 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that controls are in place to ensure that employees do not carry out private work during periods when they are working for the Authority and that employees are aware of an employer's rights with regard to intellectual property;
- (b) to make officers aware that, if, at any time during their employment, an officer makes or discovers or participates in the making or discovery of any intellectual property relating to or capable of being used by the Authority, the officer must provide full details of the intellectual property to the relevant Head of Service or relevant Chief Officer.

### **33.30 Security of Assets – Clients' Private Property**

#### 33.30.1 Responsibilities of Chief Officers and Heads of Service:

- (a) the Chief Officer for Social Care & Health and any other Head of Service affected, shall take all necessary steps to prevent or mitigate loss or damage of a client's (being a person other than the Council) moveable property, where responsibility lies within the National Assistance Act 1948 and shall arrange for an itemised inventory in each case to be prepared in the presence of two officers, in a form prescribed by the s151 Officer;
- (b) all valuables such as jewellery, watches and other small articles of a similar nature and documents of title shall be deposited with the Chief Officer for Social Care &

Health and any other Head of Service affected, for safe custody. Any loss of property shall be reported to the s151 Officer, without delay;

where the Council acts as an Appointeeship for any of the Council's service users the procedures will be determined by the Chief Officer for Social Care & Health.

### **33.31 Treasury Management and Trust Funds**

33.31.1 Many millions of pounds pass through the Authority's bank accounts each year. It is vital that the Authority's money is managed in a secure and controlled way. Surplus funds are invested by the Authority with external organisations, and it is essential that risk is spread evenly, and that investments are placed with reputable organisations.

33.31.2 Key Controls. Compliance with the CIPFA Treasury Management Code of Practice and the Authority's Treasury Management Policy Statement and Strategy. This provides assurances that the Authority's money is properly managed in a way that balances risk with return, but with the overriding consideration being given to the security of the Authority's capital sum.

33.31.3 All payments out of the Authority > £50,000 should be made via BACS or CHAPS.

33.31.4 Responsibilities of the s151 Officer:

- (a) to prepare a Treasury Management Policy and Annual Report in accordance with the CIPFA Code of Practice;
- (b) to maintain prudential indicators in accordance with the Prudential Code of Capital Finance for Local Authorities;
- (c) to arrange the borrowing and investments of the authority in such a manner as to comply with the CIPFA Code of Practice on Treasury Management in Local Government, which has been adopted by the Authority;
- (d) to set an investment strategy in accordance with WAG investment guidance;
- (e) to ensure that all investments of money under its control shall be made in the name of the Authority or in the name of nominees approved by the Cabinet or the Council within their respective responsibilities: bearer securities shall be excepted from this rule;
- (f) to hold all securities the property of, or in the name of the Authority, or its nominees, or otherwise as the s151 Officer may specifically direct;
- (g) to ensure that all borrowings shall be effected in the name of the Authority;
- (h) to be the Authority's Registrar of loan instruments and to maintain records of all borrowings of money by the Authority;
- (i) to report on the Treasury Management practices of the Authority in accordance with the CIPFA Code of Practice;
- (j) to hold all Trust Fund securities etc., where Members or employees act as Trustees by virtue of their official position, unless the deed otherwise provides; or as otherwise directed by the Chief Cabinet;



- (k) to arrange, where funds are held on behalf of third parties, for their secure administration, and to maintain records of all transactions;
- (l) to ensure that trust funds are operated within any relevant legislation and the specific requirements for each trust.

33.31.5 Responsibilities of Chief Officers and Heads of Service:

- (a) to notify the s151 Officer or delegated Officer of planned monetary receipts or payments in excess of £0.5 million at an early stage.

### 33.32 Financial Systems and Procedures

33.32.1 This is section 5 of the Financial Procedure Rules and covers income, imprest accounts, payment to employees and members, internal charges, taxation, banking, and ordering and paying for work, goods and services.

33.32.2 Service Areas have many systems and procedures relating to the control of the Authority's assets, including purchasing, costing and management systems. It is important that systems and procedures are sound and well administered to ensure financial stewardship and control to enable effective decision making. All financial systems and procedures should contain controls to ensure that transactions are properly processed and errors detected promptly.

33.32.3 The s151 Officer has a statutory responsibility to ensure that the Authority's financial systems are sound and must be notified, in advance, of any new developments or changes.

33.32.4 Key Controls. The key controls for systems and procedures are:

- (a) basic data exists to enable the Authority's objectives, targets, budgets and plans to be formulated;
- (b) performance is communicated to the appropriate managers on an accurate, complete and timely basis;
- (c) early warning is provided of deviations from target, plans and budgets that require management attention;
- (d) operating systems and procedures are secure;
- (e) data is backed up on a regular basis.

33.32.5 Responsibilities of the s151 Officer:

- (a) to make arrangements for the proper administration of the Authority's financial affairs, including to:
  - (i) issue advice, guidance and procedures for officers and others acting on the Authority's behalf;
  - (ii) determine the accounting systems, form of accounts and supporting financial records;
  - (iii) establish arrangements for audit of the Authority's financial affairs;

- (iv) determine the accounting procedures, records and controls for any new financial systems to be introduced; and
- (v) to approve in advance any changes to be made to existing financial systems.

33.32.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with and gain the approval of the s151 Officer before changing any existing system or introducing new systems;
- (b) to ensure that accounting records are properly maintained and held securely;
- (c) to ensure that supporting vouchers and documents with financial implications are retained and not destroyed, except in accordance with arrangements approved by the s151 Officer;
- (d) to ensure that a complete audit trail, allowing financial transactions to be traced from the accounting records to the original document, and vice versa, is maintained;
- (e) to incorporate appropriate controls to ensure that, where relevant:
  - (i) all input is genuine, complete, accurate, timely and not previously processed;
  - (ii) all processing is carried out in an accurate, complete and timely manner;
  - (iii) output from the system is complete, accurate and timely;
  - (iv) data is backed up on a regular basis.
- (f) to ensure that the organisational structure provides an appropriate segregation of duties to provide adequate internal controls and to minimise the risk of error, fraud or other malpractice;
- (g) to ensure there is a documented and tested disaster recovery plan to allow information system processing to resume quickly in the event of an interruption;
- (f) to ensure that systems are documented and staff adequately trained;
- (g) to establish a scheme of service area authorisations identifying officers to act upon their behalf in respect of placing orders, use of procurement cards, payments and income collection, including variations, and showing the limits of their authority;
- (h) to ensure that effective contingency arrangements, including back-up procedures, exist for computer systems. Wherever possible, back-up information should be securely retained in a fireproof location, preferably off site or at an alternative location within the building;
- (i) to ensure that, where appropriate, computer systems are registered in accordance with data protection legislation and that staff are aware of their responsibilities under the legislation;
- (j) to ensure that the Council's information security standards and internet security policy are complied with;

- (k) to ensure that computer equipment and software are protected from loss and damage through theft, vandalism, etc.;
- (l) to comply with the copyright, designs and patents legislation and, in particular, to ensure that:
  - (i) only software legally acquired and installed by the Authority's IT management body is used on its computers;
  - (ii) staff are aware of legislative provisions;
  - (iii) in developing systems, due regard is given to the issue of intellectual property rights.

### **33.33 Income**

33.33.1 Income can be a vulnerable asset, and effective income collection systems are necessary to ensure that all income due is identified, collected, receipted and banked properly. It is preferable to obtain income in advance of supplying goods or services as this improves the Authority's cash flow and also avoids the time and cost of administering debts.

33.33.2 Key Controls. The key controls for income are:

- (a) all income due to the Authority is identified and charged correctly, in accordance with an approved charging policy, which is regularly reviewed;
- (b) all income is collected from the correct person, at the right time, using the correct procedures and the appropriate stationery;
- (c) all money received by an officer on behalf of the Authority is properly recorded and promptly banked;
- (d) the responsibility for cash collection should be separated from that for identifying the amount due, and that for reconciling the amount due to the amount received;
- (e) effective action is taken to pursue non-payment within defined timescales;
- (f) formal approval for debt write-off is obtained;
- (g) appropriate write-off action is taken within defined timescales;
- (h) appropriate and timely accounting adjustments are made following write-off action;
- (i) all appropriate income documents are retained and stored for the defined period in accordance with guidance issued by the s151 Officer;
- (j) money collected and deposited is reconciled to the bank account by a person who is not involved in the collection or banking process.

33.33.3 Responsibilities of the s151 Officer:

- (a) to agree arrangements for the collection of all income due to the Authority, and to approve the procedures, systems and documentation for its collection. To raise

awareness and ensure compliance with the Council's Sundry Debtors Policy and the Debtors Policy for Social Care & Health;

- (b) to ensure that all electronic monies are properly received, assigned and reconciled;
- (c) to approve the writing off of all irrecoverable debts as follows:

up to £5,000 and any bankruptcies	Revenues Manager Finance Manager for SCH for specific SCH Debts
Between £5,000 and £10,000	s151 Officer
Over £10,000	s151 Officer and Cabinet Member for Finance

- (d) to use debt recovery procedures to collect any income due to the Authority which has not been paid within specified time limits;
- (e) to ensure that appropriate accounting adjustments are made following any write-off action;
- (f) to advise the Head of Law of debts that have remained unpaid with a view to the institution of legal proceedings in appropriate cases;
- (g) to ensure that any sum due to the Authority shall only be discharged by payment, credit note or write off.

33.33.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with the s151 Officer before any proposal to introduce or revise scales of charges for services is submitted to the Cabinet or the Council as the case may be;
- (b) to ensure that all such charges are reviewed at least once a year in consultation with the s151 Officer;
- (c) to ensure that no agreements are put in place (legal or otherwise) that preclude the Council from reviewing its charges on an annual basis;
- (d) to ensure that new charges are promptly implemented following appropriate approval;
- (e) to ensure that where possible, income is received in advance of the service being provided;
- (f) to ensure that all income due, is promptly collected, correctly receipted, reconciled, accounted for and promptly banked;
- (g) to ensure that income collected and deposited is reconciled to the ledger on a regular basis;
- (h) to ensure that there is clear separation of duties within income procedures to ensure that adequate controls are in place;
- (i) to ensure that all income is correctly coded to the appropriate financial code;

- (j) to maintain such particulars in connection with work done, goods supplied or services rendered and of all other amounts due, to record correctly all sums due to the Authority and to ensure the prompt rendering of accounts for the recovery of income due;
- (k) to notify the s151 Officer promptly in writing of all money due to the Authority, and of contracts, leases and other agreements and arrangements entered into, which involve the receipt of money by the Authority;
- (l) to designate employees to receive monies due and to make arrangements to ensure that appropriate records are maintained;
- (m) to make arrangements to ensure that employees responsible for receiving income are issued with written instructions on cash handling and till operation procedures and that such employees have signed to acknowledge that instructions have been received and understood prior to commencing such duties;
- (n) to ensure that all employees use official receipts or tickets for all income received on behalf of the Authority and ensure that all chargeable VAT is accounted for. To seek approval from the Chief Internal Auditor for alternative receipting arrangements, where it is considered inappropriate to issue an official receipt or ticket, in advance of implementing such arrangements;
- (o) to ensure that all official receipt forms, books, tickets and other such items are ordered and supplied to service areas by the Chief Internal Auditor or under arrangements approved by him/her;
- (p) to ensure that all financial controlled stationery is securely held and accounted for at all times;
- (q) to ensure that the opening of incoming mail where money is being handled, is undertaken by at least two responsible officers designated for that purpose. In exceptional circumstances where this is considered impractical alternative arrangements must have the approval of the relevant Head of Service, and the relevant Head of Service will arrange for the Chief Internal Auditor to be advised accordingly;
- (r) to ensure that upon opening of incoming mail, all income is immediately recorded by the employee concerned either by way of receipt, remittance record or by another means, approved by the Chief Internal Auditor;
- (s) to ensure that all cheques received in the incoming mail are immediately stamped upon opening by the relevant employee, in preparation for banking;
- (t) to ensure that keys entrusted to employees are held securely at all times and are kept under their personal control. To ensure that employees understand their responsibilities as key holders, and of insurance requirements;
- (u) to ensure that income held by the Authority is not used to cash personal cheques or make personal loans or other payments;
- (v) to establish proper accountability wherever money is being handled. To ensure that every transfer of the Authority's money from one employee to another is evidenced in the records of the service area concerned. This may be by way of an official

receipt being issued by the receiving employee, or if not, a record shall be maintained detailing the amount transferred, the date and the signature of both employees;

- (w) to ensure that when income is due to the Authority and the payment is not to be made at the time, all amounts due are claimed on official invoices or by arrangements approved by the Chief Internal Auditor. Instructions for the cancellation or reduction of invoices for income must be authorised by the appropriate Head of Service or such member of staff specifically designated by him/her for that purpose;
- (x) to make every reasonable effort to recover a debt before write off is considered. Once a debt is judged irrecoverable, write off procedures must commence promptly and adhere to the requirements of the relevant part of the scheme of delegations. Chief Officers must make arrangements in their respective service areas to ensure that correct procedures, for writing off debts, as prescribed by the s151 Officer, have been adhered to and that adequate documentation exists for each case;
- (y) to ensure that credit notes to replace a debt are only raised to correct a factual inaccuracy or administrative error in the calculation and/or billing of the original debt;
- (z) to ensure that proper procedures are followed for checking and authorisation for write off, prior to submission to the s151 Officer for approval;
- (aa) to seek to achieve payment by direct debit or standing orders in situations where regular payments are due to the Authority;
- (bb) to authorise an adjustment to the accounts, in consultation with the s151 Officer, if a mistake has been made in raising an invoice;
- (cc) to consult the s151 Officer about any proposal to arrange to accept payments by credit cards, debit cards, switch cards, internet, or similar means;
- (dd) to notify the s151 Officer of outstanding income (accruals) relating to the previous financial year as soon as possible after 31st March in line with the timetable determined by the s151 Officer;
- (ee) to notify the s151 Officer or delegated Officer of planned monetary receipts in excess of £0.5 million.

### **33.34 Banking**

33.34.1 Many millions of pounds pass through the Authority's bank accounts each year. It is vital that proper procedures are in place to ensure that the Authority's banking arrangements are secure and controlled.

33.34.2 Key Controls:

- (a) all banking arrangements are operated in accordance with approved procedures.

33.34.3 Responsibilities of the s151 Officer:

- (a) to make or approve all arrangements with the Authority's bankers;
- (b) to open and operate such bank accounts as are considered necessary;

- (c) to ensure that all bank accounts operated by or on behalf of the Authority shall bear an official title and in no circumstances shall an account be opened in the name of an individual;
- (d) to approve the use of any direct debit/standing order on the Authority's accounts;
- (e) to arrange the reconciliation of the main bank account with the Authority's cash accounts;
- (f) to ensure that all cheques, excluding those drawn on authorised imprest accounts, are ordered only on his/her authority;
- (g) to make proper arrangements for the safe custody of cheques;
- (h) to ensure that cheques on the Authority's main bank accounts shall bear the facsimile signature of the s151 Officer or be signed by him/her or another officer authorised to do so;
- (i) request for payments by alternative methods must first be approved by the s151 Officer or any officers delegated by them;
- (j) personal cheques of Councillors or employees are not to be cashed;
- (k) to ensure that proper procedures are followed for receiving income through touch tone telephone banking systems and via the internet;
- (l) to ensure that bank accounts do not become overdrawn.

33.34.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all income collected is promptly banked. This is particularly important where large sums are involved that impact on the Authority's cash flow;
- (b) to ensure that all income received by an officer, on behalf of the Authority, is paid in direct to the Authority's bank, or transmitted directly to any other body or person entitled thereto. No deduction may be made from any money held, save to the extent that the s151 Officer may specifically authorise;
- (c) to ensure that, in accordance with the relevant Accounts and Audit Regulations, each employee who banks money, enters on the paying in slip, a reference to the related debt (such as the receipt number or the number or the name of the debtor) and indicate its place of origin on the reverse of each cheque;
- (d) to ensure that all income received on behalf of the Authority is properly safeguarded from the time it is received until the time that it is banked (e.g. kept in a safe or locked receptacle – subject to guidance available from Internal Audit);
- (e) to ensure that in the transport of money by any employee for banking, or other purpose, that employee and his or her supervisor have due regard for the safety of employees (including the employee transporting such money), and for the proper security of cash. The Head of Service shall ensure arrangements are made which incorporate the necessary safeguards;

- (f) to ensure that payments made through the Council's bank account are properly authorised, correctly calculated, valid and in accordance with Council's procurement and payment procedures.

### **33.35 Ordering and Paying for Work, Goods and Services**

33.35.1 Public money should be spent with demonstrable probity and in accordance with the Authority's policies. Local authorities have a statutory duty to achieve best value in part through economy and efficiency. The Authority's procedures should help to ensure that services obtain value for money from their purchasing arrangements. These procedures should be read in conjunction with the Authority's Contract Procedure Rules.

33.35.2 Key Controls. The key controls for ordering and paying for work, goods and services are:

- (a) all orders shall be in a form approved by the s151 Officer;
- (b) official orders will be raised for all work, goods or services to be supplied to the Authority, except for supplies of utilities, periodic payments, procurement card or petty cash purchases or other exceptions specified by the s151 Officer;
- (c) all goods, works and services are ordered only by appropriate persons and are correctly recorded;
- (d) all goods and services shall be ordered in accordance with the Authority's Contract Procedure Rules, unless they are purchased from sources within the Authority;
- (e) goods, works and services received are checked to ensure they are in accordance with the order;
- (f) payments are not made unless goods, works or services have been received by the Authority to the authorised price, quantity and quality standards, subject to tolerance levels set by the s151 Officer;
- (g) all payments are made to the correct person/supplier based on the supply of sufficiently detailed documentation, for the authorised amount and are properly recorded, regardless of the payment method;
- (h) all officers and members are required to declare any links or personal interests that they may have with purchasers, suppliers and/or contractors if they are engaged in contractual or purchasing decisions on behalf of the Authority;
- (i) all appropriate evidence of the transaction and payment documents are retained and stored for the defined period, in accordance with guidance issued by the s151 Officer;
- (j) all expenditure is accurately recorded against the right budget, any exceptions are corrected and VAT is accurately against the correct VAT code; and
- (k) in addition, the use of e-commerce and electronic purchasing / invoicing requires that processes are in place to maintain the security and integrity of data for transacting business electronically.



33.35.3 Responsibilities of the s151 Officer – Procurement:

- (a) to produce Contract Procedure Rules and provide service areas with guidance relating to contracting and tendering arrangements;
- (b) to publish data on a monthly basis showing details of the Authority's procurement activity, including the use of procurement cards, in accordance with the Council's requirements for openness and transparency.

33.35.4 Responsibilities of the s151 Officer - Procurement Cards:

- (a) to produce and maintain a Policy for the use of procurement cards (also known as purchasing cards);
- (b) to consider, on an exceptional basis, business cases for the non-standard use of procurement cards where service areas can demonstrate that such use is in the best interests of the Authority;
- (c) to arrange payment of all confirmed and authorised procurement card transactions on a monthly basis;
- (d) to report any instances of non-compliance with Procurement Card Policy identified to the relevant Heads of Service and Chief Officers for their investigation.

33.35.5 Responsibilities of Chief Officers and Heads of Service – Procurement:

- (a) to ensure that all employees comply with the Authority's Contract Procedure Rules;
- (b) to ensure that the service area obtains best value from purchases by taking appropriate steps to obtain competitive prices for goods and services of the appropriate quality, with regard to the best practice guidelines issued by the s151 Officer, which are in line with best value principles and contained in the Authority's Contract Procedure Rules;
- (c) to make arrangements to ensure that every employee declares any links or personal interests that they may have with purchasers, suppliers and/or contractors if they are engaged in contractual or purchasing decisions on behalf of the Authority, in accordance with the Employee Code of Conduct. Any employee declaring such an interest or having such an interest will not participate in (or act so as to influence or appear to influence) any decisions relating to the matter in which they have such an interest. All Councillors involved in contractual or purchasing decisions on behalf of the Authority will declare any interests and act in accordance with the Members' Code of Conduct;
- (d) to ensure that officers within their service areas will not make any personal or private use of the benefits of any Authority contracts. For the avoidance of doubt, nothing in this paragraph will preclude an employee from taking advantage of Council wide schemes, which have been approved by the s151 Officer;
- (e) to ensure that all IT purchases conform to a standard identified by the Head of ICT. Exceptional purchases, outside of these standards, shall be agreed in advance with the Head of ICT, through the ICT Programme Board;
- (f) to ensure that no financial systems are purchased without the prior agreement of the s151 Officer.

33.35.6 Responsibilities of Chief Officers and Heads of Service - Procurement Cards:

- (a) to ensure all employees comply with the terms of the Authority's Procurement Card Policy;
- (b) to ensure the necessary separation of duties required by the Procurement Card Policy is in place in respect of all cards in use within their service areas;
- (c) to authorise all applications for new Procurement Cards from prospective cardholders within their service areas;
- (d) to approve any variations to the standard credit limits in place for procurement cards within their service areas. Current standard limits are £250 per transaction and cumulatively £5,000 per card per calendar month;
- (e) to ensure that all procurement cardholders within their service areas complete the mandatory personal data form;
- (f) to update the s151 Officer promptly with details of all changes in procurement cardholders, lost and/or damaged procurement cards and any declined transactions;
- (g) to ensure cardholders and card administrators confirm the accuracy and completeness of monthly procurement card transactions promptly in accordance with the relevant Policy;
- (h) to investigate promptly all instances of non-compliance with the Procurement Card Policy referred by the s151 Officer.

33.35.7 Responsibilities of the s151 Officer – Ordering:

- (a) to approve the format of official orders and arrangements for placing orders under Purchase Order Processing (POP) System;
- (b) to approve the format and use of emergency order books and to order, control and issue these to exempted service areas.;
- (c) to approve all exceptions to the use of official orders;
- (d) to approve any amendments to the arrangements for the use of debit, credit and procurement cards.

33.35.8 Responsibilities of Chief Officers and Heads of Service – General Ordering:

- (a) to ensure that official orders are raised through the POP system for all works, goods and services supplied to the Authority except for internal services, periodical payments (e.g. utility payments), procurement card or petty cash purchases, and for such other exceptions as the s151 Officer may approve;
- (b) to determine purchase order approval levels within each service area;
- (c) in cases of urgency, a verbal order may be issued, using an order number from a valid emergency order book and with a clearly labelled confirmation order sent out as soon as possible thereafter;

- (d) to ensure that employees do not use official orders to obtain goods or services for their private use;
- (e) to ensure that each order conforms to the directions of the Authority with respect to any policy on central purchasing, computer purchasing, standardisation, quality and sustainability as may from time to time be adopted by the Authority. Chief Officers shall make arrangements to ensure that all purchases comply with any legal or health and safety requirements;
- (f) to ensure that debit, credit and procurement cards are only used under arrangements approved by the s151 Officer and in particular the Authority's Procurement Card Policy;
- (g) to make arrangements to ensure that loans, leasing or rental arrangements are not entered into or exited early without prior agreement from the s151 Officer. This is because of the potential impact on the authority's borrowing powers, to protect the authority against entering into unapproved credit arrangements and to ensure that value for money is being obtained;
- (h) after due consideration, to arrange for nominations for officers for the roles of requisitioner and approver. Note that the POP system will allow a requisitioner to fulfil the approver role, but will prevent an officer from approving their own requisition;
- (i) to maintain an up to date list of requisitioners, approvers/substitutes within their service area. No officer shall process or approve an order, or purport to do so, unless he/she is duly authorised for that purpose;
- (j) to ensure that all requisitions used are authorised by a nominated 'approver' with a financial approval limit greater than or equal to the value of the requisition and to ensure that the requisition's data is retained within the POP system;
- (k) where a POP requisition is forwarded for approval to any other officer (e.g. in the case of absence of the usual approver), this officer must also be a nominated approver with a financial approval limit greater than or equal to the value of the requisition;
- (l) to ensure that the requisitioner enters the following details on the official order within the POP system:
  - (i) a full description of the item required;
  - (ii) an accurate price, where appropriate, as quoted by catalogue or supplier;
  - (iii) the required quantity;
  - (iv) an appropriate product category (account code will be generated);
  - (v) cost centre and sub code;
  - (vi) the correct VAT suffix code; and
  - (vii) the delivery address;

- (m) to ensure that, prior to approving a requisition on POP, the approving officer checks that:
  - (i) all relevant details have been entered and are correct;
  - (ii) there is adequate provision in the budget;
  - (iii) the items are appropriate for the purpose intended.

33.35.9 Responsibilities of Chief Officers and Heads of Service - Emergency Orders:

- (a) to make arrangements to ensure the control and safe custody of all emergency order books;
- (b) to ensure that emergency order books are only used for cases of genuine emergency and for those POP exempt service areas as formally approved by the s151 Officer.

33.35.10 Responsibilities of Chief Officers and Heads of Service - Goods Received:

- (a) to make arrangements to ensure that goods, services and works are checked on receipt to verify that they are in accordance with the order. This check shall, where possible, be carried out by a different officer from the officer who approved the order. The officer carrying out the check shall make appropriate entries in inventories or stores records;
- (b) to ensure that goods (or services) received details are entered promptly onto the POP system by the requisitioner or approver. This should be prior to receipt of the invoice;
- (c) to ensure that budget holders regularly review any open orders for their cost centres and ensure that they are processed or closed (as appropriate) promptly.

33.35.11 Responsibilities of the s151 Officer – Payment:

- (a) to arrange for officers to be nominated as Payment Officers and a list of these maintained on POP and kept up to date;
- (b) to make payments on behalf of the Authority with the exception of disbursements from petty cash imprests and from subsidiary bank accounts which have been authorised by the s151 Officer. The normal method of payment of money due from the Authority shall be by cheque, BACS, CHAPS or other instrument drawn on the Authority's bank account. The use of direct debit/standing order requires the prior agreement of the s151 Officer;
- (c) to make safe and efficient arrangements for all payments. All cheques shall be despatched by the s151 Officer direct to the recipient and not returned to the originating service. In the exceptional circumstances when cheques do need to be returned to a service area for despatch with associated documents, this must be approved in advance by the relevant Operational Manager, and the cheque must not be passed to the initiating officer;
- (d) to ensure that payments made to a sub-contractors in the construction industry, are made in accordance with the Construction Industry Scheme, and the Authority's procedures;

- (e) to make payments to contractors on an approved certificate, which must include details of the value of work, retention money, amounts previously certified and amounts now certified. These payments are to be made to contractors using authenticated receipts raised by service areas;
- (f) to provide advice on making payments by the most economical means;
- (g) to set tolerance levels for cost and quantity variations;
- (h) to agree any exceptions to payment through the POP system;
- (i) to approve all arrangements for supplier invoices. These relate to payments which do not have an associated order, such as utility payments;
- (j) to approve the format of General Claim for Payment forms;
- (k) to periodically check that General Claim for Payment forms and supplier invoices have been certified for payment by an authorised signatory;
- (l) to consider General Claim for Payment forms and supplier invoices to the extent that he/she considers necessary, to make such enquiries and to receive such information and explanation as he/she may reasonably require;
- (m) to monitor the levels of non-order purchases and report any concerns to Chief Officers and Heads of Service for investigation.

33.35.12 Responsibilities of Chief Officers and Heads of Service – Payment:

- (a) to make arrangements for the submission of accounts for payment in accordance with arrangements made by the s151 Officer;
- (b) to ensure that payment is made only against a valid invoice or General Claim for Payment, not on statements of account. In exceptional circumstances, payment may be made against a photocopy or faxed invoice but only where the relevant service manager has confirmed that the original invoice has been lost and that he/she has satisfied him/herself that the invoice has not previously been paid;
- (c) to notify the s151 Officer at 1st April, or as required, of all outstanding expenditure relating to the previous financial year, and to comply with any instruction issued in connection with the year-end accounting arrangements (accruals);
- (d) to ensure that the POP is used for all payments; and that any exceptions have been agreed previously by the s151 Officer;
- (e) to ensure that there is a segregation of duties between the officers requisitioning, approving and inputting invoices for payment. Any exceptions to this require the prior approval of the Chief Officer and an officer nominated by the s151 Officer;
- (f) to ensure that invoices are input to the system without delay, in the manner specified by the s151 Officer. Sufficient time should be allowed to enable payments to be made within 30 days of receipt of the invoice;

- (g) to ensure that invoices that do not meet the set tolerance levels are promptly dealt with. Where there is no match to an order and/or a delivery note, to ensure that further approval as required is given by a nominated approver/substitute;
- (h) to ensure that invoices are not processed until the inputting officer is satisfied that delivery details have been entered;
- (i) to ensure that all invoices input for payment are filed and stored securely in the manner prescribed by the s151 Officer.

33.35.13 Responsibilities of Chief Officers and Heads of Service - General Claims for Payment:

- (a) to ensure that all General Claims for Payment are completed on a form approved by the s151 Officer. These must not be used in place of any invoice, demand, fee note or other written request for payment received from a creditor, and all relevant supporting documentation must be attached to support the payment;
- (b) to ensure that a General Claim for Payment is completed by a designated officer and then passed to an authorised signatory for certification;
- (c) to ensure that before a General Claim for Payment is authorised, the authorising officer undertakes the following checks:
  - (i) the payment is properly the liability of the Authority;
  - (ii) the work, goods or services to which the account relates have been received, carried out, examined and approved as to the quality and quantity (where appropriate);
  - (iii) the prices, extensions, calculations, trade discounts, other allowances, credits and tax are correct;
  - (iv) the expenditure has been properly coded to the relevant service area;
  - (v) expenditure is within budget;
  - (vi) where a payment includes VAT, in accordance with HM Revenue and Customs Regulations:
    - (1) the invoice is a tax invoice with the relevant Company VAT number;
    - (2) for construction industry payments, an authenticated receipt will be obtained; and
    - (3) for payments made in advance of services/goods being received, a tax receipt will be obtained;
- (d) to ensure that payment in advance of the receipt of goods or services is only made where it is essential in order to secure the particular supply required or where a beneficial discount would otherwise be lost. This should be done in conjunction with the Legal Section to ensure an indemnity order is maintained;
- (e) to ensure that duly certified General Claims for Payment and direct payment invoices are passed without delay to the s151 Officer.

33.35.14 Responsibilities of Chief Officers and Heads of Service - Supplier Invoices (Non-Order Invoices):

- (a) any invoices received in departments with no responsibility for invoice entry to the Agresso system should be forwarded immediately to the central Creditor Payments Team;
- (b) on receipt of e-mail notification of non-order invoices for approval, the relevant officer (who will in all cases be an authorised POP approver) should access the Agresso Webpage to review promptly the invoice awaiting approval. Approving officers should also check the system regularly;
- (c) to ensure that before a Supplier invoice is authorised, the authorising officer undertakes the following checks:
  - (i) the payment is properly the liability of the Authority; all invoices should be made out to Monmouthshire County Council;
  - (ii) the work, goods or services to which the account relates have been received, carried out, examined and approved as to the quality and quantity (where appropriate);
  - (iii) the prices, extensions, calculations, trade discounts, other allowances, credits and tax are correct;
  - (iv) the expenditure has been properly coded to the relevant service area;
  - (v) expenditure is within budget;
  - (vi) where a payment includes VAT, in accordance with HM Revenue and Customs Regulations:
    - (1) the invoice is a tax invoice with the relevant Company VAT number;
    - (2) for construction industry payments, an authenticated receipt will be obtained; and
    - (3) for payments made in advance of services/goods being received, a tax receipt will be obtained;
- (d) to ensure that authorising officers promptly reject any invoices containing an error or discrepancy, or which do not relate to the cost centre shown. In all cases the officer should a suitable explanation for rejection in the comments box on screen to enable further action to be taken by central Creditor Payments team;
- (e) to note that the use of supplier invoices will be routinely monitored for evidence of breach of the Financial Procedure Rules relating to the requirement for the use of POP orders and to investigate any concerns over non-compliance referred by the Head of Finance.

### 33.36 Imprest Accounts

33.36.1 Imprest Accounts are used for minor items of expenditure. It is important that such accounts are properly managed, and that all expenditure is valid and correctly incurred.

33.36.2 Key Controls. The key controls for the operation of Imprest Accounts are:

- (a) all Imprest Accounts should be operated in accordance with guidance issued by the s151 Officer;
- (b) regular reconciliations between the imprest sum advanced and imprest records are undertaken.

33.36.3 Responsibilities of the s151 Officer:

- (a) where he/she considers it appropriate to open an account with the Authority's bankers for use by the imprest holder (bank imprest) or alternatively to advance a cash sum (petty cash imprest);
- (b) to determine the imprest level;
- (c) to periodically review the arrangements for the safe custody and control of imprest accounts;
- (d) to reimburse imprest holders as often as necessary to restore the imprests and to keep a record of such advances;
- (e) to provide guidance on how imprest accounts are to be operated and how records are to be kept of payments and reimbursements.

33.36.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all imprest accounts are maintained in accordance with the Authority's procedures;
- (b) to maintain a list of officers in their service areas who are authorised to hold imprest accounts;
- (c) to notify the s151 Officer when an imprest holder leaves the service area and to ensure that the imprest advanced is accounted for to the s151 Officer, unless responsibility for the imprest is transferred to a different officer, in which case the s151 Officer should be notified of the new account holder;
- (d) to agree with the s151 Officer the procedure for reimbursing expenditure imprest accounts;
- (e) to ensure that officers:
  - (i) do not, under any circumstances, allow personal cheques to be cashed, or personal loans to be made, from monies held in an imprest account;
  - (ii) obtain and retain a receipt to substantiate each payment from the imprest, which should be attached to a voucher and authorised. Particular care shall be taken by the employee to obtain a VAT invoice when this tax is charged;



- (iii) restrict the amount of each separate payment to such limit as may be prescribed from time to time by the s151 Officer;
- (iv) maintain records and operate the account in accordance with the s151 Officer instructions;
- (v) maintain the safe custody of imprest cash by keeping it securely locked away preferably in a safe; guidance on this matter can be obtained from the Chief Internal Auditor;
- (vi) produce, upon demand, to the s151 Officer or his/her representative cash and/or vouchers to the total of the imprest;
- (vii) record transactions promptly;
- (viii) when requested, give to the s151 Officer a certificate as to the state of his/her imprest advance;
- (ix) where an imprest is operated through a bank account, ensure that the account remains in credit, and that the procedures set out under banking arrangements in the Financial Procedure Rules are followed. It shall be a standing instruction to the Authority's bankers that the amount of any overdrawn balance on an imprest holder's account shall be reported forthwith to the s151 Officer;
- (x) do not make salaries or wages payments to employees from an imprest account; No payment must be made to sub-contractors for building work unless authorised by the s151 Officer;
- (xi) reconcile and balance the account to the total of the sum advanced, at least monthly, with a copy of the reconciliation sheet signed and retained by the imprest holder. Periodic checks shall be made by a senior officer to ensure that this is being properly carried out;
- (xii) on leaving the employment of the Authority, or otherwise ceasing to be entitled to hold an imprest advance, account to the relevant Head of Service for the amount advanced.

### **33.37 Payments to Employees and Members**

33.37.1 Staff costs are the largest item of expenditure for most local authority services. It is, therefore, important that payments are accurate, timely, made only where they are due for services to the Authority and that payments accord with individuals' conditions of employment. It is also important that all payments are accurately and completely recorded and accounted for, and that Members' allowances are authorised in accordance with the scheme approved by full Council.

33.37.2 Key Controls. The key controls for payments to officers and Members are:

- (a) proper authorisation procedures are in place, and that there is adherence to corporate timetables in relation to starters, leavers, variations and enhancements, and that payments are made based on timesheets or claims where appropriate;
- (b) names on the payroll are checked at regular intervals to verify accuracy and completeness;

- (c) frequent reconciliation of payroll expenditure against approved budgets;
- (d) all appropriate payroll documents are retained and stored for the defined period, in accordance with guidance issued by the S151 Officer;
- (e) all expenditure, including VAT, is accurately recorded against the right service area;
- (f) HM Revenue and Customs Regulations are complied with.

33.37.3 Responsibilities of the Chief Officer Resources or delegate Officer:

- (a) to arrange, control and make accurate and timely payment of:
  - (i) salaries and wages;
  - (ii) tax and national insurance;
  - (iii) car mileage, travel, subsistence and other incidental allowances/expenses;
- (b) to approve, in consultation with the appropriate Head of Service, the form of all timesheets, overtime forms, car mileage and travel and subsistence claims, and any other payroll related records;
- (c) to maintain an up to date list of all officers authorised to approve timesheets, overtime forms, car mileage and travel and subsistence claims, and all other payroll related records;
- (d) to check periodically that all officer claims for salaries, wages, overtime, travel, subsistence and other allowances/expenses are correctly certified by an authorised signatory before payment is made. This also includes electronic certification via MyView;
- (e) to maintain all necessary personal records concerning pay, pension, national insurance contributions and income tax and make all relevant payments on behalf of both employees and the Authority to the appropriate Government agencies;
- (f) to provide advice and encouragement to secure payment of salaries and wages by the most economical means;
- (g) to issue guidance to service areas on the retention of payroll records. All payroll records relating to Income Tax and National Insurance are to be retained for six years plus the current year, to satisfy the requirements of the Taxes Management Act. Records relating to pensions should be retained for six years following the cessation of any liability;
- (h) where staff have access to the Authority's computerised payroll system, names of all officers authorised to do so shall be retained and kept up to date. Each officer shall have a password that must be confidential and not divulged to any person in any circumstances (in accordance with the Authority's IT Security Policy);
- (i) to ensure that staff outside of the Employee Services Section do not have update access to the personnel screens on the Authority's personnel and payroll system without approval.

33.37.4 Responsibilities of the Monitoring Officer to the Council:

- (a) to make arrangements for paying Members' allowances, travel, and subsistence upon receiving the prescribed form, duly completed and authorised. All claims will be examined and checked for reasonableness with respect to the amounts claimed. A record of authorised signatories shall be retained and kept up to date.

33.37.5 Responsibilities of the Head of People:

- (a) to ensure that the appointment of officers is made in accordance with the Procedure Rules of the Council and the approved establishments, grades and rates of pay;
- (b) to approve the format of all records relating to the notification of appointments, terminations, sickness, special leave and any other personnel matter;
- (c) to maintain all necessary records relating to the appointment, termination and all other personnel matters;
- (d) to require on a quarterly basis from each staffing budget holder, confirmation of the accuracy of all employees recorded within the budget holder's area of responsibility;
- (e) where Employee Services staff have access to the Authority's computerised personnel system, names of all officers authorised to do so shall be retained and kept up to date. Each employee shall have a password that must be confidential and not divulged to any person in any circumstances (in accordance with the Authority's IT Security Policy).

33.37.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to furnish the Head of Commercial and People Development with all documents that are required to arrange payment by the due date and any documentation required for pension, income tax and national insurance purposes;
- (b) to ensure appointments are made in accordance with the regulations of the Authority and approved establishments, grades and scale of pay and that adequate budget provision is available;
- (c) to ensure that time sheets, overtime forms or other payroll related records are in a form prescribed or approved by the Head of People . All such records shall be appropriately certified in manuscript, by an authorised signatory;
- (d) to make arrangements to ensure that the Head of People as appropriate, are notified promptly, and in the approved format, of all matters affecting the remuneration of officers within their service area, and in particular:
  - (i) appointments, resignations, dismissals, suspensions, secondments and transfers;
  - (ii) absences from duty for sickness or other reasons apart from approved leave;
  - (iii) changes in remuneration, other than normal increments and pay awards and agreements of general application; and

- (iv) information necessary to maintain records of service for pension, income tax, national insurance and the like;
- (e) to ensure that adequate and effective systems and procedures are operated, so that:
  - (i) payments are only authorised to bona fide employees;
  - (ii) payments are only made where there is a valid entitlement;
  - (iii) conditions and contracts of employment are correctly applied;
  - (iv) employees' details listed on the payroll are checked at regular intervals to verify accuracy and completeness;
  - (v) the same person does not both complete and authorise a timesheet, overtime form or other claim for payment;
  - (vi) persons involved in the different processes of completing and authorising a timesheet, overtime form or other claim for payment are clearly identifiable on the relevant document;
  - (vii) adequate supporting records are maintained to back up summary timesheet entries, completed by an individual on behalf of a group of employees. The supporting records must show the start and finish times of each employee each day, and should be signed by the employee concerned; and
  - (viii) no employee may certify or authorise a payment or other benefit to himself/herself or any document which would lead to a payment or other benefit to himself/herself;
- (f) to ensure that the service area maintains and reviews periodically a list of officers approved to authorise timesheets, overtime forms and other payroll related records together with specimen signatures, and to ensure that only authorised officers authorise payments. A copy of the list should be sent to the Head of People;
- (g) to ensure that the service area reviews the establishment as required by the People Services Manager on a quarterly basis and confirms the accuracy of the report;
- (h) to ensure that payroll transactions are processed only through the payroll system. "Cash in hand" and other non PAYE payments are not permitted. Chief Officers shall give careful consideration to the employment status of individuals employed on a self-employed, consultant or subcontract basis. The HM Revenue and Customs applies a tight definition for employee status, and in cases of doubt, advice shall be sought from the Head of People;
- (i) to ensure that all claims for the payment of car mileage, travel and subsistence, and incidental expenses are submitted promptly by officers in the approved format each month;
- (j) to arrange for the correct certification of claims for car mileage, travel and subsistence, and incidental expenses. Certification by the Head of Service or an officer authorised by him/her shall be taken to mean that the certifying officer is satisfied that the journeys were authorised, the expenses properly and necessarily incurred in connection with the Authority's business, the most cost effective route

and means of transport was used and that the allowances claimed are properly payable by the Authority. The names of officers authorised by Chief Officers to approve such records shall be retained in each service area, together with specimen signatures and this shall be amended on the occasion of any change. The accuracy of the information contained in a claim shall be the responsibility of the employee concerned. Due consideration should be given to tax implications and that the Head of People is informed where appropriate;

- (k) to ensure that claims for travel, subsistence and other allowances are paid through the payroll system wherever possible to ensure the correct treatment for Tax and National Insurance purposes. Imprest accounts should only be used to process minor payments, where there are no tax implications;
- (l) to ensure that the Head of People is notified of the details of any employee benefits in kind, to enable full and complete reporting within the income tax self-assessment system;
- (m) to ensure that all appropriate payroll documents are retained and stored for the defined period in accordance with guidance issued by the Head of People.

#### 33.37.7 Responsibilities of Elected Members and Co-opted Members of Council Committees:

- (a) to submit claims for travel or subsistence allowances on the prescribed form duly completed. All claims shall be submitted promptly, The accuracy of the information contained in a claim shall be the responsibility of the Member or co-opted Member concerned.

### **33.38 Internal Charges**

33.38.1 Service Areas often undertake work for other service areas. The charge for such work should be recovered by way of a journal; only in exceptional circumstances should an internal debtor invoice be raised.

33.38.2 It is important that the basis of charge is agreed between the client and provider, and the financial transaction is accurately recorded in the Council's accounts.

33.38.3 The use of journals will cover Service Level Agreements, reallocation of costs and charges that are considered inappropriate for the Internal Trading Solution. The Internal Trading Solution will be used for those services where it is considered to be cost effective.

33.38.4 Key Controls. The key controls for internal charges are:

- (a) all income and expenditure arising from an internal recharging relationship is correctly recorded and accounted for in a robust manner;
- (b) each charging activity will have a clear basis on which it will be recharged;
- (c) each charging activity will include the cost of the provision of the service plus an appropriate level of overhead;
- (d) no significant surplus should be made by the provider at the expense of the internal customer unless there are contrary policies in place as approved by the s151 Officer;

- (e) all providers ensure that all internal customers are provided with the information reasonably required to accompany the journal charge;
- (f) all charges must be challenged within an appropriate timescale (two months from being informed of charge). The provider must ensure all challenges are considered and where appropriate resolution is made by clarifying query or amending the charge made by journal;
- (g) there will be an arbitration process to clear disputes promptly.

33.38.5 Responsibilities of the s151 Officer:

- (a) to issue guidelines and procedures on the administration of the Authority's internal charging systems;
- (b) to ensure internal charging processes are efficient and effective and represent the best interests of the Authority as a whole;
- (c) to arbitrate on outstanding disputed charges where the client and supplier service area fail to reach agreement.

33.38.6 Responsibilities of Chief Officers and Heads of Service:

- (a) to comply with guidelines and procedures issued by the s151 Officer on the administration of the internal charging systems.

### 33.39 Taxation

33.39.1 Like all organisations, the Authority is responsible for ensuring its tax affairs are in order. Tax issues are often very complex and the penalties for incorrectly accounting for tax can be severe. It is, therefore, very important for all officers to be aware of their role.

33.39.2 Key Controls. The key controls for taxation are:

- (a) budget holders are provided with relevant information and kept up to date on tax issues;
- (b) budget holders are instructed on required record keeping;
- (c) all taxable transactions are identified, properly carried out and accounted for within stipulated timescales;
- (d) records are maintained in accordance with instructions;
- (e) returns are made to the appropriate authorities within the stipulated timescale.

33.39.3 Responsibilities of the s151 Officer:

- (a) to complete all HM Revenue and Customs returns regarding Pay As You Earn (PAYE);
- (b) to complete VAT returns and to supply other information as specified by HM Revenue and Customs;

- (c) to provide details to the HM Revenue and Customs of deductions made under the Construction Industry Tax Deduction Scheme;
- (d) to advise Chief Officers, in the light of guidance issued by appropriate bodies and relevant legislation as it applies, on all taxation issues that affect the Authority.

33.39.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that where VAT is accounted for in respect of a payment, in accordance with HM Revenue and Customs regulations, the following conditions are satisfied:
  - (i) the payment relates to a supply of goods or services to Monmouthshire Council or to some other body covered by the Council's VAT registration;
  - (ii) unless otherwise authorised, a VAT invoice (or receipt) is held in respect of the payment;
  - (iii) where a payment is made to a contractor in the construction industry on the authority of an architect's certificate, an authenticated receipt is obtained as soon as possible;
  - (iv) the VAT identified on the VAT invoice is identified and coded correctly;
  - (v) that VAT invoices are processed expeditiously and are not unduly delayed.
- (b) to ensure that VAT is accounted for, in the correct tax period, on all supplies of goods and services made by the Council that are subject to VAT;
- (c) to ensure that a VAT invoice (or receipt) is issued upon request by any person to whom taxable supplies of goods or services have been made by the Council, showing the VAT charged;
- (d) to ensure that all VAT invoices are raised and processed expeditiously;
- (e) to ensure that documents identifying VAT transactions, including proof of payment and banking records, are retained for the period specified by HM Revenue and Customs;
- (f) to ensure that, where construction and maintenance works are undertaken, the contractor fulfils the necessary construction industry tax deduction requirements;
- (g) to ensure that all persons employed by the Authority are added to the Authority's payroll and that tax is deducted from any payments, except where the individuals are bona fide self-employed or are employed by a recognised staff agency;
- (h) to follow any guidance on taxation issued by the s151 Officer;
- (i) to ensure that arrangements are in place for all relevant staff to be informed about the correct VAT treatment of all transactions and of changes to this as notified by the s151 Officer.

**33.40 External Arrangements**

33.40.1 This is section 6 and covers Partnerships, External Funding and Work for third parties.

### **33.41 Partnerships**

33.41.1 Partnerships play a key role in delivering community strategies and in helping to promote and improve the well-being of the area. Local authorities are working in partnership with others – Aneurin Bevan LHB, Heddlu Gwent Police, public agencies, private companies, community groups and voluntary organisations. Local authorities still deliver some services, but their distinctive leadership role is to bring together the contributions of the various stakeholders. They therefore need to deliver a shared vision of services based on user wishes.

33.41.2 Local authorities will mobilise investment, bid for funds, champion the needs of their areas and harness the energies of local people and community organisations. Local authorities will be measured by what they achieve in partnership with others.

33.41.3 Individual Cabinet Members are responsible for approving the contractual arrangements for any work for third parties or external bodies where the contract value exceeds £250,000.

33.41.4 The default position is that any external arrangements will be subject to the Council's financial regulations, unless specific approval has been granted by Cabinet to do otherwise.

33.41.5 The main reasons for entering into a partnership are to share risk, to access new resources, to provide new and better ways of delivering services and to forge new relationships.

33.41.6 A partner is defined as either:

- (a) an organisation (private or public) undertaking, part funding or participating as a beneficiary in a project, or
- (b) a body whose nature or status give it a right or obligation to support the project.

33.41.7 Partners have common responsibilities:

- (a) to be willing to take on a role in the broader programme appropriate to the skills and resources of the partner organisation;
- (b) to acknowledge that the best interest of the partnership is more important than the best interest of each participating group;
- (c) to acknowledge that the partnerships require a level of flexibility which may require non-compliance with the Authority's Financial and Contract Procedure Rules. Where this arises it should be formally approved by Cabinet;
- (d) to act in good faith at all times and in the best interests of the partnership's aims and objectives;
- (e) to be open about any conflict of interests that might arise;
- (f) to encourage joint working and promote the sharing of information, resources and skills between public, private and community sectors;



- (g) to hold confidentially any information received as a result of partnership activities or duties that is of a confidential or commercially sensitive nature;
- (h) to act wherever possible as ambassadors for the project.

33.41.8 Key Controls. The key controls for the Authority's partners are:

- (a) to be aware of their responsibilities under the Authority's Financial and Contract Procedure Rules and to consider the appropriateness of each control to the partnership and any external funding guidance received;
- (b) to ensure that processes are put in place which ensure that the partnership is effective in carrying out its duties in the required timely manner;
- (c) to ensure that risk management processes are in place to identify and assess and mitigate all known risks without affecting the ability of the partnership to effectively function;
- (d) to ensure that project appraisal processes and a strategic business case is in place to assess the viability of the project in terms of resources, staffing and expertise;
- (e) to ensure that there is a sound legal vehicle in place prior to any project commencing;
- (f) to ensure that there are robust arrangements for decision making and that budgets agreed by partners are lawful;
- (g) to ensure clear accountability where the partnership uses grant income as a source of funding;
- (h) to agree and accept formally the roles and responsibilities of each of the partners involved in the project before the project commences; and
- (i) to communicate regularly with other partners throughout the project so that problems can be identified and shared to achieve their successful resolution.

33.41.9 Responsibilities of the s151 Officer:

- (a) to advise on the use of effective and waiving of ineffective controls within the partnership in order to ensure that resources are not wasted;
- (b) to advise, as appropriate, on the key elements of funding a project, including:
  - (i) a scheme appraisal for financial viability in both the current and future years;
  - (ii) risk appraisal and management;
  - (iii) resourcing, including taxation issues;
  - (iv) audit, security and control requirements; and
  - (v) carry-forward arrangements;
- (c) to ensure that the accounting arrangements are satisfactory.

33.41.10 Responsibilities of Chief Officers and Heads of Service:

- (a) to consult with the s151 Officer, as necessary, on a scheme's appraisal for financial viability in both the current and future years;
- (b) to ensure that risk management processes are in place to identify, assess and mitigate all known risks without affecting the ability of the partnership to effectively function;
- (c) to ensure that such agreements and arrangements do not impact adversely upon the services provided either by the Authority or the partnership;
- (d) to ensure that all agreements and arrangements are properly documented;
- (e) to provide appropriate information to the s151 Officer to enable a note to be entered into the Authority's statement of accounts concerning material items.

**33.42 External Funding**

33.42.1 External funding is potentially a very important source of income, but funding conditions need to be carefully considered to ensure that they are compatible with the aims and objectives of authorities. Local authorities are increasingly encouraged to provide seamless service delivery through working closely with other agencies and private service providers. Funds from external agencies provide additional resources to enable the Authority to deliver services to the local community. However, in some instances, although the scope for external funding has increased, such funding is linked to tight specifications and may not be flexible enough to link to the Authority's overall plan.

33.42.2 Key Controls. The key controls for external funding are:

- (a) to ensure that key conditions of funding and any statutory requirements are complied with and that the responsibilities of the accountable body are clearly understood;
- (b) to ensure that funds are acquired only to meet the priorities approved in the policy framework by the full Council;
- (c) to ensure that any match-funding requirements are given due consideration prior to entering into long-term agreements and that future capital and revenue budgets reflect these requirements.

33.42.3 Responsibilities of the s151 Officer:

- (a) to ensure that all funding notified by external bodies is received and properly recorded in the Authority's accounts and budgets;
- (b) to ensure that the match-funding requirements are considered prior to entering into the agreements and that future capital and revenue budgets reflect these requirements;
- (c) to ensure that audit requirements are met;
- (d) where they are specifically responsible for submitting grant claims, to ensure that all claims for funds are made by the due date.

33.42.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that all checks are carried out to make certain that funding instructions associated in a bid for external funding are taken into account;
- (b) to maintain adequate supporting documentation to enable claims for funding to be maximised;
- (c) to ensure that all claims for funds are made by the due date;
- (d) to ensure that the project progresses in accordance with the agreed project plan and that all expenditure is properly incurred and recorded.

**33.43 Work for Third Parties**

33.43.1 Current legislation enables the Authority to provide a range of services to other bodies. Such work may enable a unit to maintain economies of scale and existing expertise. Arrangements should be in place to ensure that any risks associated with this work is minimised and that such work is within the Authority's legal powers.

33.43.2 Key Controls. The key controls for working with third parties are:

- (a) to ensure that proposals are costed properly in accordance with guidance provided by the s151 Officer; and
- (b) to ensure that contracts are drawn up using guidance provided by the s151 Officer and that the formal approvals process is adhered to.

33.43.3 Responsibilities of s151 Officer:

- (a) to issue guidance with regard to the financial aspects of third party contracts.

33.43.4 Responsibilities of Chief Officers and Heads of Service:

- (a) to ensure that appropriate insurance arrangements are made;
- (b) to ensure that the Authority is not put at risk from any bad debts;
- (c) to ensure that, wherever practicable, payment is received in advance of the delivery of the service;
- (d) to ensure that the department/unit has the appropriate expertise to undertake the contract;
- (e) to ensure that such contracts do not impact adversely upon the services provided for the Authority;
- (f) to ensure that all contracts are properly documented;
- (g) to provide appropriate information to the s151 Officer to enable a note to be entered into the statement of accounts.

## 34 CONTRACT PROCEDURE RULES

### 34.1 Definitions and Interpretations

34.1.1 In these Contract Procedure Rules the following definitions will apply:

Approved Lists	a list of suppliers or providers that have been selected by the Council through a non-OJEU tendering process, from which Authorised Officers may select, by way of a mini competition to provide services to the Council.
Authorised Officer	means any officer named within the Council's Authorised Signatory List with responsibility for carrying out procurement processes detailed within these Contract Procedure Rules.
Contract	means any form of agreement ( including, without limitation, official purchase orders) for the supply of goods, provision of services or carrying out of works.
Contract Manager	means an officer responsible for the monitoring and management of a contract
Contractor	means any third party contractor, supplier or provider with whom the Council enters into a contract for the carrying out of works, the provision of services or the supply of goods.
Corporate Frameworks Register	a list of contracts that are accessible to the Council
Framework Agreement	an agreement with one or more contractors, the purpose of which is to establish the terms ( in particular with regard to price and quality) governing a contract or contracts to be awarded during the period for which the framework agreement applies.
Head of Service	means the officer with responsibility for a service area within the Council.
Goods	an umbrella term to mean all goods, supplies, substances and materials that the Council purchases, hires or otherwise obtains.
Lots	means the sub division of contracts into different parts or categories, usually to increase competition and allow greater supplier access.
OJEU thresholds	means the financial thresholds assigned by the Public Contract Regulations 2015 which require tender opportunities above a certain financial threshold to be advertised in the Supplement to the Official Journal of the European Union ( "OJEU") or any subsequent UK National eNotification service.
Operational Buyers Guides	means the operational procurement guidance that is developed for Authorised Officers that is contained within the procurement pages of the Council's intranet.
Procurement	means the process by which the Council manages the acquisition of all its goods, services and works, in a manner that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also providing opportunity for how this money can be spent in a way that delivers wider economic, social, environmental and cultural well-being both locally and within Wales
Procurement Process	means the procurement process that spans the whole life cycle, from identification of needs, options appraisal, supplier selection, award and contract management through to the end of a contract or the end of the useful life of the asset, or disposal of the asset.
Public Contract Regulations	refers to the governance that applies to all above threshold procurement processes that are contained within the Public Contract Regulations 2015 or any amendments or variations that follow from UK Government.
Services	includes all services, which the Council purchases or otherwise obtains, including advice, specialist consultancy, work or agency staff etc.
Tender(s)	means the competitive process used to obtain pricing and quality returns through either a quotation or tender exercise.

Tenderer(s)	means an individual, individuals, partnerships, companies or other bodies invited to submit a price and quality return for providing the Council with services, supplying goods or carrying out works.
Variation(s)	means any alteration to a contract, including additions, omissions, substitutions, alterations or changes of any other nature.
Works	includes all works of new construction and repairs in respect of physical assets ( buildings, roads, etc.) including all those activities constituting Works for the purposes of the Public Contract Regulations 2015, or any amendments or variations that follow from UK Government.

## 34.2 General Considerations

### 34.2.1 Introduction:

- (a) Monmouthshire County Council spends approximately £100 million annually on bought in goods, services and works. It is therefore crucial that this level of spend is undertaken in such a manner that represents maximum value to the residents of Monmouthshire and our service users.
- (b) There is growing interest in how the Council can leverage our considerable purchasing power to secure an array of economic, social and environmental outcomes. This renewed scrutiny provides an opportunity to think again about how we approach procurement.
- (c) 21st Century procurement practice needs to be considered as a strategic undertaking. By adopting a sustainable public procurement path we will ensure that we build proportionate social, environmental, economic and cultural benefits into all procurement activities. In this way the Council can promote social inclusion, boost local economies and the resilience of our supply chains, whilst reducing our carbon footprint and preventing human trafficking in our supply chains for current and future generations.
- (d) Procurement is the process by which the Council manages the acquisition of all its Goods, Services and Works. It spans the whole life cycle of the requirement, including the identification of need, make or buy decisions, through to supplier selection, award and Contract Management to the end of a contract or the end of the useful life or disposal of an asset.

### 34.2.2 Key Messages:

- (a) These Contract Procedure Rules are made under sections 135(1) and 135(2) of the Local Government Act 1972, which requires that Local Authorities provide Contract Procedure Rules in respect of contracts for the supply of goods, services and works to ensure competition and to regulate the manner in which tenders are invited.
- (b) Procurement and Commissioning activity by the Council is governed by detailed European and UK legislation. The law requires all Council procurement (to include schools) to be conducted transparently, fairly and in a non-discriminatory and proportionate manner.
- (c) The funding for all goods, services and works must be in accordance with approved budgets and comply with Financial Regulations.
- (d) Before undertaking any competitive tendering process or before placing any official purchase orders on behalf of the Council, Authorised Officers must familiarise

themselves with the Corporate Frameworks Register which has been developed either by the Council or on its behalf.

- (e) A full list of accessible contracts can be located on sharepoint within the Procurement pages.
- (f) These Contract Procedure Rules are not intended as detailed guidance for implementation and should be read in conjunction with the Council's Operational Buyers Guides, which can be located on sharepoint within the Procurement pages.
- (g) All values referred to in these Contract Procedure Rules are Exclusive of VAT.

#### 34.2.3 Authorised Signatory List:

- (a) All officers that are required to lead a given procurement or commissioning process on behalf of the Council must be named and have the relevant approvals within the Councils Authorised Signatory List which is held by the Strategic Procurement Unit.
- (b) Exempt Contracts. The following contracts are exempt from the requirements of these Contract Procedure Rules:
  - (i) contracts of employment which make an individual a direct employee of the Council (this exemption does not extend to the recruitment of agency staff);
  - (ii) contracts relating solely to the disposal or acquisition of an interest in land and property;
  - (iii) contracts for the execution of mandatory works by statutory undertakers, such as utilities providers;
  - (iv) use of the Council's in-house services;
  - (v) individual care packages or education placements where it is considered in the Council's interest or the Council is required to meet obligations under relevant legislation;
  - (vi) orders placed under a corporate framework arrangement or contract arranged for the Council by the Strategic Procurement Manager;
  - (vii) unconditional grants by the Council;
  - (vii) in a genuine emergency threatening public health, injury to persons or serious and immediate damage to property, an Authorised Officer can take any necessary action to alleviate the threat. This power is limited to the alleviation of the threat and does not extend to any Works beyond what is strictly essential.

An exemption form does not need to be completed for any of the reasons stated in clause 4.

#### 34.2.4 Exemption Process.

- (a) In exceptional circumstances an Authorised Officer can request an exemption from the Council's Contract Procedure Rules. No exemption will be considered where the value of such action exceeds the EU procurement thresholds or any subsequent UK

Government threshold. Approval has to be obtained in the first instance by the completion of the "Request for Exemption from Compliance with the Contract Procedure Rules", which can be obtained from Internal Audit.

- (b) Where approval has been granted Contract Procedure Rules shall not apply to the following:
  - (i) purchase by auction or works of art-artists;
  - (ii) single tender action where a single contractor or a proprietary item or service of a special character is required and justified;
  - (iii) extensions of existing contracts where the extension is in accordance with the terms & conditions, specification, rates and/or prices of the original Contract award and where provision for the extension was provided for in the original contract notice;
  - (iv) extensions of consultancy contracts (where the combined original value and extension value do not exceed any EU/UK thresholds), where continuation of Services is deemed necessary, and where the particular knowledge and understanding of the requirement is intrinsically linked to the supplier, and no suitable supplier could undertake the work without undue delay or additional/further cost.

Poor planning or insufficient time is not justification for seeking an exemption.

#### 34.2.5 Declarations of Interests.

- (a) No officer or agent of the Council shall improperly use their position to obtain any personal or private benefit from any contract entered into by the Council.
- (b) Elected Members and employees of the Council shall comply with the requirements of Section 117 of the Local Government Act 1972 and the officers and Elected Members Code of Conduct as set out in the Constitution in respect of the declaration of interests in contracts with the Council.
- (c) Such interests must be declared to the Council's Head of Law/ Monitoring Officer for inclusion in the appropriate registers, detailing how the conflict has been addressed.

#### 34.2.6 Welsh Language Act.

- (a) All invitations to tender for a contract below the OJEU financial threshold must state that tenders may be submitted in Welsh.
- (b) Any invitation to tender for a contract must be published in Welsh, where the:
  - (i) subject matter of the tender for a contract suggests that it should be produced in Welsh; or
  - (ii) the anticipated audience, and their expectations, suggests that the document should be produced in Welsh.
- (c) Where a tender or quote has been received in Welsh, this must be treated no less favourably than a submission in English.

- (d) If a tender has been submitted in Welsh and it is necessary to interview the bidder as part of the assessment process, you must:
  - (i) offer to provide a translation service from Welsh to English to enable the bidder to use the Welsh language at the interview; and
  - (ii) if the bidder wishes to use the Welsh language at interview, provide a simultaneous translation service for that purpose ( unless you conduct the interview in Welsh without a translation service).
- (e) When informing a bidder of the decision to award a contract, you must do so in Welsh if the quotation or tender was submitted in Welsh.
- (f) Where relevant to the subject matter of the contract, contracts must contain provision requiring the contractor to comply with all applicable requirements of:
  - (i) The Council's Welsh Language Scheme;
  - (ii) The Welsh Language (Wales) Measure 2011.

#### 34.2.7 Amendment and review of the Contract Procedure Rules.

- (a) A full review of these Contract Procedure Rules will be periodically undertaken following any substantive change to EU or UK law.
- (b) Amendments to the appendices associated with these Contract Procedure Rules ie. Operational Buyers Guides, will be updated and/or amended as necessary by the Strategic Procurement Manager.

#### 34.2.8 ICT Procurement

- (a) The procurement of software and licences shall be undertaken centrally by the Council's Digital Programme team (or its successor). Any exception to this rule will need to be justified by the Head of Service where the procurement activity is taking place and approved by the Head of Service for Digital and Agile.

#### 34.2.9 Non-Council Staff

- (a) Any person who is not an officer of the Council, but is engaged by the Council to advise, conduct, or supervise any stage of a Tender, must Comply with the Council's Contract Procedure and Financial Rules. No consultant shall make any decision on whether to award a contract or who a contract should be awarded to.

#### 34.2.10 Electronic Tendering

- (a) All procurements in excess of £10,000 must be conducted electronically using the Council's approved e sourcing tools. No formal communication shall be made outside of this system.

### 34.3 Sustainable Procurement Planning

#### 34.3.1 Pre-procurement considerations.

- (a) In advance of the new financial year and quarterly thereafter budget holders will be required to submit to the Strategic Procurement Manager a completed



“Procurement Forward Plan Notice” detailing the additional planned procurement activities over £75,000 for goods and services and £1,000,000 for works.

#### 34.3.2 Risk Assessment.

- (a) There is risk in every supplier relationship, the focus should be on identifying these risks and managing them proactively. All Authorised Officers who have a responsibility for administering a procurement exercise shall carry out a risk assessment, proportionate to the nature and value of the proposed requirement. More detailed guidance can be located on sharepoint within the Procurement pages.
- (b) The Risk Log shall be prepared at the outset of the pre procurement considerations and thereafter maintained and updated throughout the duration of the contract. The relevant Authorised Officer must be informed of any risks identified and of the contingency measures in place.

#### 34.3.3 In-house providers

- (a) Before commencing any external procurement activity, Authorised Officers shall establish whether an in-house service provider is able to cater for the procurement in question. If it is confirmed in writing by the in-house provider that they do not have the capacity to fulfil the service, the relevant officer can proceed to procure in accordance with these Contract Procedure Rules.
- (b) For the avoidance of doubt, the following in-house service providers are included:
  - (i) building hygiene & cleaning services;
  - (ii) school meals & catering provision;
  - (iii) energy management services;
  - (iv) ICT & digital support;
  - (v) landscape & grounds maintenance services;
  - (vi) landlord services – including new build, refurbishments & maintenance;
  - (vii) refuse collection & waste management services;
  - (viii) strategic procurement;
  - (ix) legal services;
  - (x) health & safety support;
  - (xi) corporate training provision;
  - (xii) communications & marketing;
  - (xiii) HR & payroll.
- (c) Where an Authorised Officer has evidence that the price provided via an in-house provider does not represent value for money, they may apply to the Strategic

Procurement Manager and Internal Audit Section for the authority to waive this requirement and procure from the external market.

- (d) Any amendments to the list of in-house providers will be communicated via the Strategic Procurement Units sharepoint pages.

#### 34.3.4 Framework Agreements.

- (a) The Council has entered into a number of collaborative contracts or framework agreements for goods, services and works.
- (b) The Strategic Procurement Unit maintain a register of framework arrangements that have been endorsed by the Strategic Procurement Manager. Where it is deemed that the framework offers best value for money, use of the framework will be mandatory.
- (c) The use of framework agreements not listed in the Councils register of frameworks is only permissible once the Strategic Procurement Manager has approved its use.
- (d) Where officers wish to rely upon the use of a framework arrangement they must ensure that all relevant guidance issued in relation to the use of the framework is understood and abided by. This will include, the scope of the framework, the process for utilising the framework, whether this be a mini competition or direct award, the weightings attached to the award criteria and the terms and conditions that govern its use.
- (e) All mini competitions made via a framework agreement must include a contract award notice via Sell2Wales when the contract has been awarded.

#### 34.3.5 Use of an Approved List.

- (a) A relevant Head of Service may determine that a list or lists shall be kept of persons who or suppliers which may be invited to tender for contracts for the supply of goods, services or the execution of works of specified categories, values or amounts.
- (b) The approved list must contain the names of all persons, suppliers who wish to be included in it and are approved by the relevant Head of Service. The approved list must be maintained by an Authorised Officer who is named within the Council's Authorised Signatory List.
- (c) The approved list shall be compiled and maintained in accordance with these Contract Procedure Rules.
- (d) No approved lists will be maintained where the aggregated value exceeds the OJEU limit or subsequent UK thresholds.

#### 34.3.6 Preliminary Market Consultations.

- (a) Before undertaking any competitive procurement exercise or before placing any Official Purchase Orders on behalf of the Council, Authorised Officers will need to be familiar with the guidance provided within the operational Buyers Guide.
- (b) Authorised Officers may wish to conduct market consultation, prior to a Request For Quotation ( RFQ) or Invitation To Tender ( ITT).Such market consultation could

potentially cover, the nature, level, coverage and standard of supply, the price range and any innovative ideas that should be considered when developing the procurement documentation with which to test the market.

- (c) Prior to undertaking Market Consultation for above OJEU requirements (or subsequent UK thresholds), advice and guidance must be sought from the Strategic Procurement Unit.

#### 34.3.7 Estimating the Contract Value.

- (a) The value of the contract shall mean the estimated total monetary value over the lifetime of the requirement (not the annual value) and must include any extension options. Where the duration of the contract is indeterminate, the estimated value of the contract shall be calculated over a period of four years.
- (b) No procurement exercise may be artificially split to avoid compliance with these Contract Procedure Rules, the European Union procurement directives or any subsequent UK Government amendments.
- (c) Where the same goods, services or works are purchased at regular intervals by the Council, it is the aggregated value of these purchases that determines the total contract value.
- (d) Where the aggregated value is equal to or above the existing OJEU ( or subsequent UK) financial threshold, advice and guidance should be sought from the Strategic Procurement Unit.

#### 34.3.8 Wellbeing of Future Generations (Wales) Act 2015 & Community Benefits.

- (a) The Council is committed to achieving economic, social, environmental and cultural changes through utilising its third party spending power to help promote Well Being within the day to day delivery of contracts across the County and within Wales, to ensure a better quality of life for everyone, now and for generations to come.
- (b) It is a requirement that all Council contracts exceeding £1,000,000 in value should include the delivery of community benefits as a contractual obligation on the successful bidder.
- (c) Any contract funded or part-funded by UK or Welsh Government are also likely to require the inclusion of Community Benefits as a contractual obligation, regardless of the value of the contract.
- (d) Examples of Community Benefits that can be included in contractual clauses include:
  - (i) targeted recruitment and training opportunities for the economically inactive;
  - (ii) community initiatives;
  - (iii) contributions to education;
  - (iv) promotion of social enterprises and supported businesses;
  - (v) promoting environmental benefits;

- (vi) supply chain initiatives.
- (e) In all cases where Community Benefits are being delivered, there must be a contractual requirement for the successful contractor to provide monitoring information on the Community Benefits as determined by the Strategic Procurement Manager.
- (f) Regard must be had to Welsh Government guidance on Community Benefits and other such guidance as the Strategic Procurement Manager may issue from time to time on the approaches to delivering Community Benefits through Council contracts.
- (g) It is the Authorised Officers responsibility to ensure that the successful contractor delivers the Community Benefits that they have agreed as part of the contractual agreement.

34.3.9 Key Financial Thresholds & Procurement Procedures. The procurement of any goods, services or works, including an extension or variation to a contract requires appropriate levels of authority before it can commence and prior to contract award. See table below:

Activity	Up to £10,000	£10,001 - £75,000	£75,001 – Up to relevant EU Threshold	In excess of relevant EU Threshold
Procurement process as a minimum	Prepare specification and scoring criteria.  Up to two written quotations, which represents value for money.  Where possible at least one quotation must be sought from a local supplier	Prepare specification and scoring criteria.  A minimum of four written quotations, which represents value for money.  Where possible at least two quotations must be sought from local suppliers or suppliers within an “NP” Post Code.	Prepare specification and scoring criteria.  An openly advertised formal tendering process must be undertaken or a compliant framework must be used.	Prepare specification and scoring criteria.  Formal OJEU compliant tender procedure or a compliant framework must be used.
Method of Publication	Email	Using the Council’s approved e sourcing tool  <a href="http://www.sell2wales.gov.wales">www.sell2wales.gov.wales</a>	Using the Council’s approved e sourcing tool	Contact Strategic Procurement Unit
RFQ – ITT Opening & Evaluation	One Authorised Officer	One Authorised Officer to access returns via the post box facility via sell2wales <a href="#">(Buyer User Guide Post-box)</a>  Two relevant Officers to evaluate returns.	One Authorised Officer to access returns via the post box facility via sell2wales <a href="#">(Buyer User Guide Post-box)</a>  Two relevant Officers to evaluate returns.	Two Officers from the Strategic Procurement Unit

Authority to advertise.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.	Authorised officers named within Authorised Signatory List.
Authority to award	Relevant line manager.	Relevant line manager.	Relevant Head of Service	Relevant Head of Service
Method of awarding	Purchase Order	Signed and returned " Contract of Award Letter"	Signed and returned " Form of Tender" Signed "Form of Agreement"	Signed and returned " Form of Tender" Signed "Form of Agreement"

#### 34.3.10 Public Contract Regulations 2015.

- (a) Where the aggregated value of the requirement dictates that the European Union Procurement Directives ( and any subsequent UK Legislation) apply the advice of the Strategic Procurement Unit must be sought at the outset to develop a procurement strategy and to determine the procurement procedure to be followed.

#### 34.3.11 Division of Contracts into Lots.

- (a) The Council may, where it considers appropriate, decide to award a contract in the form of separate lots and may determine the size and subject matter of such lots in accordance with the Public Contract Regulations 2015 or subsequent UK Legislation.
- (b) Where the Council is developing above OJEU procurement solutions and has decided not to subdivide a contract into lots, it has a duty to provide an indication of its reasons within the procurement documentation.

Refer to the Strategic Procurement Unit for advice and guidance.

#### 34.3.12 Contracts and documentation.

- (a) All contracts must be in writing and where possible be subject to the Council's standard terms and conditions.
- (b) All Contracts, irrespective of value, shall, where appropriate, clearly specify as a minimum:
- (i) what is to be supplied (i.e. the works, materials, services, matters or things to be furnished, had or done);
  - (ii) the provisions for payment (i.e. the price to be paid and when);
  - (iii) the time, or times, within which the contract is to be performed;
  - (iv) the provisions for the Council to terminate the Contract;
- (c) The formal advice of the Head of Law/Monitoring Officer must be sought for a Contract that includes one or more of the following features:
- (i) where the contract value is greater than the EU threshold for services and supplies (or subsequent UK threshold) and greater than £250,000 for works;

- (ii) where it involves financial lease arrangements;
  - (iii) where it is proposed to use a contractor's own terms;
  - (iv) where it is particularly complex or high risk;
  - (v) where payment in advance is required then formal written approval of the s151 Officer is also required.
- (d) All Contract formalities must be concluded before the supply, service or works begin, bar in exceptional circumstances, and then only with the written approval of the Head of Law/Monitoring Officer
  - (e) The Authorised Officer responsible for securing signature of the Contract must ensure that the person signing for the other contracting party has authority to bind it. Cases where this is uncertain must be referred to legal services

#### 34.3.13 Contractor Subsidies and State Aid.

- (a) Where it is proposed to provide financial support to a Contractor, or where a Contractor proposal entails financial support or benefit from the Council or another public body necessary to ensure the continuance of Contracting activity (State Aid), the advice of the Head of Law/Monitoring Officer must be sought prior to advertising the opportunity or concluding the Contract.

#### 34.3.14 General Data Protection Regulations.

- (a) In carrying out any procurement, the Authorised Officer must take all reasonable steps, including incorporation of appropriate provision into tender documentation and Contracts, to ensure that the personal data of individuals is protected in accordance with all legal requirements (including the General Data Protection Regulation) and Codes of Practice from the Information Commissioner's Office (ICO). The Authorised Officer must ensure the Councils' obligations and risks, in respect of personal data, are considered and indemnities are sought where appropriate.
- (b) More information and guidance can be obtained from the Council's Data Protection Officer.

### 34.4 Procurement Tendering Process

#### 34.4.1 Supplier Selection.

- (a) It must be demonstrated that appropriately experienced, technically competent and financially resilient contractors have the essential credentials to be shortlisted. Supplier Selection criteria for shortlisting may include, but not be limited to:
  - (i) financial standing, including provisions for insurance to cover liability;
  - (ii) technical or professional capability and capacity;
  - (iii) health & safety assurances;
  - (iv) environmental sustainability;

- (v) evidence as to whether they are unsuitable on certain grounds, eg. people trafficking, bankruptcy, bribery, corruption, money laundering or failure to pay taxes;
  - (vi) data protection – GDPR implications;
  - (vii) ethical supply chain considerations.
- (b) Authorised Officers shall ensure that appropriate and proportionate supplier selection questions are included at the selection or pre-qualification stage depending on the outcomes of the risk assessment and the procurement process being used.

#### 34.4.2 Financial Vetting.

- (a) Financial vetting shall be considered for all tenders in excess of £75,000.
- (b) The decision as to whether a financial assessment is required should be based on risk and the impact on the Council of contract failure. All vetting shall be undertaken at the selection stage and agreed with the Council's Internal Audit Section.

#### 34.4.3 Insurance.

- (a) Authorised Officers undertaking the procurement shall ensure as a minimum that all Contractors have sufficient levels of insurance in place prior to entering and throughout the duration of a Contract.
- (b) These amounts may only be varied on the advice of the Insurance Officer whose advice shall be sought on any other insurances required.
- (c) Details of minimum insurance thresholds are available via the Operational Buyers Guides located within the Procurement pages within sharepoint.

#### 34.4.4 Bribery and Corruption.

- (a) Authorised Officers must comply with the Council's "Code of Conduct Policy for employees" in addition to the Council's "Anti-Fraud, Bribery and Corruption Policy 2017" and must not invite or accept any gift or reward in respect of the award or performance of any contract. It will be for the officer to prove that anything received was not received corruptly. High standards of conduct are obligatory. Corrupt behaviour will lead to investigation under the council's disciplinary procedures and is a criminal offence under the "Bribery Act 2010"

#### 34.4.5 Contract Terms and Conditions.

- (a) Authorised Officers shall use their best endeavours to ensure that contracts are entered into on the appropriate set of Council's terms and conditions ( which can be located on sharepoint within the Procurement section), which shall be included with each purchase order or invitation to tender.
- (b) Where this is not possible, variations to the relevant Council terms and conditions and/or the terms and conditions submitted by a contractor must be formally approved in writing by the Council's Head of Law/ Monitoring Officer.

#### 34.4.6 Tender Evaluation Criteria.

- (a) The criteria must be designed to secure value for money for the Council. Generally, this shall be the 'most economically advantageous tender (MEAT)
- (b) All evaluation criteria must be defined and listed within the procurement documents by the Authorised Officer. Such criteria shall remain unchanged at all times throughout the evaluation and contract award procedure.
- (c) Such evaluation criteria should be listed in its order of importance and any particular scoring or weightings attributed to the criteria.

Further information on award criteria and weightings can be accessed via the Procurement sharepoint pages.

#### 34.4.7 Errors and Omissions in submitted bids.

- (a) As a general rule, no adjustment or qualification to any quotation or tender(s) is permitted. Errors or omissions identified during the evaluation process shall be dealt with as follows:
  - (i) where the error contained in a quotation or tender appears to be of a clerical or arithmetical nature, or appears to be an e sourcing technical issue, the tenderer shall be given details of the error(s) and shall be given the option to either agree to the tender being corrected or withdrawn;
  - (ii) the tenderer will be given up to 3 working days to respond;
  - (iii) if confirmation from the tenderer is not received within the defined timescale, the tender will be withdrawn.

Request For Quotation and Invitation to Tender documentation must state how errors (and omissions) will be dealt with.

#### 34.4.8 Tender Negotiation and Clarification.

- (a) Planned and structured supplier contact in the form of market consultation (soft market testing) or dialogue/negotiation as part of a prescribed procedure are permitted.
- (b) Discussions with tenderers after submission of a Tender and before the award of a Contract, with a view to obtaining adjustments in price, delivery or content (i.e. post-tender negotiations) is generally not be permitted.
- (c) An Authorised Officer may seek clarification of the information provided ( or omitted) by a tenderer only where it is necessary to aid understanding. The types of clarification may include:
  - (i) where a tenderer has made an accidental omission such as not including a relevant certificate;
  - (ii) where ALL tenderers responding have misinterpreted a question;



- (iii) the Council will however not seek clarifications from individual tenderers where a question has been misinterpreted, not answered or poorly answered;
- (iv) if, for any reason, it is necessary to amend the specification after tenders have been received, a new tender process shall be undertaken.

#### 34.4.9 Late Submissions.

- (a) The invitation to tender or quotation shall state that no tender or quotation will be considered unless it is received by the date and time stipulated in the invitation.

#### 34.4.10 Abnormally Low Tenders.

- (a) Where the overall tendered price or costs raise significant doubts that the Contractor will be able to perform their obligations within the terms specified, the Council shall require tenderers to fully explain the price and costs proposed.
- (b) This must be undertaken in accordance with the Regulations and in consultation with the Strategic Procurement Unit.

#### 34.4.11 Bonds and Securities.

- (a) The Authorised Officer is responsible for ensuring that a risk assessment is undertaken, to determine if a performance bond or performance guarantee is required. If appropriate, the advice of the Council's Finance officers should be sought.

### 34.5 Contract Award

#### 34.5.1 Authorised Award of Tenders/Quotations and Reports.

- (a) An Authorised Officer shall only award a Contract where it represents best value for money.
- (b) A Contract shall only be awarded using the pre-determined tender evaluation criteria and weightings.
- (c) Where a tender is to be evaluated on price only, the Contract must be awarded to the Tenderer submitting the lowest (compliant with specification) price.
- (d) A Contract may only be awarded by an Authorised Officer with the required approval to award contracts. As outlined in the Authorised Signatory List.
- (e) Where the procurement is conducted pursuant to the Public Contract Regulations 2015 or subsequent UK Regulations, the Authorised Officer must notify all tenderers in writing of the outcome of the tender, of the Council's intention to award a contract.
- (f) Unsuccessful tenderers must be informed of the scoring attributed to the evaluation, being their score and the score of the winning tender, as well as any characteristics and relative advantages of the winning tender. The name of the winning tenderer must also be provided.
- (g) Where the procurement is conducted pursuant to the Public Contract Regulations 2015 or subsequent UK Law, the Authorised Officer must allow the statutory

standstill period prior to issuing a final award of contract and shall publish a Contract Award Notice in the Official Journal of the European Union ( OJEU) or its UK equivalent no later than 30 days after the date of the contract.

- (h) Under Regulation 84(1) of the Public Contracts Regulations 2015, there is an obligation to create a report on every above OJEU public contract and framework agreement entered into, and to send a copy of this to the Cabinet Office if requested to do so.
- (i) Where the Public Contract Regulations 2015 or any subsequent UK Law do not apply, all successful and unsuccessful tenderers should be notified of the award decision at the same time. Standard templates both for the successful and unsuccessful contractors can be located within sharepoint under the procurement pages.

## **34.6 Contract Management**

### 34.6.1 Contract Management.

- (a) All tenders in excess of £75,000 should consider the appointment of a dedicated contract manager. The resources spent managing the contract should be proportionate to the price being paid and the risks being managed.
- (b) In addition to the processes by which Contracts are established, there is a need to ensure that Contracts are properly managed during their life. These Contract Procedure Rules therefore cover aspects of Contract Management, which relate to ongoing day to day contract welfare, Contract variation & price control at any time during the Contract period.
- (c) The day to day management of Contracts shall be undertaken by the Contract Manager and shall include monitoring in respect of:
  - (i) performance;
  - (ii) compliance with specification and contract terms;
  - (iii) cost;
  - (iv) value for money;
  - (v) user satisfaction;
  - (vi) risk;
  - (vii) community benefits (where applied).
- (d) it is the responsibility of the contract manager to raise any incidents of poor performance immediately with the Contractor and seek rectification. In instances of particularly poor performance, or persistent poor performance, the Contract Manager should consider the appropriate course of action taking advice from the Strategic Procurement Manager in the first instance.

### 34.6.2 Contract Extension.

- (a) The decision to extend the contract period (term) may only be made before the original contract expiry date, where it is in accordance with the terms and conditions of the original contract.
- (b) Approval via the relevant Authorised Officer has to be obtained in the first instance by the completion of the “Request for Exemption from Compliance with the Contract Procedure Rules”, which can be obtained from Internal Audit.
- (c) Where the terms of the contract and the original procurement exercise do not expressly provide for an extension, the contract may only be extended in exceptional circumstances, where legislation permits and value for money issues have been addressed. Such decisions will be made by the relevant Authorised Officer, Internal Audit & the Strategic Procurement Manager.

#### 34.6.3 Contract Variation.

- (a) Contracts may be varied without a new procurement procedure where:
  - (i) the variations have been provided for in the relevant contract documents in clear unequivocal terms and these do not alter the overall nature of the contract; and/or
  - (ii) additional goods, services or works which were not included in the original quotation or tender have become necessary, where a change of contractor cannot be made for economic or technical reasons or where it would cause serious inconvenience or duplication and the price does not exceed 20% of the original contract value and that it does not extend the contract period by more than 50%; and/or
  - (iii) the circumstances causing the need for variation were unforeseen, the variation does not alter the overall nature of the contract and the price does not exceed 20% of the original contract value and that it does not extend the contract period by more than 50%.
  - (iv) in all cases of contract variation, careful consideration must be made of the impact of the increased value of the contract on the procurement threshold levels, particularly whether the increase in value will move a contract from below OJEU value into high value, OJEU level. In this circumstance the variation should not normally be granted.

#### 34.6.4 Assignments and novation.

- (a) Any contracts subject to novation must be referred to the Head of Law/ Monitoring Officer at the earliest possible instance.

#### 34.6.5 Termination of Contract.

- (a) For any Contract exceeding £75,000 in value, early termination must be approved by the Head of Law/ Monitoring Officer.
- (b) Contracts of a lesser value may be terminated early by agreement prior to the expiry date or in accordance with the termination provisions set out in the contract following consultation with the Strategic Procurement Manager.

## **35 OFFICER EMPLOYMENT PROCEDURE RULES**

### **35.1 Recruitment and appointment**

#### 35.1.1 Declarations:

- (a) the Council has drawn up procedures which include a requirement that any candidate for an appointment as an Officer must state in writing whether they have any relationship with any councillor or Officer of the Council;
- (b) no candidate so related to a councillor or an officer will be appointed without the authority of the relevant chief officer or an officer nominated by them.

#### 35.1.2 Seeking support for appointment:

- (a) the Council will disqualify any applicant who directly or indirectly seeks the support of any councillor for any appointment with the Council. The content of this paragraph will be included in any recruitment information;
- (b) no councillor will seek support for any person for any appointment with the Council.

#### 35.1.3 Recruitment and remuneration of Chief Officers:

- (a) where the Council proposes to appoint a Chief Officer, within the meaning of the Local Authorities (Standing Orders) (Wales) Regulations 2006 [as amended], and the proposed remuneration of the post is £100,000 or more per annum, or it is otherwise not proposed that the appointment be made exclusively from among their existing Officers, the Council will:
  - (i) draw up a statement specifying the duties of the officer concerned and any qualifications or qualities to be sought in the person to be appointed;
  - (ii) make arrangements for the post to be advertised publicly in such a way as is likely to bring it to the attention of persons who are qualified to apply for it (unless the proposed appointment is for a period of 12 months or less); and
  - (iii) make arrangements for a copy of the statement mentioned above to be sent to any person on request
- (b) where a post has been advertised as provided above, the Council must:
  - (i) interview all qualified applicants for the post; or
  - (ii) select, or direct appropriate officers to select, a short list of such qualified applicants and interview those included on the short list;
- (c) where no qualified person has applied, or if the Council decides to re-advertise the appointment, the Council may make further arrangements for advertisement;
- (d) any decision to determine or vary the remuneration of Chief Officers (or those to be appointed as Chief Officers) must be made by full Council.

- 35.1.4 Appointment of Head of Paid Service. The full council will make the appointment of the Head of Paid Service following the recommendation of a short list for such an appointment by a committee of the Council. That committee must include at least one member of the executive but must not comprise a majority of members of the executive.
- 35.1.5 Appointment of Chief Officers, Statutory Officers and Deputy Chief Officers. The full Council will appoint statutory chief officers and statutory officers. A committee of the Council may appoint non-statutory chief officers and deputy chief officers. That committee must include at least one member of the executive but must not comprise a majority of members of the executive.
- 35.1.6 Other appointments:
- (a) officers other than those listed above. Appointment of these officers (other than assistants to political groups) is the responsibility of the Head of Paid Service or their nominee, and may not be made by councillors;
  - (b) assistants to political groups. Appointment of an assistant to a political group shall be made in accordance with the wishes of that political group.

## **35.2 Disciplinary Action and Investigations**

### **35.2.1 Head of Paid Service, s151 Officer, Monitoring Officer, Head of Democratic Services:**

- (a) no disciplinary action (other than action to which paragraph (b) applies) in respect of the head of the authority's paid service (unless the head of the authority's paid service is also a council manager of the relevant authority), its monitoring officer, its s151 officer or its Head of Democratic Services may be taken by the relevant authority, or by a committee, a sub-committee, a joint committee on which the relevant authority is represented or any other person acting on behalf of the relevant authority, other than in accordance with a recommendation in a report made by a designated independent person under regulation 9 of the Local Authorities (Standing Orders) (Wales) Regulations 2006 [as amended] (investigation of alleged misconduct). The detailed rules appear below;
- (b) the action to which this paragraph applies is suspension of the officer for the purpose of investigating the alleged misconduct occasioning the action; provided such suspension is on full pay and terminates no later than the expiry of 2 months beginning on the day on which the suspension takes effect.

### **35.2.2 Investigation of alleged misconduct - Head of Paid Service, s151 Officer, Monitoring Officer, Head of Democratic Services:**

- (a) subject to sub-paragraph (k), where it appears to the council that an allegation of misconduct which may lead to disciplinary action has been made against the above officers the council must appoint a committee ("an investigation committee") to consider the alleged misconduct;
- (b) the investigation committee must:
  - (i) consist of a minimum of 3 members of the authority;
  - (ii) be politically balanced in accordance with section 15 of the 1989 Act; and

- (iii) must, within one month of its appointment, consider the allegation of misconduct and decide whether it should be further investigated;
- (c) for the purpose of considering the allegation of misconduct, the investigation committee:
  - (i) may make such enquiries of the relevant officer or any other person it considers appropriate;
  - (ii) may request the relevant officer or any other person it considers appropriate to provide it with such information, explanation or documents as it considers necessary within a specified time limit; and
  - (iii) may receive written or oral representations from the relevant officer or any other person it considers appropriate;
- (d) where it appears to the investigation committee that an allegation of misconduct by the relevant officer should be further investigated, it must appoint a person ("the designated independent person");
- (e) the designated independent person who is appointed:
  - (i) must be such person as may be agreed between the relevant authority and the relevant officer within one month of the date on which the requirement to appoint the designated independent person arose; or
  - (ii) where there is no such agreement, must be such person as is nominated for the purpose by the Welsh Ministers;
- (f) the designated independent person:
  - (i) may direct:
    - (1) that the relevant authority terminates any suspension of the relevant officer;
    - (2) that any such suspension is to continue after the expiry of the period referred to in 35.2.1(b);
    - (3) that the terms on which any such suspension has taken place are to be varied in accordance with the direction; or
    - (4) that no steps (whether by the relevant authority or any committee, sub-committee or officer acting on behalf of the relevant authority) by way of disciplinary action or further disciplinary action against the relevant officer, other than steps taken in the presence, or with the agreement, of the designated independent person, are to be taken before a report is made;
  - (ii) may inspect any documents relating to the conduct of the relevant officer which are in the possession of the relevant authority, or which the relevant authority has power to authorise the designated independent person to inspect;
  - (iii) may require any member or member of staff of the relevant authority to

answer questions concerning the conduct of the relevant officer;

- (iv) must make a report to the relevant authority:
  - (1) stating an opinion as to whether (and, if so, the extent to which) the evidence obtained supports any allegation of misconduct against the relevant officer; and
  - (2) recommending any disciplinary action which appears appropriate for the relevant authority to take against the relevant officer, and
  - (3) must no later than the time at which the report is made send a copy of the report to the relevant officer;
- (g) subject to sub-paragraph (h), the relevant officer and relevant authority must, after consulting the designated independent person, attempt to agree a timetable within which the designated independent person is to undertake the investigation;
- (h) where there is no agreement under sub-paragraph (g), the designated independent person must set a timetable as that person considers appropriate within which the investigation is to be undertaken;
- (i) the relevant authority must consider the report prepared by the independent person within one month of receipt of that report;
- (j) a relevant authority must pay reasonable remuneration to a designated independent person appointed by the investigation committee and any costs incurred by, or in connection with, the discharge of functions under this regulation;
- (k) these rules do not apply in the case of a Head of Paid Service who is also the Council Manager. For the purposes of these rules, any officer who was a relevant officer at the time of the alleged misconduct or when the reason for the proposed dismissal occurred (but is no longer so), shall be regarded as a relevant officer;
- (l) a disciplinary committee of the Council (excluding those persons who served on the investigation committee) will consider the report along with representations from the officer against whom allegations are made, in accordance with the Council's detailed disciplinary procedures. An appeal will lie to the full Council from the decision of this committee, except in the case of the Head of Paid Service (in which case the Council will consider an appeal, or approve the recommendation of the committee if no appeal is made).

#### 35.2.3 Other Officers:

- (a) appointment and dismissal of Officers below Chief Officer is the responsibility of the Head of Paid Service or his nominee, and may not be undertaken by councillors;
- (b) Councillors will not be involved in disciplinary action against any Officer below Chief Officer or statutory officer except where such involvement is necessary for any investigation or inquiry into alleged misconduct or where the Council's disciplinary, capability and related procedures, as adopted from time to time, allow a right of appeal to Members.

### 35.3 Definitions

35.3.1 The following definitions are applicable:

- (a) references to the 1989 Act are to the Local Government and Housing Act 1989;
- (b) Head of Paid Service means the officer designated as the authority's Head of Paid Service under s.4 of the 1989 Act;
- (c) Statutory Chief Officer means:
  - (i) the Chief Education Officer or Director of Education appointed under s532 of the Education Act 1996;
  - (ii) the Director of Social Services appointed under s.6 of the Local Authority Social Services Act 1970;
- (d) Non-Statutory Chief Officer means:
  - (i) a person for whom the Head of Paid Service is directly responsible;
  - (ii) any person who is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the authority;
- (e) Deputy Chief Officer means a person who is required to report directly or is directly accountable to one or more of the statutory or non-statutory chief officers (except for secretarial, clerical and support staff);
- (f) s151 Officer means the officer appointed for the purposes of s151 of the Local Government Act 1972, s73 of the Local Government Act 1985 or s112 of the Local Government Finance Act 1988;
- (g) Monitoring Officer means the officer designated under s5(1) of the 1989 Act;
- (h) Head of Democratic Services means the officer appointed under s8 of the Local Government (Wales) Measure 2011;
- (i) disciplinary action means, in relation to a member of staff of a relevant authority, any action occasioned by alleged misconduct which, if proved, would, according to the usual practice of the authority, be recorded on the member of staff's personal file, and includes any proposal for dismissal of a member of staff for any reason other than redundancy, permanent ill-health or infirmity of mind or body, but does not include failure to renew a contract of employment for a fixed term unless the relevant authority has undertaken to renew such a contract.



## PART 5 – CODES AND PROTOCOLS

### 36 MONMOUTHSHIRE COUNTY COUNCIL CODE OF CONDUCT FOR MEMBERS AND CO-OPTED MEMBERS

#### 36.1 Introduction

36.1.1 The following code of conduct is the model code of conduct set out in The Local Authorities (Model Code of Conduct) (Wales) Order 2008 as updated. As such, and for the sake of consistency with investigations carried out by the Public Services Ombudsman of Wales and hearings by the Adjudication Panel for Wales, it is repeated here verbatim with original layout, referencing and content.

#### 36.2 The Code of Conduct

##### PART 1 INTERPRETATION

1.— (1) In this code —

"Co-opted member", in relation to a relevant authority, means a person who is not a member of the authority but who —

- (a) is a member of any committee or sub-committee of the authority, or
- (b) is a member of, and represents the authority on, any joint committee or joint sub-committee of the authority, and who is entitled to vote on any question which falls to be decided at any meeting of that committee or subcommittee;

"Meeting" means any meeting —

- (a) of the relevant authority,
- (b) of any executive or board of the relevant authority,
- (c) of any committee, sub-committee, joint committee or joint sub-committee of the relevant authority or of any such committee, sub-committee, joint committee or joint sub-committee of any executive or board of the authority, or
- (d) where members or officers of the relevant authority are present other than a meeting of a political group constituted in accordance with regulation 8 of the Local Government (Committees and Political Groups) Regulations 1990,

and includes circumstances in which a member of an executive or board or an officer acting alone exercises a function of an authority;

"Member" includes, unless the context requires otherwise, a co-opted member;

"Registered society" means a society, other than a society registered as a credit union, which is —

- (a) a registered society within the meaning given by section 1(1) of the Co-operative and Community Benefit Societies Act 2014; or

- (b) a society registered or deemed to be registered under the Industrial and Provident Societies Act (Northern Ireland) 1969;

“Register of members’ interests” means the register established and maintained under section 81 of the Local Government Act 2000;

“Relevant authority” means—

- (a) a county council,
- (b) a county borough council,
- (c) a community council,
- (d) a fire and rescue authority constituted by a scheme under section 2 of the Fire and Rescue Services Act 2004 or a scheme to which section 4 of that Act applies,
- (e) a National Park authority established under section 63 of the Environment Act 1995;

“You” means you as a member or co-opted member of a relevant authority; and

“Your authority” means the relevant authority of which you are a member or co-opted member.

(2) In relation to a community council—

- (a) “Proper officer” means an officer of that council within the meaning of section 270(3) of the Local Government Act 1972; and
- (b) “standards committee” means the standards committee of the county or county borough council which has functions in relation to the community council for which it is responsible under section 56(1) and (2) of the Local Government Act 2000.

## **PART 2**

### **GENERAL PROVISIONS**

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

- (a) whenever you conduct the business, or are present at a meeting, of your authority;
  - (b) whenever you act, claim to act or give the impression you are acting in the role of member to which you were elected or appointed;
  - (c) whenever you act, claim to act or give the impression you are acting as a representative of your authority; or
  - (d) at all times and in any capacity, in respect of conduct identified in paragraphs 6(1) (a) and 7.
- (2) You should read this code together with the general principles prescribed under section 49(2) of the Local Government Act 2000 in relation to Wales.

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

- (a) on another relevant authority, or any other body, which includes a Local Health Board you must, when acting for that other authority or body, comply with the code of conduct of that other authority or body; or
- (b) on any other body which does not have a code relating to the conduct of its members, you must, when acting for that other body, comply with this code of conduct, except and insofar as it conflicts with any other lawful obligations to which that other body may be subject.

4. You must —

- (a) carry out your duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of their gender, race, disability, sexual orientation, age or religion;
- (b) show respect and consideration for others;
- (c) not use bullying behaviour or harass any person; and
- (d) not do anything which compromises, or which is likely to compromise, the impartiality of those who work for, or on behalf of, your authority.

5. You must not —

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

6.— (1) You must —

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

7. You must not —

- (a) in your official capacity or otherwise, use or attempt to use your position improperly to confer on or secure for yourself, or any other person, an advantage or create or avoid for yourself, or any other person, a disadvantage;
- (b) use, or authorise others to use, the resources of your authority —
  - (i) imprudently;
  - (ii) in breach of your authority's requirements;
  - (iii) unlawfully;
  - (iv) other than in a manner which is calculated to facilitate, or to be conducive to, the discharge of the functions of the authority or of the office to which you have been elected or appointed;
  - (v) improperly for political purposes; or
  - (vi) improperly for private purposes.

8. You must —

- (a) when participating in meetings or reaching decisions regarding the business of your authority, do so on the basis of the merits of the circumstances involved and in the public interest having regard to any relevant advice provided by your authority's officers, in particular by —
  - (i) the authority's head of paid service;
  - (ii) the authority's chief finance officer;
  - (iii) the authority's monitoring officer;
  - (iv) the authority's chief legal officer (who should be consulted when there is any doubt as to the authority's power to act, as to whether the action proposed lies within the policy framework agreed by the authority or where the legal consequences of action or failure to act by the authority might have important repercussions);
- (b) give reasons for all decisions in accordance with any statutory requirements and any reasonable additional requirements imposed by your authority.

9. You must —

- (a) observe the law and your authority's rules governing the claiming of expenses and allowances in connection with your duties as a member;
- (b) avoid accepting from anyone gifts, hospitality (other than official hospitality, such as a civic reception or a working lunch duly authorised by your authority), material benefits or services for yourself or any person which might place you, or reasonably appear to place you, under an improper obligation.

**PART 3**  
**INTERESTS**

### ***Personal Interests***

- 10.— (1) You must in all matters consider whether you have a personal interest, and whether this code of conduct requires you to disclose that interest.
- (2) You must regard yourself as having a personal interest in any business of your authority if —
- (a) it relates to, or is likely to affect —
- (i) any employment or business carried on by you;
  - (ii) any person who employs or has appointed you, any firm in which you are a partner or any company for which you are a remunerated director;
  - (iii) any person, other than your authority, who has made a payment to you in respect of your election or any expenses incurred by you in carrying out your duties as a member;
  - (iv) any corporate body which has a place of business or land in your authority's area, and in which you have a beneficial interest in a class of securities of that body that exceeds the nominal value of £25,000 or one hundredth of the total issued share capital of that body;
  - (v) any contract for goods, services or works made between your authority and you or a firm in which you are a partner, a company of which you are a remunerated director, or a body of the description specified in sub-paragraph (iv) above;
  - (vi) any land in which you have a beneficial interest and which is in the area of your authority;
  - (vii) any land where the landlord is your authority and the tenant is a firm in which you are a partner, a company of which you are a remunerated director, or a body of the description specified in subparagraph (iv) above;
  - (viii) any body to which you have been elected, appointed or nominated by your authority;
  - (ix) any —
    - (aa) public authority or body exercising functions of a public nature;
    - (bb) company, registered society, charity, or body directed to charitable purposes;
    - (cc) body whose principal purposes include the influence of public opinion or policy;
    - (dd) trade union or professional association; or
    - (ee) private club, society or association operating within your authority's area,

in which you have membership or hold a position of general control or management;

- (x) any land in your authority's area in which you have a licence (alone or jointly with others) to occupy for 28 days or longer;

[Note: subparagraph (b) is omitted.]

- (c) a decision upon it might reasonably be regarded as affecting —
  - (i) your well-being or financial position, or that of a person with whom you live, or any person with whom you have a close personal association;
  - (ii) any employment or business carried on by persons as described in 10(2) (c) (i);
  - (iii) any person who employs or has appointed such persons described in 10(2) (c)(i), any firm in which they are a partner, or any company of which they are directors;
  - (iv) any corporate body in which persons as described in 10(2) (c) (i) have a beneficial interest in a class of securities exceeding the nominal value of £5,000; or
  - (v) any body listed in paragraphs 10(2)(a)(ix)(aa) to (ee) in which persons described in 10(2)(c)(i) hold a position of general control or management,

to a greater extent than the majority of—

- (aa) in the case of an authority with electoral divisions or wards, other council tax payers, rate payers or inhabitants of the electoral division or ward, as the case may be, affected by the decision; or
- (bb) in all other cases, other council tax payers, ratepayers or inhabitants of the authority's area.

### ***Disclosure of Personal Interests***

- 11.— (1) Where you have a personal interest in any business of your authority and you attend a meeting at which that business is considered, you must disclose orally to that meeting the existence and nature of that interest before or at the commencement of that consideration, or when the interest becomes apparent.
- (2) Where you have a personal interest in any business of your authority and you make —
- (a) written representations (whether by letter, facsimile or some other form of electronic communication) to a member or officer of your authority regarding that business, you should include details of that interest in the written communication; or
  - (b) oral representations (whether in person or some form of electronic communication) to a member or officer of your authority you should disclose the interest at the commencement of such representations, or when it becomes apparent to you that you have such an interest, and confirm the representation and interest in writing within 14 days of the representation.

- (3) Subject to paragraph 14(1) (b) below, where you have a personal interest in any business of your authority and you have made a decision in exercising a function of an executive or board, you must in relation to that business ensure that any written statement of that decision records the existence and nature of your interest.
- (4) You must, in respect of a personal interest not previously disclosed, before or immediately after the close of a meeting where the disclosure is made pursuant to sub-paragraph 11(1), give written notification to your authority in accordance with any requirements identified by your authority's monitoring officer, or in relation to a community council, your authority's proper officer from time to time but, as a minimum containing —
  - (a) details of the personal interest;
  - (b) details of the business to which the personal interest relates; and
  - (c) your signature.
- (5) Where you have agreement from your monitoring officer that the information relating to your personal interest is sensitive information, pursuant to paragraph 16(1), your obligations under this paragraph 11 to disclose such information, whether orally or in writing, are to be replaced with an obligation to disclose the existence of a personal interest and to confirm that your monitoring officer has agreed that the nature of such personal interest is sensitive information.
- (6) For the purposes of sub-paragraph (4), a personal interest will only be deemed to have been previously disclosed if written notification has been provided in accordance with this code since the last date on which you were elected, appointed or nominated as a member of your authority.
- (7) For the purposes of sub-paragraph (3), where no written notice is provided in accordance with that paragraph you will be deemed as not to have declared a personal interest in accordance with this code.

### ***Prejudicial Interests***

- 12.— (1) Subject to sub-paragraph (2) below, where you have a personal interest in any business of your authority you also have a prejudicial interest in that business if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice your judgement of the public interest.
- (2) Subject to sub-paragraph (3), you will not be regarded as having a prejudicial interest in any business where that business—
  - (a) relates to —
    - (i) another relevant authority of which you are also a member;
    - (ii) another public authority or body exercising functions of a public nature in which you hold a position of general control or management;
    - (iii) a body to which you have been elected, appointed or nominated by your authority;

- (iv) your role as a school governor (where not appointed or nominated by your authority) unless it relates particularly to the school of which you are a governor;
  - (v) your role as a member of a Local Health Board where you have not been appointed or nominated by your authority;
- (b) relates to —
- (i) the housing functions of your authority where you hold a tenancy or lease with your authority, provided that you do not have arrears of rent with your authority of more than two months, and provided that those functions do not relate particularly to your tenancy or lease;
  - (ii) the functions of your authority in respect of school meals, transport and travelling expenses, where you are a guardian, parent, grandparent or have parental responsibility (as defined in section 3 of the Children Act 1989) of a child in full time education, unless it relates particularly to the school which that child attends;
  - (iii) the functions of your authority in respect of statutory sick pay under Part XI of the Social Security Contributions and Benefits Act 1992, where you are in receipt of, or are entitled to the receipt of such pay from your authority;
  - (iv) the functions of your authority in respect of an allowance or payment made in accordance with the provisions of Part 8 of the Local Government (Wales) Measure 2011, or an allowance or pension provided under section 18 of the Local Government and Housing Act 1989;
- (c) your role as a community councillor in relation to a grant, loan or other form of financial assistance made by your community council to community or voluntary organisations up to a maximum of £500.
- (3) The exemptions in subparagraph (2) (a) do not apply where the business relates to the determination of any approval, consent, licence, permission or registration.

### ***Overview and Scrutiny Committees***

13. You also have a prejudicial interest in any business before an overview and scrutiny committee of your authority (or of a sub-committee of such a committee) where—
- (a) that business relates to a decision made (whether implemented or not) or action taken by your authority's executive, board or another of your authority's committees, sub-committees, joint committees or joint subcommittees; and
  - (b) at the time the decision was made or action was taken, you were a member of the executive, board, committee, sub-committee, joint-committee or joint sub-committee mentioned in sub-paragraph (a) and you were present when that decision was made or action was taken.

### ***Participation in Relation to Disclosed Interests***

- 14.— (1) Subject to sub-paragraphs (2), (2A), (3) and (4), where you have a prejudicial



interest in any business of your authority you must, unless you have obtained a dispensation from your authority's standards committee —

- (a) withdraw from the room, chamber or place where a meeting considering the business is being held—
  - (i) where sub-paragraph (2) applies, immediately after the period for making representations, answering questions or giving evidence relating to the business has ended and in any event before further consideration of the business begins, whether or not the public are allowed to remain in attendance for such consideration; or
  - (ii) in any other case, whenever it becomes apparent that that business is being considered at that meeting;
- (b) not exercise executive or board functions in relation to that business;
- (c) not seek to influence a decision about that business;
- (d) not make any written representations (whether by letter, facsimile or some other form of electronic communication) in relation to that business; and
- (e) not make any oral representations (whether in person or some form of electronic communication) in respect of that business or immediately cease to make such oral representations when the prejudicial interest becomes apparent.
- (2) Where you have a prejudicial interest in any business of your authority you may attend a meeting but only for the purpose of making representations, answering questions or giving evidence relating to the business, provided that the public are also allowed to attend the meeting for the same purpose, whether under a statutory right or otherwise.
- (2A) Where you have a prejudicial interest in any business of your authority you may submit written representations to a meeting relating to that business, provided that the public are allowed to attend the meeting for the purpose of making representations, answering questions or giving evidence relating to the business, whether under statutory right or otherwise.
- (2B) When submitting written representations under sub-paragraph (2A) you must comply with any procedure that your authority may adopt for the submission of such representations.
- (3) Sub-paragraph (1) does not prevent you attending and participating in a meeting if —
  - (a) you are required to attend a meeting of an overview or scrutiny committee, by such committee exercising its statutory powers; or
  - (b) you have the benefit of a dispensation provided that you —
    - (i) state at the meeting that you are relying on the dispensation; and
    - (ii) before or immediately after the close of the meeting give written notification to your authority containing —

- (aa) details of the prejudicial interest;
  - (bb) details of the business to which the prejudicial interest relates;
  - (cc) details of, and the date on which, the dispensation was granted; and
  - (dd) your signature.
- (4) Where you have a prejudicial interest and are making written or oral representations to your authority in reliance upon a dispensation, you must provide details of the dispensation within any such written or oral representation and, in the latter case, provide written notification to your authority within 14 days of making the representation.

**PART 4**  
**THE REGISTER OF MEMBERS' INTERESTS**

***Registration of Personal Interests***

- 15.— (1) Subject to sub-paragraph (4), you must, within 28 days of—
- (a) your authority's code of conduct being adopted or the mandatory provisions of this model code being applied to your authority; or
  - (b) your election or appointment to office (if that is later),
- register your personal interests, where they fall within a category mentioned in paragraph 10(2) (a), in your authority's register of members' interests by providing written notification to your authority's monitoring officer.
- (2) Subject to sub-paragraph (4), you must, within 28 days of becoming aware of any new personal interest falling within a category mentioned in paragraph 10(2) (a), register that new personal interest in your authority's register of members' interests by providing written notification to your authority's monitoring officer.
  - (3) Subject to sub-paragraph (4), you must, within 28 days of becoming aware of any change to a registered personal interest falling within a category mentioned in paragraph 10(2) (a), register that change in your authority's register of members' interests by providing written notification to your authority's monitoring officer, or in the case of a community council to your authority's proper officer.
  - (4) Sub-paragraphs (1), (2) and (3) do not apply to sensitive information determined in accordance with paragraph 16(1).
  - (5) Sub-paragraphs (1) and (2) do not apply if you are a member of a relevant authority which is a community council when you act in your capacity as a member of such an authority.
  - (6) You must, when disclosing a personal interest in accordance with paragraph 11 for the first time, register that personal interest in your authority's register of members' interests by providing written notification to your authority's monitoring officer, or in the case of a community council to your authority's proper officer.

***Sensitive information***

- 16.— (1) Where you consider that the information relating to any of your personal interests is sensitive information, and your authority's monitoring officer agrees, you need not include that information when registering that interest, or, as the case may be, a change to the interest under paragraph 15.
- (2) You must, within 28 days of becoming aware of any change of circumstances which means that information excluded under sub-paragraph (1) is no longer sensitive information, notify your authority's monitoring officer, or in relation to a community council, your authority's proper officer asking that the information be included in your authority's register of members' interests.
- (3) In this code, "sensitive information" means (i) information whose availability for inspection by the public creates, or is likely to create, a serious risk that you or a person who lives with you may be subjected to violence or intimidation or (ii) information, the disclosure of which would or could place you in breach of a legally or professionally enforceable duty of confidence.

### ***Registration of Gifts and Hospitality***

17. You must, within 28 days of receiving any gift, hospitality, material benefit or advantage above a value specified in a resolution of your authority, provide written notification to your authority's monitoring officer, or in relation to a community council, to your authority's proper officer of the existence and nature of that gift, hospitality, material benefit or advantage.

36.2.1 Monmouthshire County Council adopted this revised version of the Code of Conduct at its Annual Meeting on 12th May 2016.

## **37 CODE OF CONDUCT FOR EMPLOYEES**

### **37.1 The Statutory Employee Code of Conduct**

- 37.1.1 The following code of conduct is the model code of conduct set out in The Code of Conduct (Qualifying Local Government Employees) (Wales) Order 2001 as updated. As such, it is repeated here verbatim with original layout, referencing and content.

#### *General Principles*

1. The public is entitled to expect the highest standards of conduct from all qualifying employees of relevant authorities. The role of such employees is to serve their employing authority in providing advice, implementing its policies, and delivering services to the local community. In performing their duties, they must act with integrity, honesty, impartiality and objectivity.

#### *Accountability*

2. Qualifying employees of relevant authorities work for their employing authority and serve the whole of that authority. They are accountable to, and owe a duty to that authority. They must act in accordance with the principles set out in this Code, recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.

#### *Political Neutrality*

3. Qualifying employees of relevant authorities, whether or not politically restricted, must follow every lawfully expressed policy of the authority and must not allow their own personal

or political opinions to interfere with their work. Where qualifying employees are politically restricted (by reason of the post they hold, the nature of the work they do, or the salary they are paid), they must comply with any statutory restrictions on their political activities.

#### *Relations with members, the public and other employees*

4. Mutual respect between qualifying employees and members is essential to good local government, and working relationships should be kept on a professional basis.
5. Qualifying employees of relevant authorities should deal with the public, members and other employees sympathetically, efficiently, and without bias.

#### *Equality*

6. Qualifying employees of relevant authorities must comply with policies relating to equality issues, as agreed by the authority, in addition to the requirements of the law.

#### *Stewardship*

7. Qualifying employees of relevant authorities must ensure that they use public funds entrusted to them in a responsible and lawful manner, and must not utilise property, vehicles or other facilities of the authority for personal use unless authorised to do so.

#### *Personal Interests*

8. Whilst qualifying employees' private lives are their own concern, they must not allow their private interests to conflict with their public duty. They must not misuse their official position or information acquired in the course of their employment to further their private interests, or the interests of others. In particular, they must comply with:
  - (1) any rules of their relevant authority on the registration and declaration by employees of financial and non - financial interests,
  - (2) any rules of their relevant authority on the declaration by employees of hospitality or gifts offered to or received by them, from any person or organisation doing or seeking to do business, or otherwise benefiting or seeking to benefit from a relationship with the authority. Qualifying employees must not accept benefits from a third party unless authorised to do so by their relevant authority.

#### *Whistleblowing*

9. In the event that a qualifying employee becomes aware of activities which that employee believes to be illegal, improper, unethical or otherwise inconsistent with this Code, the employee should report the matter, acting in accordance with the employee's rights under the Public Interest Disclosure Act 1998, and with the relevant authority's confidential reporting procedure, or any other procedure designed for this purpose.

#### *Treatment of Information*

10. Openness in the dissemination of information and decision making should be the norm in relevant authorities. However, certain information may be confidential or sensitive and therefore not appropriate for a wide audience. Where confidentiality is necessary to protect the privacy or other rights of individuals or bodies, information should not be released to anyone other than a member, relevant authority employee or other person who is entitled to receive it, or needs to have access to it for the proper discharge of their functions. Nothing

in this Code can be taken as overriding existing statutory or common law obligations to keep certain information confidential, or to divulge certain information.

### *Appointment of Staff*

11. Qualifying employees of relevant authorities involved in the recruitment and appointment of staff must ensure that appointments are made on the basis of merit. In order to avoid any possible accusation of bias, such employees must not be involved in any appointment, or any other decisions relating to discipline, promotion or pay and conditions for any other employee, or prospective employee, to whom they are related, or with whom they have a close personal relationship outside work.

### *Investigations by Monitoring Officers*

12. Where a monitoring officer is undertaking an investigation in accordance with regulations made under section 73(1) of the Local Government Act 2000 a qualifying employee must comply with any requirement made by that monitoring officer in connection with such an investigation.

## **37.2 The MCC Code of Conduct for Employees**

- 37.2.1 To the extent that its provisions do not conflict with the foregoing statutory code, the Council has adopted (after appropriate consultation) the following Code of Conduct for Employees.

### **37.3 Introduction**

- 37.3.1 The public is entitled to expect the highest standards of conduct from all employees who work for local government. This Code of Conduct is based on the recommendations of the Committee on the Standards of Conduct in Public Life. It applies to employees' conduct both within the council and when dealing with other organisations as a representative of the council. The principles detailed below are the basic ones governing all council employees.
- 37.3.2 The Code does not affect an employee's rights and responsibilities under the law; its purpose is to provide clear and helpful advice but all employees must comply with the Code.
- 37.3.3 This Policy should be read in conjunction with the council's Whistle Blowing procedure, the Dignity at Work policy and the Social Media Policy. This allows employees to disclose any wrong doing on the part of any employee or Councillor under The Public Interest Disclosure Act 1998. A breach of this Code may give rise to disciplinary action, which will be taken in accordance with the Council's Disciplinary Procedure.

### **37.4 Nolan Principles**

- 37.4.1 The Code incorporates "The Seven Principles of Public Life":
  - (a) selflessness. Employees shouldn't take decisions which will result in any financial or other benefit to themselves, their family, or their friends. Decisions should be based solely on the Council's best interests;
  - (b) integrity. Employees shouldn't place themselves under any financial or other obligation to an individual or an organisation which might influence them in their work with the Council;

- (c) objectivity. Any decisions that employees take in the course of their work, including making appointments, awarding contracts, or recommending individuals for rewards or benefits must be based solely on merit;
- (d) accountability. Employees are accountable to the council as their employer. The council, in turn, is accountable to the public;
- (e) openness. Employees should be as open as possible in all the decisions and actions that they take. They should give reasons for their decisions and shouldn't restrict information unless this is clearly required by council policy or by the law;
- (f) honesty. Employees have a duty to declare any private interests, which might affect their work with the council;
- (g) leadership. Employees in a leadership or managerial position should promote and support these principles by their leadership and example.

### **37.5 Standards**

- 37.5.1 The aim of this code is to apply standards for all Monmouthshire County Council employees on the understanding that the citizens of Monmouthshire are entitled to expect the highest standards of conduct and where it is part of their duties, to provide appropriate advice to Councillors and fellow employees with impartiality.
- 37.5.2 Employees will be expected to bring any deficiency in the provision of service or any impropriety or breach of procedure which would have a detrimental impact on the Council to the attention of the appropriate level of management.
- 37.5.3 The standards laid down in this Code are considered to be fundamental to the reputation of the Council. Any uncertainty about the meaning of this code is not accepted as a reason for failing to comply with it. If employees are in doubt they should seek advice from a Chief Officer.

### **37.6 Social Media**

- 37.6.1 It's your own personal choice whether or not you participate in any kind of social media activity in your own time – the views and opinions that you express are your own. However, as a council employee you should be aware that any information which you post about Monmouthshire County Council cannot be kept entirely separate from your working life.
- 37.6.2 What you say openly online can be accessed around the world within seconds, it might be shared or re-published elsewhere (online or in print) and it will continue to be available for all to see in the future. You must be willing to take personal responsibility for anything that you say online.
- 37.6.3 The council would expect staff to make a distinction between their own views and those where they represent their employer. It may be appropriate to add a disclaimer to your personal blog or social media profile to make it clear that your personal accounts are your own – for example: "These views are my own not my employers".

- 37.6.4 Think about what capacity you're speaking in, particularly if you are commenting about Monmouthshire County Council. Make sure you avoid misunderstandings about whether you're speaking as part of your work or not. Seek further advice if you're unsure.
- 37.6.5 Check your online privacy settings so that you understand who can see the information you publish and who can view your personal information.
- 37.6.6 Respect privacy and confidentiality – make sure you don't publish any information that should be kept private.
- 37.6.7 Stay safe – don't give out personal details such as your address or phone number. Make sure that you're familiar with the council's policy about personal use of electronic communications in the workplace.

### **37.7 Relationships**

- 37.7.1 The Local Community and Service Users. Employees should always remember the responsibilities to the citizens they serve and ensure courteous, efficient and impartial service delivery to all groups and individuals within that community.
- 37.7.2 Councillors. Employees are responsible to the Council through its senior managers and leaders. For some, their role is to give advice to councillors and senior managers and all are there to carry out the Council's work. Mutual respect between employees and councillors is essential to good local government. Close personal familiarity between employees and individual councillors can damage the relationship and prove embarrassing to other employees and councillors and should therefore be treated with caution.
- 37.7.3 Contractors:
- (a) all relationships of a business or private nature with external contractors, or potential contractors, should be made known to the appropriate manager. Orders and contracts must be awarded on merit, by competition against other tenders, and no favour should be shown to businesses run by, for example, friends, partners or relatives in the tendering process. No part of the local community should be discriminated against. At all times the requirements of the Council's Contract Standing Orders must be applied;
  - (b) employees should let their Chief Officer know if they appoint or supervise contractors with whom they have a current or previous relationship in a private or domestic capacity;
  - (c) all members of the public, citizens, customers, colleagues and Elected Members should be dealt with fairly, equitably, with dignity and respect in line with the principles of the Equality Act 2010 and the policies of the Council.

### **37.8 Appointment and Employment**

- 37.8.1 All appointments will be made on merit. It is unlawful for an employee to make an appointment which was based on anything other than the ability of the candidate to undertake the duties of the post.

- 37.8.2 In order to avoid any possible accusation of bias, employees should not be involved in an appointment where they are related to an applicant, or have a close personal relationship outside work with them.
- 37.8.3 Similarly, employees should not be involved in decisions relating to discipline promotion or pay for any employee who is a relative, partner, etc.
- 37.8.4 Candidates will be disqualified if they canvass members or employees of the council directly or indirectly in connection with any appointment within the Council. Employees can give a written reference of a candidate's suitability for appointment, but they can't solicit for them or recommend them for appointment or promotion.

### **37.9 Politically Restricted Posts**

37.9.1 The effect of including a local authority employee on the list of 'politically restricted posts' is to prevent that individual from having any active political role either in or outside the workplace. Politically restricted post holders will automatically be disqualified from:

- (a) standing for or holding elected office;
- (b) acting as an election agent or sub agent;
- (c) being an officer of a political party or of any branch of such a party or a member of any committee or sub-committee of such a party;
- (d) canvassing on behalf of a political party or on behalf of a person who is, or proposes to be, a candidate for election;
- (e) speaking to the public at large or to a section of the public with the apparent intention of affecting public support for a political party.

37.9.2 These restrictions are incorporated as terms in the employee's contract of employment.

37.9.3 Politically restricted posts fall into two broad categories: specified posts and sensitive posts.

37.9.4 Specified posts:

- (a) Head of the Paid Service (Chief Executive);
- (b) Statutory Chief Officers;
- (c) s151 Officer;
- (d) non-statutory Chief Officers (officers reporting to the Chief Executive);
- (e) Deputy Chief Officers (officers designated as a Deputy);
- (f) the Monitoring Officer;
- (g) Officers exercising delegated powers, i.e. persons whose posts are for the time being specified by the authority.

37.9.5 Sensitive posts. A sensitive post is one which meets one or both of the following duties-related criteria:



- (a) giving advice on a regular basis to the Council, to any committee or sub-committee of the Council or to any joint committee on which the Council is represented; or where the Council operates executive arrangements, to the executive of the authority; to any committee of that executive; or to any member of that executive who is also a member of the authority;
- (b) speaking on behalf of the authority on a regular basis to journalists or broadcasters.

37.9.6 Teachers and Head Teachers are exempt from political restrictions and are not regarded as holding politically restricted posts whatever their role.

### **37.10 Political Neutrality**

37.10.1 Employees work for the Council as a whole, including Elected Members and must ensure that the individual rights of all members are respected.

37.10.2 If employees are required to advise political groups, they must do so in a way which does not compromise their political neutrality.

37.10.3 Employees, whether or not politically restricted, must follow every lawful expressed policy of the authority and must not allow their own personal or political opinions to interfere with their work.

### **37.11 Outside Commitments**

37.11.1 Employees on Band G and above will need to obtain written consent from their Chief Officer prior to taking on any outside employment. All employees should be clear about their contractual obligations and should not take outside employment which could conflict with the authority's interests or use Council premises or equipment for other than Council business.

### **37.12 Personal interests**

37.12.1 Employees must declare in writing to their Chief Officer any financial or non-financial interests which could conflict with the Council's interests. A copy of this declaration should be sent to the Chief Executive.

37.12.2 Employees should tell their Chief Officer if they are a member of any organisation that isn't open to the public without formal membership and commitment or allegiance and which has secrecy about rules or membership or conduct.

### **37.13 Disclosure of Information**

37.13.1 The Council's decision making process must be transparent and open. The Council must provide the public with clear and accessible information about how it operates. It must also ensure that there is an effective complaints procedure in place for the public to use when things go wrong.

37.13.2 The Council is committed to ensuring that all data collected, held or obtained under its control is dealt with in an ethical and legally responsible manner. Failure to do so would jeopardise the credibility of the council and may cause the council to breach disclosure legislation.

37.13.3 The Council's policy is that information will be made open and available. There are exceptions to this principle of openness where confidentiality is involved. Information may be withheld if, for example, it would compromise a right of personal or commercial confidentiality. This doesn't apply where there is a legal duty to provide information. Employees must not break the law in this area.

37.13.4 In particular, information mustn't be supplied about employees to any person outside the Council unless the consent of the employee is obtained first. This won't apply where there is a statutory duty to provide information, e.g. HMRC, DWP etc. or in the process of prevention or detection of fraud, as detailed below. If there is any doubt employees should raise the matter with their line manager.

37.13.5 Breaches of confidentiality will constitute a breach of this code which could result in disciplinary action, including dismissal. Under the Data Protection Act 2018, breaches of confidentiality can lead in certain circumstances, to legal proceedings against employees as individuals.

37.13.6 In order to ensure a co-ordinated approach to the Council's external relations, requests for information from the media should be dealt with by the Communications Manager or an employee authorised by a Chief Officer.

37.13.7 If in any doubt as to whether to divulge information to anyone the relevant line manager should be consulted.

#### **37.14 Separation of roles during Tendering**

37.14.1 Employees involved in the tendering process and dealing with contractors should be clear on the separation of client and contractor roles within the Council. Senior employees who have both a client and contractor responsibility must be aware of the need for accountability and openness and must exercise fairness and impartiality when dealing with all customers, suppliers, other contractors and sub-contractors.

37.14.2 Employees who are privy to confidential information on tenders or costs for either internal or external contractors should not disclose that information to any unauthorised party or organisation.

37.14.3 Employees contemplating a management buyout or similar arrangement should, as soon as they have formed a definite intent, inform their Chief Officer and withdraw from the contract awarding processes.

37.14.4 Employees should ensure that no favour is shown to current or recent former employees or their partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior or relevant managerial capacity.

#### **37.15 Bribery and Corruption**

37.15.1 Under the Bribery Act 2010 employees must be aware that it is a serious criminal offence to;

- (a) bribe a person to induce or reward them to perform a relevant function improperly;
- (b) request, accept or receive a bribe as a reward for performing a relevant function improperly;

- (c) use a bribe to influence a foreign official to gain a business advantage.

### **37.16 Surveillance**

- 37.16.1 There may be circumstances that warrant the authority to carry out covert surveillance. This will only be in situations where all other investigative options have been exhausted.

### **37.17 Use of Financial Resources**

- 37.17.1 Employees must ensure that they use public funds entrusted to them in a responsible and lawful manner. They should strive to ensure value for money to the local community and to avoid legal challenge to the authority.

### **37.18 Hospitality**

- 37.18.1 Employees should only accept offers of hospitality if there is a genuine need to impart information or represent the local authority in the community. Offers to attend purely social or sporting functions should be accepted only when these are part of the life of the community or where the authority should be seen to be represented. They should be properly authorised by Chief Officers and recorded.
- 37.18.2 People making the offer of hospitality should be courteously but firmly declined and they should be informed of the procedures and standards operating within the authority.
- 37.18.3 Employees should not accept significant personal gifts from contractors and outside suppliers, although insignificant items of token value such as pens, diaries, etc. are acceptable.
- 37.18.4 When receiving authorised hospitality, employees should be particularly sensitive as to its timing in relation to decisions which the authority may be taking affecting those providing the hospitality.

### **37.19 Sponsorship - Giving and Receiving**

- 37.19.1 Where an outside organisation wishes to sponsor or is seeking to sponsor a Council activity, whether by invitation, tender, negotiation or voluntarily, the basic conventions concerning acceptance of gifts or hospitality apply. Particular care must be taken when dealing with contractors or potential contractors.
- 37.19.2 Where the authority wishes to sponsor an event or service an employee nor any partner, spouse or relative must benefit from the sponsorship in a direct way without there being full disclosure to their Chief Officer of their interest. Similarly, where the authority through sponsorship, grant aid, financial or other means, gives support in the community, employees should ensure that impartial advice is given and that there is no conflict of interest involved.
- 37.19.3 The Council and the citizens of Monmouthshire expect the highest standards of conduct from all employees, therefore we encourage employees and others with serious concerns about any aspect of the Council's work to come forward and voice those concerns. You can do this through the Whistle Blowing policy if you want. Remember that if you fail to inform us it may result in disciplinary action being taken against you for failing to tell us.

## **38 WHISTLEBLOWING POLICY**

### **38.1 Introduction**

38.1.1 In this policy 'Whistleblowing' means the reporting by employees of suspected misconduct, illegal acts or failure to act within the Council or School.

38.1.2 Monmouthshire County Council and School Governing Bodies expect the highest standards of conduct from all employees, and encourage employees and others with serious concerns about any aspect of the Council / School's work to come forward and voice those concerns in a safe environment. This policy enables employees to raise concerns at an early stage and in the correct way.

38.1.3 If you are considering raising a concern you should read this policy first. It explains:

- (a) the types of issues/disclosures that can be raised;
- (b) how the person raising a concern will be protected from victimisation and harassment;
- (c) how to raise a concern;
- (d) what the Council/School will do.

38.1.4 Whistleblowing is defined as:

*"The disclosure by an employee or professional of confidential information which relates to some danger, fraud or other illegal or unethical conduct connected with the work place, be it of the employer or his/her fellow employees' (Public Concern at Work Guidelines 1997)."*

38.1.5 Statutory protection for employees who whistle blow is provided by the Public Interest Disclosure Act 1998 ("PIDA"). The PIDA protects employees against victimisation if they make a protected disclosure within the meaning of the PIDA and speak out about concerns around conduct or practice within the Council/ school which is potentially illegal, corrupt, improper, unsafe and unethical or which amounts to malpractice.

### **38.2 Aim and Scope of Policy**

38.2.1 The Council/School Governing Body is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices and will treat whistleblowing as a serious matter. In line with the Councils/ Governing Body's commitment to openness, probity and accountability, employees are encouraged to raise concerns which will be taken seriously, investigated and appropriate action taken in response.

38.2.2 In its application, this policy seeks to ensure that there is no discrimination against employees either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation This policy is inclusive of partners of the opposite or same sex.

38.2.3 The policy is designed to ensure that you raise your concerns about wrongdoing or malpractice within the Council/ School without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

38.2.4 The policy aims to:

- (a) encourage you to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice;
- (b) provide avenues for you to raise those concerns and receive feedback on any action taken;
- (c) ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied;
- (d) provide reassurance that you will be protected from possible reprisals or victimisation if you have made disclosure in good faith and within the meaning of the PIDA.

### **38.3 Types of Issues/Disclosures that can be Raised**

38.3.1 In legislation, the types of disclosure include the following:

- (a) that a crime has been committed, is being committed, or is likely to be committed;
- (b) that a person has failed, is failing, or is likely to fail to comply with any legal obligation to which they are subject;
- (c) that a miscarriage of justice has occurred, is occurring, or is likely to occur;
- (d) that the health & safety of an individual has been, is being, or is likely to be endangered;
- (e) that the environment has been, is being, or is likely to be damaged;
- (f) that information tending to show any of (a) to (e) above has been concealed or is likely to be deliberately concealed.

38.3.2 In addition to the above, and as further examples, this policy also covers whistleblowing relating to alleged:

- (a) unlawful conduct;
- (b) miscarriages of justice in the conduct of statutory or other processes;
- (c) failure to comply with a statutory or legal obligation;
- (d) potential maladministration, misconduct or malpractice;
- (e) health and safety issues including risks to the public as well as risks to pupils and members of staff;
- (f) action that has caused or is likely to cause danger to the environment;

- (g) abuse of authority;
- (h) unauthorised use of public or other funds, fraud, bribery or corruption;
- (i) breaches of financial regulations or policies;
- (j) mistreatment of any person;
- (k) action that has caused or is likely to cause physical danger to any person or risk serious damage to Council or School property;
- (l) sexual, physical or emotional abuse of members of staff, service users, or pupils;
- (m) unfair discrimination or favouritism;
- (n) behaviour which is discriminatory towards someone with a protected characteristic under the Equality Act 2010;
- (o) racist incidents or acts, or racial harassment or intimidation;
- (p) attempts to prevent disclosure of any of the issues listed.

### **38.4 Relevant Legislation**

38.4.1 The Council recognises its responsibilities under the following legislation:

- (a) The Public Interest Disclosure Act 1998;
- (b) The Enterprise and Regulatory Reform Act 2013;
- (c) Employment Rights Act 1999;
- (d) The Equality Act 2010;
- (e) The Bribery Act 2010;
- (f) The Trade Union and Labour Relations (Consolidation) Act 1992.

38.4.2 The policy should be read in conjunction with the Council's:

- (a) Codes of Conduct for both employees and County Councillors;
- (b) Disciplinary Policy;
- (c) Equality Policy;
- (d) Grievance Policy;
- (e) Guide to Volunteering.

38.4.3 If an employee is the subject of disciplinary or redundancy procedures they will not be halted as result of whistleblowing.

### **38.5 Policy Scope**

38.5.1 This policy is intended to enable those who become aware of wrongdoing in the Council/School affecting some other person or service, to report their concerns at the earliest opportunity so that they can be properly investigated. The Whistleblowing Policy is not intended to replace existing procedures:

- (a) if your concern relates to your own treatment as an employee, you should raise it under the existing grievance or harassment procedures;
- (b) if a client has a concern about services provided to him/her, it should be raised as a complaint to the Council (Tel: 01633 644 644);
- (c) complaints of misconduct by County Councillors are dealt with under a separate procedure. For further information please contact the Council's Monitoring Officer Tel: 01633 644 644;
- (d) complaints about school matters are dealt with under a separate procedure called the School's Complaints Policy and should be addressed to the Chair of Governors.

### **38.6 Who Can Raise a Concern?**

38.6.1 The policy applies to all:

- (a) employees of Monmouthshire County Council;
- (b) employees of contractors working for the Council/School;
- (c) those providing services under a contract or other agreement with the Council/School;
- (d) voluntary workers working with the Council/School.

### **38.7 Safeguarding Whistleblowers – Our Assurances To You**

38.7.1 The Chief Executive is committed to this policy. If you raise a genuine concern under this policy you will not be at risk of losing your job, or suffer any form of retribution, victimisation or detriment as a result. It won't matter if you are mistaken provided you genuinely believe that you are acting in the public interest. Of course we cannot extend this assurance to an individual who maliciously raises a matter they know to be untrue.

### **38.8 Your Legal Rights**

38.8.1 This policy has been written to take account of the Public Interest Disclosure Act 1998 (PIDA) which protects workers making disclosures about certain matters of concern, when those disclosures are made in accordance with the Act's provisions and in the public interest. The Act makes it unlawful for the Council/School Governing Body to dismiss anyone or allow them to be victimised on the basis that they have made an appropriate lawful disclosure in accordance with the Act.

### **38.9 Harassment and Victimisation**

- 38.9.1 The Council/School Governing Body is committed to good practice and high standards and to being supportive of you as an employee/worker.
- 38.9.2 The Council/School Governing Body recognises that the decision to report a concern can be a difficult one to make. If you honestly and reasonably believe what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer, your colleagues and those for whom you are providing a service.
- 38.9.3 The Council/School Governing Body will not tolerate any harassment or victimisation of a whistle-blower (including informal pressures) and will take appropriate action to protect you when you raise a concern in accordance with the PIDA provisions, and will treat such harassment and victimisation as a serious disciplinary offence or in the case of contractors, a breach of contract.

### **38.10 Confidentiality**

- 38.10.1 Whilst a qualifying disclosure is expected to have substance, it is not expected that the employee raising the disclosure will need to prove it is true. It is the responsibility of the Designated Officer.
- 38.10.2 All disclosures will be treated in confidence and every effort will be made not to reveal your identity if that is your wish, unless disclosure is required by law.
- 38.10.3 In some circumstances, for example in disciplinary processes, it may not be possible to take action as a result of your disclosure without your help, so you may be asked to come forward as a witness. If you agree to this, you will be offered advice and support.
- 38.10.4 The Council/School Governing Body will not place employees under pressure to give their name and will give due consideration to proceeding with investigating the concern on the basis of an anonymous allegation.

### **38.11 Anonymous Allegations**

- 38.11.1 This policy encourages you to put your name to your allegation whenever possible - anonymous concerns are much less powerful and it will be much more difficult to provide feedback to you. Nonetheless anonymous concerns will be considered under this whistleblowing policy especially concerns raised relating to the welfare of children or vulnerable adults. In relation to determining whether an anonymous allegation will be taken forward the Council / School Governing Body will take the following factors into account:
- (a) the seriousness of the issue raised;
  - (b) the credibility of the concern;
  - (c) the likelihood of confirming the allegation from attributable sources, and obtaining information provided.
- 38.11.2 The provisions of the Data Protection Act 2018 must be observed during the process, particularly in disclosure, use and processing of personal information.



### 38.12 Untrue Allegations

38.12.1 If an allegation is made which it is believed to be in the public interest but it is not confirmed by further enquiry or by an investigation, no action will be taken against the person who raised the initial concern. If, however, the enquiry/investigation shows that untrue concerns were malicious and/or vexatious or made frivolously or made for personal gain, then the Council / School Governing Body will consider taking appropriate action which could include disciplinary action.

### 38.13 Support For You

38.13.1 The Council/School Governing Body have a duty of care to their employees. Support for the individuals involved in this process is key to fulfilling this duty. Any concern that is raised will be taken seriously.

38.13.2 For those individuals who raise concerns and for those individuals who may have concerns raised about them, the Council/School Governing Body will do all it can to help you throughout the process. Support for employees will include the offer of access to welfare counselling and medical advice and support. Individuals will be advised to contact their Trade Union representative, or a work place colleague (not involved in the area of work to which the concern relates) for additional support. Individuals will also be offered an additional point of contact for support during the process.

38.13.3 Any meetings that may be required as part of the process can be arranged away from the workplace if necessary and individuals have the right to be accompanied by their trade union representative or work based colleague.

38.13.4 Unless there are legal reasons why this cannot be done, you and the person against whom allegations are made will be kept informed of the progress and outcome of any investigation by the Designated Officer.

### 38.14 How to Raise a Concern

38.14.1 Who to raise the concern with:

<b>Concern Relates To</b>	<b>Report To (becomes the designated officer)</b>
General concern / Member of staff/ colleague/Volunteer	Line Manager/Head-teacher
Line Manager	Head of Service / Head teacher
Head of Service / Head teacher	Chief Officer / Chair of Governors
Chief Officer	Chief Executive
Chair of Governors	Vice Chair of Governors
Chief Executive	Leader of the Council
Whole Governing Body	Chief Officer, Children & Young People
County Councillor	Monitoring Officer
Malpractice about child/children in a school*	Chief Officer, Social Care & Health
Malpractice about an adult(s) at risk*	Chief Officer, Social Care & Health

For any Chief Officer, Leader or Monitoring Officer please call 01633 644 644.

\*If you feel that your concern has not been adequately addressed or if you think it will not be adequately addressed you should raise your concern with the Chief Officer, Social Care & Health as a whistleblowing concern.

38.14.2 If your concern is a safeguarding concern about a child or adult at risk (rather than about potential malpractice), this should be reported to Monmouthshire Children's Services or Adult Services respectively via normal Child Protection /Protection of Vulnerable Adults (POVA) processes. Tel: 01633 644 644.

### **38.15 Procedure for Making a Whistleblowing Allegation**

38.15.1 If possible the concern should be put in writing for the avoidance of doubt. It should set out:

- (a) the background and history of the concern;
- (b) names, dates and places where possible;
- (c) an explanation of the reason for the concerns.

38.15.2 If you feel unable to put the matter in writing you can still raise your concern verbally. Also if you feel that you cannot express your concerns with the Council / School Governing Body, you can also ask your Trade Union representative or work based colleague to raise the matter on your behalf and/or to support you in raising the concern. The above table provides a guide to whom a concern can be raised with - advice and support on this can be sought from People Services HR (01633 644644), the Legal department (01633 644 064) or your Trade Union representative.

38.15.3 If the concern needs to have Police or other statutory authority involvement, the whistleblowing process will be halted until the statutory authorities have completed their investigations and confirmed that it is appropriate to continue with the whistleblowing process. This must take place even if the statutory authorities take the decision not to pursue a criminal investigation.

38.15.4 Normally, the person who the concern is raised with, or reported to, becomes the Designated Officer. The Designated Officer is responsible for making initial enquiries about the matter and for keeping all parties informed of progress and advising of the outcome. It may be necessary for the Council/School Governing Body to appoint a person other than the person to whom the allegation or concern was raised with/reported to.

### **38.16 What the Council/School Governing Body Will Do**

38.16.1 A key principle for the Council/School Governing Body will be the public interest. In order to be fair to all employees, initial enquiries will be made by the Designated Officer / person appointed to decide whether an investigation is appropriate and if so what form it should take.

38.16.2 The concern raised may require the following:

- (a) an enquiry internally in the Council/School;
- (b) the need to be passed to the Police if it relates to alleged criminal activity;

- (c) the need to be passed to Internal Audit, if the complaint is about financial management or financial propriety;
- (d) the need to be referred through established child protection/POVA procedures.

38.16.3 At this stage concerns / allegations are neither considered founded or unfounded pending the investigation if deemed necessary.

### **38.17 Timescales**

38.17.1 The Designated Officer or person appointed by the Council / School Governing Body to look into whistleblowing allegation will normally provide a written acknowledgement to you within 5 working days (except in the case of anonymous allegations):

- (a) acknowledging the concern has been received;
- (b) indicating how it is proposed to deal with the matter;
- (c) giving an estimate of how long it will take to provide a final response;
- (d) advising of the support available whilst matters are looked into;
- (e) telling you whether further investigations will take place and if not, why not.

38.17.2 The Designated Officer or person appointed will write to you and the individual against whom the concern has been raised to acknowledge receipt and to indicate that the procedures have been commenced.

38.17.3 Depending on the nature of the allegation/concern, provision of a final response may take longer than 5 working days. If this is the case, the Designated Officer or person appointed will notify all individuals in writing providing an indication when the enquiry will be completed.

38.17.4 Where possible, enquiries will be completed within 10-15 working days from the date of receipt of the initial written response from the Designated Officer/person appointed.

38.17.5 If the enquiry extends beyond the timescales above all individuals concerned will be notified in writing by the Designated Officer or person appointed, providing an indication when the enquiry will be completed.

38.17.6 The Designated Officer/person appointed might investigate the concerns raised themselves or the Designated Officer might appoint an independent investigator to do so. As part of this process, the person who investigates the concerns raised will:

- (a) look into the concern - seeking evidence and interviewing witnesses as necessary;
- (b) maintain confidentiality wherever possible (but there is not a 100% guarantee that the whistle-blower can remain anonymous);
- (c) if appropriate, refer the matter to Audit, if the complaint is about financial management or financial propriety in schools;
- (d) if appropriate, for concerns of criminal behaviour refer the matter to the Police;

- (e) if appropriate, for concerns of child protection or vulnerable adults, refer the matter through the established child protection/POVA procedures.

38.17.7 The amount of contact time between you and the Designated Officer or person appointed to consider and/or investigate the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of your information. It is likely that you will be interviewed to ensure that your disclosure is fully understood.

38.17.8 Any meeting with you can be arranged away from the workplace, if needs be, and a trade union representative or work based colleague may accompany you for support. You need to be assured that your disclosure has been properly addressed. Unless there are legal reasons why this cannot be done, you will be kept informed of the progress and outcome of any investigation.

38.17.9 Following completion of the enquiry/investigation process, the Designated Officer or independent investigator will make a written report normally within 5 working days. This report will contain findings and make recommendations for the Designated Officer (if an independent investigator has been appointed) or the appropriate committee of the School Governing Body to consider.

38.17.10 The report will not contain your name as the whistleblower, unless you have expressly stated that you wish to be named.

38.17.11 On conclusion of any investigation, you and the person against whom the allegation is made, will be told the outcome of the investigation and what action has been done/proposed. If no action is to be taken, the reason for this will be explained. In addition, matters raised as part of the investigation may:

- (a) be referred to the Police;
- (b) be referred to the External Auditor;
- (c) form the subject of an independent inquiry;
- (d) be referred to an alternative policy (e.g., Disciplinary Policy or Grievance Policy);
- (e) be resolved as an agreed action without the need for investigation.

### **38.18 How the Matter can be Taken Further**

38.18.1 This policy is intended to provide you with a route within the Council/School to raise concerns. However, if you do not wish to raise concerns internally or if the concern has not been dealt with satisfactorily, the following are possible contact points. If you take the matter outside the Council/ School, you should ensure that you do not disclose confidential information unless that disclosure is privileged and relevant to the concern raised. Anyone proposing external disclosure should seek independent legal advice or contact the Public Concern at Work organisation.

38.18.2 External Contacts regarding whistleblowing:

- (a) [www.gov.uk/whistleblowing](http://www.gov.uk/whistleblowing);
- (b) ACAS – tel 0300 123 110;
- (c) Citizen’s Advice - [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk);

- (d) Public Concern at Work - [www.pcaw.org.uk](http://www.pcaw.org.uk) <https://twitter.com/WhistleUK> <https://www.facebook.com/publicconcernatwork> tel 020 7404 6609;
- (e) Education Workforce Council - [www.ewc.wales](http://www.ewc.wales) tel 02920 460099;
- (f) Care and Social Services Inspector for Wales - [www.cssiw.org.uk](http://www.cssiw.org.uk) tel 0300 7900 126;
- (g) The Auditor for Wales - <https://www.wao.gov.uk/whistleblowing> tel 02920 320500;
- (h) Children's Commissioner for Wales - [www.childcomwales.org.uk](http://www.childcomwales.org.uk) tel 0808 801 1000;
- (i) The Office of the Information Commissioner - <https://www.ico.gov.uk> tel 02920 678400;
- (j) the Police;
- (k) your local Councillor or AMs or MPs;
- (l) Health & Safety Executive.

### **38.19 Review of the Policy**

38.19.1 The effectiveness of the policy will be monitored in the following ways:

- (a) the policy will be the responsibility of the Head of People, in conjunction with the Monitoring Officer and Internal Audit, to review ensuring legal compliance and best practice;
- (b) the Head of People will be responsible for reporting on whistleblowing incidents and number of cases annually to the Audit and Governance Committee. The report will include a summary of the concerns raised, to which directorate /school they related. The report will not include any employee names;
- (c) periodic internal audits of the effectiveness of the whistleblowing arrangements will be undertaken, including:
  - (i) recording of the number and types of concerns and the outcome of investigations;
  - (ii) feedback from individuals who have used the arrangements including staff awareness, trust and confidence in the arrangements;
  - (iii) any complaints of victimisation;
  - (iv) any complaints of failures to maintain confidentiality;
  - (v) any relevant litigation.

38.19.2 The outcomes from the monitoring of the policy will be reported to a relevant Chief Officer, the People Board and/or Audit and Governance Committee as required.

## **39 SCRUTINY AND EXECUTIVE PROTOCOL**

### **39.1 Introduction**

39.1.1 The Scrutiny and Executive protocol is a guide for elected Members and other parties outlining the interface between Scrutiny and the Executive and the procedural elements that underpin the relationship. Further information on Scrutiny will be provided in the Scrutiny handbook (under development). The protocol draws on the relevant sections of the Constitution of Monmouthshire County Council, which can be found on the Council's website at [www.monmouthshire.gov.uk](http://www.monmouthshire.gov.uk)

### **39.2 Monmouthshire County Council's Scrutiny Arrangements**

39.2.1 Scrutiny will act as a 'critical friend' to the Cabinet and other decision makers in order to promote better services, policies and decisions. Through their work, Scrutiny and Cabinet will agree to operate within the values of the Council: Openness, Teamwork, Flexibility and Fairness. In compliance with s21 Local Government Act 2000 and Paragraphs 8 and 9 of Schedule 1 to the Act, Select Committees will:

- (a) consider reports and make recommendations to inform and advise the Cabinet or Council or other decision-making bodies on improvements to policies and service delivery;
- (b) hold the Cabinet to account for decisions, performance, risk management and budget management;
- (c) enable the public to engage in the work of the Council by holding public meetings to inquire into matters of local concern.

Monmouthshire has 5 Select Committees, each with distinct terms of reference, which are detailed earlier in the Constitution.

### **39.3 General Roles**

39.3.1 Within their terms of reference Select Committees will:

- (a) review and/or scrutinise:
  - (i) decisions or actions taken;
  - (ii) policies or processes;in connection with the discharge of any of the Council's functions;
- (b) make reports and/or recommendations to the Council meeting and /or the Cabinet on the discharge of any of the Council's functions;
- (c) consider any matter affecting the area or its inhabitants and make recommendations to any decision making body as appropriate.

### **39.4 Specific Functions**

39.4.1 Select Committees may:

- (a) assist the Council in reviewing service delivery and performance through in-depth analysis;
- (b) review and scrutinise the decisions made by and the performance of the Cabinet and/or Committees and/or other Constitutional Bodies and the Council and/or any Chief Officers both in relation to individual decisions and over time;
- (c) review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- (d) conduct research, community and other consultation in the analysis of service or policy issues and possible options;
- (e) consider and implement mechanisms to encourage and enhance community participation in the development of policy or the improvement of services;
- (f) question Members of the Cabinet and/or Committees and/or other Constitutional bodies and appropriate Officers about their proposed policies, decisions and performance;
- (g) make recommendations to the Cabinet and / or appropriate Committee and/or other constitutional bodies and/or Council arising from the outcome of the Scrutiny process;
- (h) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the Scrutiny Board and local people about their activities and performance;
- (i) question and gather evidence from any person outside of the Authority (with their consent);
- (j) assist the Council and the Cabinet in the review of its budget and policies by in-depth analysis of policy issues;
- (k) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that collaborative working enhances the interests of local people.

### **39.5 Setting the Work Programme and Agenda**

39.5.1 At the beginning of the Scrutiny year (September), each Select Committee will agree an outline work programme for the year in consultation with the relevant senior Officers and take into account the views of the public and of partner agencies. Topics suggested for Scrutiny should be considered in line with the Scrutiny work programme topic selection criteria, the aim being to identify significant topics that will address a significant concern, will deliver a specific outcome and will add value to the work of the Council.

39.5.2 The most recent version of the Select Committee work programme will be reported to each Select Committee meeting to enable the Committee to review its content and include new items and to define the arrangements required for the next meeting. The updated Scrutiny Forward Work Programme will be presented by the Select Committee Chairs to meetings of the Council's Co-ordinating Board for the purpose of ensuring the clarity of topics being scrutinised and to avoid potential duplication in efforts. All Scrutiny work programmes will be made publicly available.

- 39.5.3 Individual agenda items, other than standing items, are to be determined in the first instance by the work programme that is agreed by the relevant Select Committee. The Select Committees agree their work programmes and the decisions to consider additional items or defer planned are made at the discretion of the chair in consultation with the Scrutiny Manager.
- 39.5.4 The purpose of Scrutiny is to add value to the work of the Council. For this reason any items 'to note' i.e. that do not require a specific response from the Select Committee will be emailed to the Select Committee Members 'For Information', instead of being included on the agenda.

## **39.6 Evidence Gathering**

- 39.6.1 Select Committees are entitled to gather evidence in connection with any review or inquiry they undertake as part of their agreed work plan. The Select Committee shall adopt methods of gathering evidence to inform their deliberations. These include, but are not limited to, task and finish groups, holding enquiries, going on site visits, conducting public surveys, holding public meetings, commissioning research, hearing from witnesses and appointing advisors and assessors. The knowledge of Councillors is also a valuable source of evidence and should be considered as part of each review / inquiry.
- 39.6.2 Select Committees shall be entitled to pay the reasonable fees and/or expenses of any individual or organisation assisting it, with the exception of Officers or Members of the Authority. Evidence gathering activity should not duplicate any other similar activity being undertaken by the authority or by other local agencies.

## **39.7 Attendance at Select Committees**

- 39.7.1 A large part of evidence gathering will be through witnesses invited to give account directly to the Select Committee. Cabinet Members and Officers will not be expected to attend all Select Committee meetings, however, Select Committees are entitled under s21 of the Local Government Act 2000 to require any Member of the Executive or any Senior Officer to appear before it to give account for any matter within their responsibility or remit, particularly relating to:

- (a) any particular decision;
- (b) the extent to which the actions have been taken to implement Council policy;
- (c) their performance

and it is the duty of those persons to attend if so required. Where in exceptional circumstances, the Member or Officer is unable to attend on the required date; the Select Committee shall in consultation with the Member or Officer arrange an alternative date for attendance.

- 39.7.2 When a Select Committee wishes to invite a Cabinet Member, Officer or another individual to a meeting, it will:
- (a) offer a minimum notice of 2 weeks;
  - (b) clearly outline the reason that the individual has been requested to attend and the likely areas upon which they are be expected to answer questions;



- (c) identify whether any papers are required to be produced.

39.7.3 Where individuals are required to attend before the Select Committee, as in the case of Officers or Members, the Chair shall ensure that those assisting the Select Committee by giving evidence are treated with courtesy and respect. A witness guide is currently being developed which will outline what to expect when attending a Select Committee.

39.7.4 Witnesses contributing evidence to Select Committees will be provided with feedback and whether further information is required as part of the Scrutiny.

### **39.8 Select Committee Meeting Procedure**

39.8.1 Robust Scrutiny depends on effective questioning which relies on effective preparation. The meetings of Select Committees will operate as follows:

- (a) main agenda items will be identified at the previous meeting in line with the agreed work programme. At this point potential witnesses and broad themes should be considered;
- (b) prior to the meeting all Select Committee Members should be engaged in raising and discussing possible questions by email. The chair and vice chair of the Committee will facilitate this process;
- (c) a pre-meeting for all Select Committee Members will be held for 15 minutes immediately before the Select Committee meeting. The purpose is to ensure that Members are fully prepared for the Select Committee meeting and that the questioning strategy is clear;
- (d) during the Select Committee meeting, the chair will be responsible for ensuring that questioning is effective and that the Select Committee achieves its objective;
- (e) officers are invited to attend for their item and shall not be expected to remain at the meeting unless agreed with the Chair;
- (f) at the close of the meeting, witnesses will be asked to leave to enable Select Committee Members to discuss their conclusions any recommendations arising from the meeting. These conclusions and recommendations will be reported to the relevant Cabinet Member(s) in the form of a Chairs' Letter. The session should also be used to review the effectiveness of the meeting and identify ways that future meetings could be improved.

### **39.9 Attending Call-in Meetings**

39.9.1 The following arrangements apply to Call-in meetings:

- (a) the Committee will invite the relevant Cabinet Member and/or Officer i.e. (the decision-taker) and any other Senior Officers the Committee considers appropriate to the meeting;
- (b) in line with the Call-in Mechanism outlined in the constitution, the Committee is required to meet within 15 working days of the publication of the decision;

- (c) the Committee will endeavour to offer appropriate notice to witnesses required to attend and will as far as possible ensure the scheduling of the Call-in meeting facilitates their attendance;
- (d) in inviting Officers to attend, the relevant Chief Officer responsible will be consulted as a matter of courtesy;
- (e) Scrutiny Committees welcome the views of additional Officers, however, to ensure consistency, transparency and openness, such Officers should indicate in advance of the agenda despatch (i.e. 3 working days prior to the meeting) that they wish to attend, with reasons for their attendance;
- (f) additional Officers should advise the Scrutiny Manager that they wish to attend, which will be discussed and agreed with the Chair of the Select Committee. It is the discretion of the Committee to allow such Officers to take part in the meeting.

### **39.10 Responding to Scrutiny's Recommendations**

39.10.1 Chairs Letters. Select Committees will agree outcomes of their meetings and detail the conclusions and any recommendations arising from any Select Committee meeting. The Select Committee may recommend amendments to a strategy or policy at their meeting and the Cabinet Member or Officer may accept the amendments at the meeting, which will be formally minuted.

39.10.2 The Chair may also formally raise concerns via a Chairs Letter directed to the relevant Cabinet Member(s) in person after the meeting has closed. In this instance, the Cabinet Member should respond in writing to the Select Committee within one month indicating whether the recommendation needs to be referred and what action (if any) they intend to take.

39.10.3 Task and Finish Group Inquiries. Select Committees may undertake an in-depth review, which will normally take a number of months and be conducted according to an agreed scoping report, the findings being shared publicly in a findings report.

39.10.4 Select Committees will abide by the following principles when conducting in-depth reviews or Task and Finish Group inquiries:

- (a) involve the Cabinet Member at the commencement/early stages of a review to inform them of the terms of reference of the Task and Finish Group and the lines of inquiry that will be pursued;
- (b) additional opportunities to involve the Cabinet Member throughout the review if felt appropriate;
- (c) recommendations will follow logically from conclusions which will be clearly evidenced by reference to the findings of the review. Recommendations should not reflect unsupported personal opinion or political views. At this stage advice will be sought from the relevant Officers about the legal and financial implications of draft recommendations;
- (d) when a review is nearing completion, invite the Cabinet Member to a meeting to discuss preliminary findings and if the Select Committee feels appropriate, test the viability of recommendations they wish to make;

- (e) when a Scrutiny report has been agreed by Members of the Task and Finish Group, convene meeting with Cabinet Member to discuss the report's key findings and recommendations prior to the report being discussed at a public meeting (i.e. Select Committee).

39.10.5 If a Select Committee cannot agree on one single final report to the Executive then up to one minority report may be prepared and submitted for consideration with the majority report.

39.10.6 Once a Select Committee report has been agreed by the appropriate Select Committee, it will be submitted to the relevant Cabinet Member and published on the Council's website.

39.10.7 The report will then be scheduled in the Cabinet Forward Planner to be presented to a meeting of Cabinet within 6 weeks of it being agreed by the Select Committee.

39.10.8 The Chair of the relevant Select Committee will present the Report and accompanying recommendations to Cabinet. The relevant Cabinet Member will receive the Report on behalf of Cabinet but will not be required to respond to each of the recommendations individually at Cabinet.

39.10.9 Cabinet will be requested to "receive the report and consider the key findings and recommendations, responding to the relevant Select Committee within a 3 month period as to whether they accept (in part) or reject (in part) the Committee's recommendations together with rationale and actions that will be taken".

39.10.10 The Cabinet Member is responsible for:

- (a) meeting with Officers once they have received the Scrutiny report to draft a response to the Select Committee based upon the Cabinet Response Template (detailed in Appendix A);
- (b) after agreeing a draft response with Officers, reporting the draft response to the Cabinet for adoption;
- (c) forwarding the Cabinet response to the Select Committee (following adoption by the Cabinet) and attending a Select Committee to discuss their response.

39.10.11 Select Committees will be responsible for monitoring progress against the recommendations and ensuring the return of the Cabinet Member to the Select Committee within a defined timescale.

### 39.11 Appendix A

<b>Task and Finish Group – Cabinet Response</b>			
<b>Scrutiny Recommendation</b>	<b>Accept (Plus Action)</b>	<b>Partially Accept (plus Rationale and Action)</b>	<b>Reject (plus Rationale)</b>
R1			
R2			

## **40 PROTOCOL ON MEMBER AND OFFICER RELATIONS**

### **40.1 Introduction**

40.1.1 The purpose of this Protocol is to guide Members and Employees of the Council in their relations with one another.

40.1.2 Mutual respect between Members and Employees is essential to good local government. However, close personal familiarity between individual Members and Employees can damage this relationship and prove embarrassing to other Members and Employees.

40.1.3 The relationship has to function without compromising the ultimate responsibilities of Employees to the Council as a whole, and with due regard to such technical, financial, professional and legal advice that Employees can legitimately provide to Members. The Protocol seeks to set a framework that assists the working relationships between Members and Employees.

### **40.2 Roles of Members**

40.2.1 Members undertake many different roles. Broadly, Members will:

- (a) express political values and support the policies of the party or group to which they belong (if any);
- (b) represent their electoral division and are advocates for the citizens who live in the area;
- (c) be involved in active partnerships with other organisations as community leaders;
- (d) contribute to the decisions taken in Full Council and in its various bodies on which they serve, as well as joint committees, outside bodies and partnership organisations;
- (e) help develop and review policy and strategy;
- (f) monitor and review policy implementation and service quality;
- (g) be involved in quasi-judicial work through their Membership of regulatory committees.

### **40.3 Roles of Employees**

40.3.1 Briefly, Employees have the following main roles:

- (a) managing and providing the services for which the Council has given them responsibility and being accountable for the efficiency and effectiveness of those services;
- (b) providing advice to the Council and its various bodies and to individual Members in respect of the services provided;
- (c) initiating policy proposals;
- (d) implementing agreed policy;

- (e) ensuring that the Council always acts in a lawful manner.

#### **40.4 Respect and Courtesy**

40.4.1 For the effective conduct of Council business there must be mutual respect, trust and courtesy in all meetings and contacts, both formal and informal, between Members and Employees. This plays a very important part in the Council's reputation and how it is seen in public. It is very important that both Members and Employees remember their respective obligations to enhance the Council's reputation and to do what they can to avoid criticism of other Members, or other Employees, in public places.

#### **40.5 Undue Pressure**

40.5.1 It is important in any dealings between Members and Employees that neither should seek to take unfair advantage of their position.

40.5.2 In their dealings with Employees (especially junior Employees), Members need to be aware that it is easy for them to be overawed and feel at a disadvantage. Such feelings can be intensified where Members hold senior official and/or political office.

40.5.3 A Member should not apply undue pressure on an Employee either to do anything that he is not empowered to do or to undertake work outside normal duties or outside normal hours. Particular care needs to be taken in connection with the use of Council property and services.

40.5.4 Similarly, an Employee must neither seek to use undue influence on an individual Member to make a decision in his favour, nor raise personal matters to do with their job, nor make claims or allegations about other Employees. (The Council has formal procedures for consultation, grievance and discipline, and Employees have the right to report possible wrongdoing under the Council's Confidential Reporting Code.)

#### **40.6 Familiarity**

40.6.1 Close personal familiarity between individual Members and Employees can damage the principle of mutual respect. It could also, intentionally or accidentally, lead to the passing of confidential information or information which should not properly be passed between them, such as personal details.

40.6.2 Such familiarity could also cause embarrassment to other Members and/or other Employees and even give rise to suspicions of favouritism.

40.6.3 For these reasons close personal familiarity must be avoided.

#### **40.7 Breach of Protocol**

40.7.1 If a Member considers that he has not been treated with proper respect or courtesy he may raise the issue with the Employee's line manager. If direct discussion with the manager does not resolve the complaint it should be referred to the Head of Service or Chief Officer responsible for the employee concerned. Breach of the Protocol may give rise to disciplinary proceedings against an Employee if the circumstances warrant it.

40.7.2 If an employee considers that a Member has contravened the protocol he should consult his line manager who will if necessary involve the Head of Service or Chief Officer. In certain circumstances breach of the Protocol may also constitute a breach of the Members' Code of Conduct. If the breach is sufficiently serious this may warrant a formal reference to the Monitoring Officer as a complaint to be considered for potential investigation by the Standards Committee. Many complaints will be capable of informal resolution. The Monitoring Officer or the Chief Executive will assist in this process if necessary.

#### **40.8 Provision of Advice and Information to Members**

40.8.1 Members are free to approach Employees of the Council to provide them with such information and advice as they may reasonably need in order to assist them in discharging their role as a Member of the Council. This can range from a request for general information about some aspect of the Council's activities to a request for specific information on behalf of a constituent.

40.8.2 Employees should always endeavour to respond to requests for information promptly and should in any event inform the Member if there is likely to be any appreciable delay in dealing with an enquiry. As a minimum the timescale for responding to correspondence should be observed i.e. either a full response or, if this is not possible, an acknowledgement that fully explains what is happening within [five] working days of the receipt of the enquiry.

40.8.3 The legal rights of Members to inspect Council documents are covered partly by statute and partly by common law.

40.8.4 The Access to Information Procedure Rules of this Constitution explain the position with regard to access to papers relating to the business of a Council body.

40.8.5 The exercise of the common law right depends upon a Member's ability to demonstrate a "need to know". In this respect a Member has no right to "a roving commission" to examine any documents of the Council. Mere curiosity is not sufficient.

40.8.6 The information sought by a Member should only be provided by the respective Service as long as it is within the limits of the Service's resources. For their part, Members should seek to act reasonably in the number and content of the requests they make.

40.8.7 It is important for Services and their staff to keep Members informed both about the major issues concerning the Council and, more specifically, about issues and events affecting the area that he represents. Local Members should be informed about proposals that affect their electoral division and should also be invited to attend Council initiated events within their electoral division. (Further details are contained in the Local Member Consultative Charter, which is annexed to this Protocol).

40.8.8 If a Member asks for specific information relating to the work of a particular Service, and it appears possible or likely that at a subsequent meeting an issue could be raised or question asked on the basis of the information provided, then the appropriate Cabinet Member or Committee Chair concerned should be advised about the information provided.

40.8.9 Officers have to advise Members from time to time that a certain course of action cannot be carried out. Members sometimes assume that this is a case of Officers deliberately obstructing the wishes of politicians. In fact this is hardly ever the case. Officers are employed to give unbiased professional advice even if it is not what Members want to hear. They do this as much for the protection of Members as for any other reason. However, the mark of an effective Officer is that if they do have to give negative advice, this will be accompanied by suggestions as to how Members might achieve some or all of their objectives in other ways. Such Officers are invaluable to any Council.

40.8.10 Members may be entitled under the Freedom of Information Act 2000 to receive information which falls outside their common law rights based on the "need to know". Employees are encouraged to supply documents to Members without the need for a formal FOI request if it is apparent from the Member's enquiry that any individual would be entitled to receive such documentation. The Council's Information Officer will be able to advise in consultation if necessary with the Monitoring Officer on whether any request would fall within the Freedom of Information Act.

## **40.9 Confidentiality**

40.9.1 In accordance with the Code of Conduct for Members, a Member must not disclose information given to them in confidence by anyone, or information acquired which they believe, or ought reasonably to be aware, is of a confidential nature, except where:

- (a) they have the consent of a person authorised to give it;
- (b) they are required by law to do so;
- (c) the disclosure is made to a third party for the purpose of obtaining professional advice provided that the third party agrees to be subject to an agreement as directed by the Monitoring Officer not to disclose the information to any other person; or
- (d) the disclosure is:
  - (i) reasonable and in the public interest; and
  - (ii) made in good faith and in compliance with the reasonable requirements of the authority.

40.9.2 Confidential Committee papers (pink papers) are to be treated as confidential information unless the relevant Committee resolves not to exclude press and public. Members are reminded that the author of the report makes the initial decision as to whether or not the papers are to be treated as confidential. The decision as to whether they remain confidential is for the Committee. Other information may be confidential because to disclose it would be against the Council's or the public interest. Information may also be confidential because of the circumstances in which it was obtained.

40.9.3 Information and correspondence about an individual's private or business affairs will normally be confidential.

40.9.4 Officers should make it clear to Members if they are giving them confidential information. If a Member is not sure whether information is confidential, he or she should ask the relevant Officer, but treat the information as confidential in the meantime.

40.9.5 Any Council information provided to a Member must only be used by the Member in connection with the proper performance of the Member's duties as a Member of the Council.

40.9.6 If a Member receives confidential information and considers it should be disclosed to another person because it is reasonable and in the public interest to do so then he or she must first consult with the Monitoring Officer and shall not disclose the information without having regard to any advice given by that Officer.

#### **40.10 Provision of Support Services to Members**

40.10.1 The only basis on which the Council can lawfully provide support services (e.g. stationery, word processing, printing, photocopying, transport, etc.) to Members is to assist them in discharging their role as Members of the Council. Such support services must therefore only be used on Council business. They should never be used in connection with party political or campaigning activity or for private purposes.

40.10.2 Correspondence. Official letters on behalf of the Council should be sent in the name of the appropriate Employee, rather than over the name of a Member. There are circumstances where a letter sent in the name of a Member is perfectly appropriate, for example, in response to a letter of enquiry or complaint sent direct to that Member. Letters which, for example, create obligations or give instructions on behalf of the Council should never be sent out in the name of a Member.

40.10.3 Media. Communication with the media can be an important part of a Member's workload. In general, Members provide comment and views while Employees provide factual information. If a Member is unsure about the circumstances of a particular issue he should contact the appropriate Chief Officer or Head of Service concerned or ask the Press Office to do so.

#### **40.11 The Council's Role as Employer**

40.11.1 In their dealings with Officers, Members should recognise and have regard to the Council's role as employer. Members should be aware that Officers could rely on inappropriate behaviour of a Member in an employment case against the Council.

#### **40.12 Political Activity**

40.12.1 There are a number of constraints that apply to an employee who occupies a post that is designated as "politically restricted" under the terms of the Local Government and Housing Act 1989. Such employees are prevented from:

- (a) being a Member of Parliament, European Parliament or local authority;
- (b) acting as an election agent or sub-agent for a candidate for election as a Member of any the bodies referred to in (a);
- (c) being an Officer of a political party or any branch of a political party or a Member of any committee or sub-committee of such a party or branch, if their duties would be likely to require them to:
  - (i) participate in the general management of the party or branch; or



- (ii) act on behalf of the party or branch in dealings with persons other than Members of the party;
- (d) canvassing on behalf of a political party or a candidate for election to any the bodies referred to in (a);
- (e) speaking to the public with the apparent intent of affecting public support for a political party; and
- (f) publishing any written or artistic work of which he is the author (or one of the authors) or acting in an editorial capacity in relation to such works, or to cause, authorise or permit any other person to publish such work or collection - if the work appears to be intended to affect public support for a political party.

40.12.2 It is common for party groups to give preliminary consideration to matters of Council business in advance of such matters being considered by the relevant decision making body. Employees may properly be called upon to support and contribute to such deliberations by party groups provided they maintain a stance which is politically impartial. Support may include a range of activities including briefings for Members relating to their roles, e.g. chairperson or spokesperson. Employees should be required to give information and advice to political groups on Council business only and not on matters which are purely of a party political nature. Such advice should be available to all party groups and not solely to the majority group. It is important that the political neutrality of Employees is preserved and that group confidentiality is maintained by Employees.

40.12.3 Usually the only Employees involved in attending group meetings will be the Chief Executive, Chief Officers and Heads of Service and they will generally leave the meeting after making their presentation and answering questions.

40.12.4 Employees are employed by the Council as a whole. They serve the Council and are responsible to the Chief Executive and their respective Chief Officers/Heads of Service, and not to individual Members of the Council whatever office they might hold.

40.12.5 Both Members and Employees are subject to their own Codes of Conduct which can be found in the Constitution. This Protocol provides guidance on working relationships between Members and Employees. It is essential that both are familiar with the detailed obligations in their respective Codes of Conduct which will prevail in the event of any conflict between the Codes and this Protocol.

### **40.13 Sanctions**

40.13.1 Complaints about any breach of this Protocol by a Member may be referred to the Monitoring Officer. It should be noted that certain breaches may also amount to breaches of the Code of Conduct for Members.

40.13.2 Complaints about any breach of this protocol by an Officer may be referred to the relevant Chief Officer, the Chief Executive or the Monitoring Officer.

## **40.14 Conclusion**

40.14.1 It is hoped that, by following good practice and securing sensible and practical working relationships between Members and Employees, we can provide one of the cornerstones of a successful local authority and thereby enhance the delivery of high value quality services to the people of the area. Mutual understanding, openness and respect are the greatest safeguard of the integrity of the Council, its Members and Employees.

## **41 LOCAL MEMBER CONSULTATIVE CHARTER**

41.1.1 The Council is committed to providing its Elected Members with accurate, helpful and timely consultation, advice and information in relation to any matters of any significance or sensitivity which relate to their particular Electoral Division and where circumstances render it appropriate to involve a Local Member.

41.1.2 Chief Officers and staff will be continually vigilant to identify such matters and ensure that Local Members are informed accordingly. This will also include any matter which could impact upon the neighbouring areas of other Members.

41.1.3 Chief Officers will ensure that all correspondence/enquiries from Local Members are dealt with promptly and if necessary Members will be kept advised of progress.

41.1.4 Appropriate Chief Officers will ensure that, where the Council's Constitution allows, Local Members will be invited to meetings and receive the necessary documentation.

41.1.5 Any matter of significance or sensitivity which relates to a particular Electoral Division or Divisions will be discussed with the Local Member(s) concerned before being submitted for consideration by the Cabinet or other Council Body. This will provide the opportunity for early awareness and allow a local perspective to be obtained.

41.1.6 Chief Officers and staff will regularly brief appropriate Cabinet Members on service and partnership issues and developments and will use such occasions to help identify any potential local issues.

41.1.7 Details of any petitions received which relate to matters in a particular Electoral Division will be sent to the Local Member concerned. In addition, copies will also be provided to the Leader. Local Members will be kept informed on the progress/outcomes of such petitions.

41.1.8 Subject to any restrictions caused by commercial, legal or personal confidentiality, copies of all correspondence with Community/Town Councils and the Public Services Ombudsman which relate to matters of any significance or sensitivity in a particular Electoral Division will be sent to the Local Member concerned.

41.1.9 Copies of all correspondence with AMs, MPs and MEPs which relate to matters in a particular Electoral Division will be sent to the Local Member concerned. Copies will also be provided to the Leader.

41.1.10 Chief Officers and staff will ensure that as much local service information as possible is provided to local Members.

41.1.11 Services will provide every Member with an Officer Contact guide for the services they provide, including where appropriate local contacts.

- 41.1.12 Wherever appropriate, Services will make Local Members aware of and invite them to service events and activities in their area. This will include strict adherence to the arrangements that have been agreed for the official opening/launch of Council projects, schemes, exhibitions etc.
- 41.1.13 In certain instances, both Members and Officers will receive an enquiry which relates to a matter in a particular area. In order to ensure consistency of approach in these circumstances, Officers will agree with the Member(s) concerned a single response to such enquiries.
- 41.1.14 As part of a continual review of the Charter's effectiveness, the co-operation of Members is sought in the responsible use at all times of advice and information that is provided to them and Members are encouraged to advise Officers of the information requirements and of any local circumstances or sensitivities which might have a bearing on the Council's work.

## **42 PROTOCOL FOR SELF REGULATION OF MEMBER CONDUCT**

### **42.1 General Principles**

- 42.1.1 To promote high standards of conduct and behaviour as a means of strengthening respect and trust amongst members.
- 42.1.2 The protocol does not replace the Member-Officer Relations Protocol set out in the Council's Constitution.
- 42.1.3 It is not intended to replace the Code of Conduct rather it is intended to sit alongside it, enabling behaviour which may not reach the Ombudsman's threshold to be dealt with.
- 42.1.4 Members will make all reasonable attempts to resolve disputes through agreed internal processes subject to their obligations under the Members' Code of Conduct.
- 42.1.5 Members will avoid personal confrontation in any public forum, especially full Council and through the media.
- 42.1.6 These commitments will not stifle legitimate political debate or scrutiny.
- 42.1.7 Group discipline will become the cornerstone of self-regulation with Group Leaders taking responsibility for their own members.
- 42.1.8 Group Leaders individually and collectively will work to ensure compliance with this protocol.
- 42.1.9 Members will commit to training and development in support of this protocol.

### **42.2 Working to avoid problems**

- 42.2.1 To minimise the number of instances of alleged breaches all Group Leaders are asked to commit to:
- (a) a Member Learning and Development Strategy – to which they will seek to secure the commitment of their group members. All reasonable endeavours will be made to ensure that the Learning and Development Strategy identifies and responds to the needs of members;

- (b) attending relevant Member training events - in particular those relating to the Code of Conduct or probity courses within the scope of their role;
- (c) support the provision made by the County Council for complying with sections 5 and 7 of the Local Government Measure 2011 (Annual reports & Training and development)

### **42.3 Role of Group Leaders**

- 42.3.1 A complaint by a member relating to a member of the same group will be referred to the Group Leader. A complaint by a member concerning the activities of a member of a different political group will be discussed with the complainant's own Group Leader, who will then refer the issue to the Group Leader with responsibility for the member against whom the complaint is made.
- 42.3.2 Upon receiving a complaint, it is the role of Group Leaders to take responsibility for discipline within their groups. Group discipline should seek to be informal, resolved through face to face meetings. Group Leaders will need to retain some records but the process will not be "document heavy". The emphasis should be on training, education, mediation and conciliation.
- 42.3.3 When appropriate, a sanction such as removal from a committee or an outside body, may be used in extreme cases or after persistent breaches and the matter will be referred to the Public Services Ombudsman for Wales.
- 42.3.4 Prior to considering any sanction, or training, the relevant Group Leader may consult with a member of the Standards Committee in conjunction with the Monitoring Officer or Deputy Monitoring Officer. The Standards Committee will seek to ensure fairness and consistency in the discipline imposed within each Group.
- 42.3.5 At the next available Group Leaders' meeting any issue of discipline which has been referred to a Group Leader will be discussed with the group and with the objective of seeking to ensure that fair and consistent sanctions are applied.

### **42.4 Unaffiliated Members**

- 42.4.1 As far as unaffiliated members are concerned, the Chair of the Council will fulfil the role of Group Leader. Concerns regarding the conduct of an unaffiliated member should be referred to the Chair who will apply the same principles and standards as those of the Group Leaders in terms of training/mediation/conciliation.
- 42.4.2 In the event that an unaffiliated member refuses to provide reasonable co-operation to the Chair of the Council, or if the breach is significant, or in the event of repeated breaches, then the Council may remove the unaffiliated member from any committee seats allocated by the full Council. Such a proposal should be put to the Council jointly by the Group Leaders. In the case of persistent breaches the matter shall be referred to the Ombudsman by the Monitoring Officer.

### **42.5 Persistent Breaches**

42.5.1 In the case of persistent breaches, or areas where the Group Leaders have concerns that the conduct of an individual member or members is damaging to relations between political groups or to the reputation of the Council, then the Group Leaders will meet with the Chief Executive and Monitoring Officer to agree a way forward. Consideration will be given to joint references to the Ombudsman, by the Group Leaders, for persistent low level breaches. The collective Group Leaders will also assume this responsibility in relation to unaffiliated members.

## **42.6 Standards Committee**

42.6.1 The Standards Committee Members will play a supporting/advisory role to the Group Leaders. This process will be initiated at the request of the Group Leader, in a particular case.

42.6.2 Such meetings will be private and informal. Any documentation, attendance notes, file notes or advisory notes passing between a Group Leader (or as appropriate the Chair of the Council) and the members of the Standards Committee shall remain private and confidential.

42.6.3 When acting in an advisory role to the Group Leaders/Chair of the Council, the Standards Committee has no right of sanction. However, it shall be open to the Group Leader to request that the Standards Committee, as a last resort, issue a public censure against a group member. Where this is to be considered, the member who may be subject to censure will be provided with a reasonable opportunity to make submissions to the Standards Committee members, either in person or in writing.

42.6.4 The recommendations available to the Standards Committee will include a recommendation that a Group Leader takes action against one of their members, including removal from committee or outside body.

## **42.7 Protocol - Standard of Conduct Expected of Members**

42.7.1 This protocol sets out the standards of conduct expected from Members within Monmouthshire County Council in dealing with each other. It should be read in conjunction with the Members Code of Conduct and the Local Resolution Procedure. It adds to these documents and does not detract from them.

42.7.2 Members are expected to:

(a) public behaviour:

- (i) show respect to each other;
- (ii) not to make personal abusive comments about each other;
- (iii) not to publish anything insulting about each other;
- (iv) not to make malicious allegations against each other;
- (v) not to publish or spread any false information about each other;
- (vi) show respect to diversity and equality;

(b) behaviour in meetings:

- (i) behave with dignity;
  - (ii) show respect to the Chair and obey their decisions;
  - (iii) not to use indecent language nor make racial remarks or remarks which prejudice any section of society;
- (c) confidentiality:
- (i) keep the confidentiality of exempt papers and any other documents which are not public;
  - (ii) not to release confidential information to the press or the public;
  - (iii) not to use confidential information for purposes other than intended;
- (d) local members:
- (i) work with Members of adjoining electoral divisions for the benefit of the locality;
  - (ii) if dealing with any matter relating to another electoral division:
  - (iii) explain to anyone seeking assistance that he/she is not the local Member;
  - (iv) inform the local Member, unless it would lead to a breach of confidentiality.

## **PART 6 - SCHEDULE OF MEMBERS' REMUNERATION**

### **43 MEMBERS' SCHEDULE OF REMUNERATION**

#### **43.1 Introduction**

43.1.1 This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

#### **43.2 Basic Salary**

43.2.1 A Basic Salary shall be paid to each elected Member of the Authority.

43.2.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.

43.2.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.

43.2.4 No more than one Basic Salary is payable to a Member of the Authority.

#### **43.3 Senior Salaries & Civic Salaries**

43.3.1 Members occupying specific posts shall be paid a Senior Salary as set out by the IRPW. This can be found here - <https://gov.wales/independent-remuneration-panel-wales> and is also published on the MCC website here - <https://democracy.monmouthshire.gov.uk/mgMemberIndex.aspx?bcr=1> .

43.3.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.

43.3.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.

43.3.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.

43.3.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.

43.3.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed 50 percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.

43.3.7 A Member of the Authority in receipt of a Senior Salary cannot receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.

43.3.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.

#### **43.4 Election to Forgo Entitlement to Allowance**

43.4.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

#### **43.5 Suspension of a Member**

43.5.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).

43.5.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the Basic Salary.

#### **43.6 Repayment of salaries, allowances or fees**

43.6.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

- (a) is suspended or partially suspended from that Members'/Co-opted Members' duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
- (b) ceases to be a Member of the Authority or Co-opted Member; or
- (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

#### **43.7 Payments**

43.7.1 Payments of all allowances will be made by the Head of Democratic Services by direct bank credit in instalments of one-twelfth of the Member's annual entitlement on the 20th day of the month.

43.7.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.

43.7.3 All payments are subject to the appropriate tax and National Insurance deductions.

#### **43.8 Care Allowance**



- 43.8.1 Care Allowance shall be paid to a Member or Co-opted Member, who has caring responsibility for dependant children or adults, or a personal care requirement, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.
- 43.8.2 Care Allowance applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependant the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 43.8.3 Eligible Members may claim Care Allowance for actual and receipted costs up to a maximum amount not exceeding that determined by the IRPW. All claims for Care Allowance should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

### **43.9 Family Absence**

- 43.9.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 43.9.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 43.9.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 43.9.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 43.9.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

### **43.10 Co-optees' payments**

- 43.10.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 43.10.2 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 43.10.3 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 43.10.4 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before 4 hours has elapsed.
- 43.10.5 A half day meeting is defined as up to 4 hours.

- 43.10.6 A full day meeting is defined as over 4 hours.
- 43.10.7 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the IRPW.
- 43.10.8 The daily and half day fee for other statutory Co-optees with voting rights is determined by the IRPW.

#### **43.11 Travel and Subsistence Allowances General Principles**

- 43.11.1 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out by IRPW and accessible via the MCC website (link above). Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have his/her claim abated by an appropriate amount.
- 43.11.2 Where possible Members should share transport.
- 43.11.3 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 43.11.4 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

#### **43.12 Travel by Private Vehicle**

- 43.12.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 43.12.2 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

#### **43.13 Travel by Public Transport**

- 43.13.1 Rail/Coach Travel:
- (a) unless otherwise authorised rail tickets will be standard class;
  - (b) Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.
- 43.13.2 Taxi Fares:

- (a) taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imbusement will be upon receipt only.

#### 43.13.3 Air Fare (optional):

- (a) travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Head of Democratic Services is required and tickets will be purchased by Democratic Services.

### **43.14 Travel Abroad**

- 43.14.1 Travel abroad on the Authority's business will only be permitted where authorised by Head of Democratic Services. Democratic Services will arrange travel and accommodation.

### **43.15 Other Travel Expenses**

- 43.15.1 Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imbusement will be upon receipt only.

### **43.16 Overnight Accommodation**

- 43.16.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the Head of Democratic Services.
- 43.16.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.
- 43.16.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out by IRPW.

### **43.17 Subsistence Allowance**

- 43.17.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out by IRPW. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)
- 43.17.2 No provision is made for subsistence claims within the County.

### **43.18 Claims and Payments**

- 43.18.1 A claim for travel and subsistence allowances must be made in writing before the specified payroll deadline for that calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.

43.18.2 Allowances will be paid by the Head of Democratic Services by direct bank credit.

#### **43.19 Pensions**

43.19.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

#### **43.20 Compliance**

43.20.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members.

43.20.2 Members are reminded that expense claims are subject to both internal and external audit.

<b>SUBJECT:</b>	<b>STRATEGIC LEADERSHIP TEAM ADJUSTMENTS</b>
<b>MEETING:</b>	<b>Council</b>
<b>DATE:</b>	<b>11th March 2021</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>ALL</b>

## 1. PURPOSE:

- 1.1 To propose some minor changes to the structure and portfolio balance of the Strategic Leadership Team recognising key external contextual changes that will shape the next stage of the Council's development.

## 2. RECOMMENDATIONS:

- 2.1 To re-designate the current Chief Officer Resources as Chief Officer Resources / Deputy Chief Executive and the current Head of Law / Monitoring Officer as Chief Officer People and Governance. In accordance with Art 4.02(g) of the December 2017 Constitution this requires Council's endorsement.

## 3. KEY ISSUES:

- 3.1 The Council has enjoyed a stable officer leadership structure over the last few years. This has enabled the policy agenda of the Council to be advanced with clear political direction and purposeful officer leadership. The last 12 months in particular has presented some extraordinary challenges to the whole organisation and to the community that it serves. The Council at all levels has proven itself capable of adapting to this situation. It has operated with purpose, clarity and agility. Challenges have been overcome. Now is the time to turn our attention to what comes next.
- 3.2 Society is coming to terms with a new reality. Phrases such as 'build back better' and 'a new normal' are more rhetoric than convincing narrative at this stage but nevertheless it is fair to say that a return to conditions prevalent in January 2020 is unlikely and in many respects undesirable. The Council had already set itself a clear policy position on tackling climate change through declaring a climate emergency and similarly debated hard the desire to address some of the deep seated inequality issues prevalent within and between communities. A revised Social Justice Strategy agreed by Cabinet on 3 March 2021 sets out ambitions on this latter agenda.
- 3.3 The economy locally, nationally and internationally will need to re-invent itself with many people needing to re-skill / re-train given the upheaval in the employment market. The real consequence of the COVID pandemic on unemployment will not be understood until the UK wide furlough scheme un-winds. At the time of writing this un-winding is imminent albeit commentators are suggesting that the Chancellor is considering an extension

through to September 2021. The Chancellor will have set out a UK budget and Welsh Government will have finalised its budget for Wales since the writing of this report. Both will set out some medium term policy direction that the Council will need to position itself for.

- 3.4 Public transport and the heavy infrastructure necessary to make it work for citizens faces significant upheaval whilst our learners will need to be supported to recover time lost. We are still to truly understand the impact of 'long COVID' on individuals and the consequences of the emotional strain put upon health and care workers in particular. Whilst confronting death is part of their role, having to do so on the scale presented by the pandemic is without precedent. Add to this the whole re-socialising experience of a population required to live apart and at a distance for an extended period and the conditions are set not for a period of 'recovery' – that will not be enough; it is more likely to be 'reformation' which is a challenge of a very different order.
- 3.5 All of this will come with a heavy financial bill at a time when UK borrowing is at a peace time high. Council financing is uncertain beyond financial year 2021/22 but the calls on the organisation will grow.
- 3.6 Certainly in Monmouthshire there is evidence that COVID and flooding have been characterised by local people looking first and foremost to their Council; the level of democracy closest to them and elected representatives that they know and can contact easily. This seems to have been particularly the case in other border areas where sense-making the different policy positions of UK and Welsh Government has not always been straightforward. It hasn't always been easy but public sentiment has been positive and compliance / adherence to COVID rules / restrictions has been very high in Monmouthshire.
- 3.7 The Council has long acknowledged that social capital in the county is high. Many local people have the will, capability and sense of attachment to come together and act for the benefit of others. This feature of our pre-COVID work and COVID response is going to need to be built on as we go forward. This will not happen through luck or magic. It will require work at all levels and the Council will need to reflect on its desire to see higher levels of community participation in the way that it designs its decision-making and delivery of services. Put simply, if there is a desire to see even more community action then it is reasonable to assume that communities in turn will be seek a different role in the decision-making process.
- 3.8 At the same time we are weeks away from a Senedd Cymru election and 14 months out from County Council elections. These cycles are forever slightly asynchronous. Cabinet has agreed that it will continue through the spring and summer months to produce Plans on a Page. These high level tactical documents have served well over the last 12 months and it seems sensible to continue with them as the Council becomes clearer on the next Welsh Government policy agenda in the first half of 2021.
- 3.9 The Council also needs to plan for and implement the requirements of the Local Government and Elections Act 2021. This is a significant piece of legislation that will

impact our governance and performance management systems as well as our external relationships.

- 3.10 Paragraphs 3.1 – 3.9 set out a short context for adjustments to the leadership team portfolio balance. In summary the proposed changes are:
- 3.10.1.1 Chief Executive – no change other than a need to devote more time to external activity to ensure the Council is optimally positioned to take advantage of opportunity brought about by legislative events at UK and Wales levels.
  - 3.10.1.2 Chief Officer Resources – the Council has operated without a Deputy Chief Executive since the current Chief Executive of the Cardiff Capital Region went on secondment. With the Chief Executive needing to adjust to benefit the Council, having a recognised Deputy will be beneficial to the organisation and to Councillors. It is proposed to re-designate the Chief Officer Resources as Chief Officer Resources / Deputy Chief Executive and to create some headroom for the expanded role by moving the 'People portfolio' to the current Head of Law / Monitoring Officer.
  - 3.10.1.3 Head of Law / Monitoring Officer – it makes sense to align the governance activity of the Council with this portfolio and the incumbent is willing to take a strategic lead on People Services and Emergency Planning when the current post-holder retires. This will be good career development and bring together a well balanced portfolio. It is proposed to re-designate the Head of Law / Monitoring Officer as Chief Officer People and Governance.
  - 3.10.1.4 Chief Officer Social Care, Health and Safeguarding – no change.
  - 3.10.1.5 Chief Officer Children and Young People – some additional input around the Youth Service but other than that no change.
  - 3.10.1.6 Chief Officer Enterprise – no change other than MonLife to become freestanding with the Chief Operating Officer having specific delegated responsibilities as set out in an earlier report on this agenda on Constitution Review.
  - 3.10.1.7 Head of Policy and Governance – Governance and democracy aspects transfer to Head of Law / Monitoring Officer creating necessary space for a re-designated Head of Policy, Performance and Scrutiny to take forward key aspects of the Local Government and Elections Act 2021, assume responsibility for the whole authority complaints function and devote attention to key third party relationships.
- 3.11 There will be line management changes for some teams but no direct or indirect implication for the terms and conditions of any individual other than the two posts highlighted in the report recommendations. As such these will be management actions that will be discharged if the recommendations in this report are agreed. That being said specific conversations will take place with all teams that are impacted with an agreed and revised organisation schematic being issued to councillors that will come into place from 1 April 2021.

#### **4. OPTIONS APPRAISAL**

- 4.1 There are endless permutations to portfolio balance across the Strategic Leadership Team including leaving things as they are. The Team has given the matter significant thought and concluded that the proposed changes will enable each member of the team to play to their particular strength whilst providing a balance that is better suited to the agenda that the Council now needs to confront. The changes proposed add resilience without the need to add new posts

#### **5. EVALUATION CRITERIA**

- 5.1 The success of the Strategic Leadership Team is tied to the success of the Council. A competent effective Team is so much more than suitably skilled and qualified professionals. Seldom do organisations succeed by accident, albeit this is sometimes possible in the short-term. In the longer term vision, strategy, structure, systems, style, measures and learning wrapped into a culture that talks to the values of the organisation all need to be in place by design. Members will be aware of the frequency of audit, inspection and regulatory activity that the Council is subject to as well as the performance and assessment mechanisms that are in place internally. However the ultimate judgement is always progress made with the delivery of the Corporate Plan which, if designed well should talk very directly to the manifesto commitments of the Administration and, as importantly, ensuring that these commitments are delivered within the democratically agreed budget for the year through a series of lawful actions in keeping with the approved Constitution.

#### **6. REASONS:**

- 6.1 To ensure that the Strategic Leadership Team of the Council is capable of delivering the policy priorities of the Council and responding positively to the dynamic external environment.
- 6.2 To improve the resilience of the Strategic Leadership Team within the resources available.

#### **7. RESOURCE IMPLICATIONS:**

- 7.1 The proposed changes will see the Chief Officer Resources / Deputy Chief Executive proceeding to the bottom of Chief Officer pay band A+ and the Chief Officer People and Governance proceeding to the bottom of Chief Officer pay band A. These changes to be implemented from 1 April 2021. This is an advancement of one incremental point for each position in financial year 2021/22 at a cost to the Council of £15k inclusive of employer on-costs. This increase will be off-set by not replacing the Head of People Services position when the post-holder retires later in the year with a consequent saving in 2021/22 of £87k and £105k in each full year thereafter.
- 7.2 The net benefit of £72k to the Council in financial year 2021/22 has not been factored into the budget for 2021/22 discussed earlier on this agenda. This sum will initially be allocated to the General Fund Reserve when realised.

#### **8. EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):**



8.1 The changes proposed in this report have a neutral impact. They look to re-allocate officer leadership responsibility and do not introduce / mitigate any risk in these areas.

**9. CONSULTEES:**

Senior Leadership Team  
Cabinet

**10. BACKGROUND PAPERS:**

*None*

**11. AUTHOR**

Paul Matthews, Chief Executive

**12. CONTACT DETAILS:**

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**SUBJECT: PUBLICATION OF PAY POLICY STATEMENT AS REQUIRED BY THE LOCALISM ACT**

**MEETING: Council**

**DATE: 11 March 2021**

## **1. PURPOSE:**

To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.

## **2. RECOMMENDATIONS:**

That Council approves the Pay Policy for the year 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022.

## **3. KEY ISSUES:**

1. That Council approves to pay the nationally negotiated and agreed pay award of the Joint National Council (JNC) for Local Authority Chief Executive Officers. Chief Executive Officer terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Executive Officers. The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 2.75% with effect from 1 April 2020. The pay agreement covers the period 1 April 2020 to 31 March 2021.
2. That Council approves to pay the nationally negotiated and agreed pay award for those employees who come under the Joint National Council (JNC) for Chief Officers. Chief Officers' terms and conditions of employment and pay are prescribed by the JNC for Local Authority Chief Officers. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 2.75% with effect from 1 April 2020. The pay agreement covers the period 1 April 2020 to 31 March 2021. The Council employs Chief Officers under JNC terms and conditions, which are incorporated into contracts of employment. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with contractual requirements.

3. Monmouthshire County Council recognises the need to have a clear written policy on pay and reward for employees. A policy provides a framework to ensure that employees are rewarded fairly, objectively and without discrimination.

4. The 2021-22 Pay Policy includes the following:

- Updated information in relation to pay bands (and salary information) effective 1 April 2020.

Monmouthshire County Council's grading structure has 13 grades with 5 increments in ten of the grades, 3 increments in two of the grades and 4 increments in one of the grades. Grades span across Spinal Column Points (SCP) 1- 51.

- Updated information in relation to the pension contributions - effective 1 April 2020

5. The policy is underpinned by the Single Status Agreement signed as a collective agreement with the Trades Unions on 2nd December 2010 and other nationally agreed terms and conditions for employees of the Council.

6. This is the tenth publication of the policy.

7. Should the Council at any time decide that it does not wish to implement the nationally negotiated & agreed JNC and NJC (National Joint Council) pay increases, the Pay Policy Statement would need to be amended again to reflect the decisions, which are taken by Council.

#### **4. OPTIONS APPRAISAL**

There is a statutory requirement to produce and publish an annual pay policy statement.

#### **5. EVALUATION CRITERIA**

An evaluation assessment is provided at the end of this document.

#### **6. REASONS:**

The Council has a statutory requirement under s.38 of the Localism Act 2011 to prepare a pay policy statement on an annual basis. The statement needs to be in place by 31st March each year. The proposed Pay Policy will ensure compliance with this legislation.

## **7. RESOURCE IMPLICATIONS:**

The Council's budget includes the cost of its employees while the pay details for Chief Officer posts is published on an annual basis as part of the Statement of Accounts.

Those officers employed under Chief Officer's terms and conditions of employment receive national pay awards, irrespective of any pay awards to the Chief Executive Officer. The pay awards for the CEO and Chief Officers saw a 2.75% increase with effect from 1 April 2020.

The pay award for local government employees saw a 2.75% increase effective 1 April 2020.

Monmouthshire County Council introduced the Real Living Wage in April 2014 in line with the rate set by the Living Wage Foundation. The Council wishes to maintain its commitment to the Real Living Wage (hourly rate £9.30: 1 April 2020).

## **8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):**

The Wellbeing and Future Generations and Equality Impact Assessment is attached.

## **9. CONSULTEES:**

Chief Executive  
Chief Officer, Resources/Section 151 Officer  
Head of Law & Monitoring Officer  
UNISON  
GMB

## **10. BACKGROUND PAPERS:**

None

## **11. AUTHOR:**

Sally Thomas - HR Manager

## **CONTACT DETAILS:**

Tel: 07900 651564

E-mail: [sallythomas@monmouthshire.gov.uk](mailto:sallythomas@monmouthshire.gov.uk)

## Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council

<b>Title of Report:</b>	<b>Pay Policy</b>
<b>Date decision was made:</b>	<b>February 2021</b>
<b>Report Author:</b>	<b>Sally Thomas</b>

### **What will happen as a result of this decision being approved by Cabinet or Council?**

All employees of the County Council will be paid in accordance with the information set out in the annual Pay Policy Statement

### **What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?**

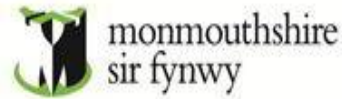
All employees of the County Council will be paid in accordance with the information set out in the Pay Policy Statement

### **What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?**

Council budget accounts for pay awards to staff as part of budget monitoring and forecasting procedures.

Any other comments

Statutory requirement to produce and publish an annual Pay Policy Statement



## **MONMOUTHSHIRE COUNTY COUNCIL PAY POLICY 2021/22**

### **1. INTRODUCTION**

The purpose of a Pay Policy Statement is to increase accountability in relation to payments made to senior employees in the public sector by enabling public scrutiny.

Monmouthshire County Council recognises that in the context of managing scarce public resources remuneration at all levels needs to be adequate to secure and retain high quality employees dedicated to the service of the public, but at the same time needs to avoid being unnecessarily generous or excessive.

The publication of a Pay Policy supports Monmouthshire County Council's values of openness and fairness. This policy aims to ensure that all employees are rewarded fairly and without discrimination for the work that they do. It will reflect fairness and equality of opportunity and encourage and enable employees to perform to the best of their ability, operating within a transparent pay and grading structure.

Monmouthshire County Council recognises that pay is not the only means of rewarding and supporting employees and it offers a wider range of benefits, e.g. flexible working, access to learning, and a wide range of family friendly policies and workplace benefits. It is important that local authorities are able to determine their own pay structures in order to address local priorities and to compete in the local labour market.

In particular, it is recognised that senior management roles in local government are complex and diverse functions in a highly politicised environment where often national and local pressures conflict.

Monmouthshire County Council's ability to continue to attract and retain high calibre leaders capable of delivering this complex agenda, particularly during these times of financial challenge is crucial.

### **2. LEGISLATION**

Under Section 112 of the Local Government Act 1972, the Council has the 'power to appoint officers on such reasonable terms and conditions as the authority thinks fit'. 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.

The Localism Act requires local authorities to develop and make public their pay policy on all aspects of Chief Officers remuneration (including when they cease to hold office), and that of the 'lowest paid' in the local authority. It also explains the relationship between the remuneration for Chief Officer and other groups of employees. The Act and

supporting guidance provides details of matters that must be included in this statutory pay policy, but also emphasises that each local authority has the autonomy to take its own decisions on pay.

The Pay Policy must be approved formally by Council by the end of March each year, but can be amended in year, and must be published on the Monmouthshire County Council's website and must be complied with when setting the terms and conditions for Chief Officers and employees.

In determining the pay and remuneration of all its employees, Monmouthshire County Council will comply with all relevant legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Earnings) Regulations (TUPE). With regard to the Equal Pay requirements contained within the Equality Act, the Council ensures that all arrangements can be objectively justified through the use of job evaluation techniques.

In its application, this policy seeks to ensure that there is no discrimination against employees either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation This policy is inclusive of partners of the opposite or same sex.

### **3. SCOPE AND DEFINITIONS**

This Pay Policy includes-

- The level of remuneration for Chief Officers
- The remuneration of the lowest paid employees
- The relationship between the remuneration of Chief Officers and other officers
- Other specific aspects of Chief Officers' remuneration, fees and charges, and other discretionary payments.

The Localism Act 2011 defines '**Chief Officers**' as being -

**The Head of Paid Service.** This is the Chief Executive Officer.

**Statutory Chief Officers.** In Monmouthshire County Council these are the-

- Chief Officer, Children and Young People
- Chief Officer, Social Care and Health
- Chief Officer, Resources (incorporating statutory Section 151 Officer role)
- Head of Policy & Governance (incorporating statutory Head of Democracy role)
- Head of Law & Monitoring Officer

**Non-statutory Chief Officers** – These are non-statutory posts that report directly to the Head of Paid Service. In Monmouthshire County Council these are the-

- Chief Officer, Enterprise

**Deputy Chief Officers** – These are officers that report directly to statutory or non-statutory Chief Officers and are listed below.



In addition to the above statutory and non-statutory chief officers, posts on Chief Officers' terms and conditions in Monmouthshire County Council are -

- Head of Achievement & Resources
- Head of Achievement & Attainment
- MONLIFE - Chief Operating Officer
- Head of Place-making, Housing, Highways & Flood
- Head of Enterprise & Community Animation
- Head of Commercial, Property, Fleet & Facilities
- Head of People & Information Governance
- Head of Finance
- Head of Digital
- Head of Public Protection
- Head of Integrated Services
- Head of Children's Services
- Head of Business Transformation
- Head of Strategic Projects (Fixed Term post)
- Head of Neighbourhood Services

#### **Senior Leadership Team.**

In Monmouthshire County Council, our Senior Leadership Team consists of:

Chief Executive

Chief Officer, Children & Young People

Chief Officer, Enterprise

Chief Officer, Resources

Chief Officer, Social Care & Health

Head of Law & Monitoring Officer

Head of Policy & Governance

Gender make-up: 5 male; 2 female

The Localism Act 2011 requires the Council to define its 'lowest paid employee' within our pay policy statement. Within Monmouthshire County Council our lowest paid employees are those paid in accordance with the Living Wage.

The Localism Act 2011 defines remuneration as 'salary, bonuses, charges, fees or allowances payable, any benefits in kind, increase or enhancement of pension entitlement. This definition is adopted for the term "pay" used in this policy.

#### **4. PAY INFORMATION – PAY RANGES FOR NJC (NATIONAL JOINT COUNCIL) 'GREEN BOOK' EMPLOYEES**

All National Joint Council (NJC) 'Green Book' positions within Monmouthshire County Council have been subject to a job evaluation (JE) process using the Greater London Provincial Council (GLPC) scheme back dated to 1 April 2009 following the signing of a collective agreement with UNISON and GMB on 2 December, 2010.

Monmouthshire County Council has linked the scores from the job evaluation results directly to the NJC pay structure.

Monmouthshire County Council's grading structure has 13 grades with 5 increments in ten of the grades, 3 increments in two of the grades and 4 increments in one of the grades. Grades span across SCP 1- 51 with associated salaries from £17,842 (SCP 1) to £55,195 (SCP 51). More information about the GLPC and the grades can be found in the Council's SINGLE STATUS Collective Agreement.

#### **Apprentices**

As of 1 April 2021, the Council will implement an Apprenticeship pay structure which will align with the Council's minimum rates of pay and ensure appropriate and consistent rate of pay across all apprentice roles regardless of the qualification framework.

### **5. PAY INFORMATION – CHIEF EXECUTIVE OFFICER ON CHIEF EXECUTIVE TERMS AND CONDITIONS**

The salary for the Chief Executive Officer is a local grade established following an analysis of the degree of responsibility in the role and market rates at the time the post was last advertised (2009) and approved by Council. The salary for the Chief Executive is £119,955 (as at 1 April 2020). The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 2.75% with effect from 1 April 2020. This pay agreement covers the period 1 April 2020 to 31 March 2021.

There are no additional bonus, performance, honoraria or ex gratia payments. The salary is subject to nationally agreed pay rises for JNC for local authority Chief Executive Officers.

In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council, the fee for local elections is set in line with the fee agreed for the Welsh Government elections.

#### **The Independent Remuneration Panel for Wales (IRP)**

Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting Section 143A. This requires that any principal Council or fire and rescue authority that intends to change the salary of its Head of Paid Service must consult the Independent Remuneration Panel for Wales (IRP), unless the change is in keeping with changes applied to other officers. Section 143A also enables the IRP to take a view on anything in the Pay Policy Statement of a local authority that relates to the salary of the Head of Paid Service.

### **6. PAY INFORMATION – CHIEF OFFICERS & HEADS OF SERVICE ON CHIEF OFFICER TERMS AND CONDITIONS**

Monmouthshire County Council employs Chief Officers under Joint National Council (JNC) for chief officers' terms and conditions, which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed

under JNC terms and conditions are contractually entitled to any national JNC determined pay rises, and this Council will therefore pay these as and when determined in accordance with contractual requirements. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 2.75% with effect from 1 April 2020. The pay agreement covers the period 1 April 2020 to 31 March 2021. With effect 1 April 2020, all salaries within this range are as follows:

<b>POST</b>	<b>RANGE</b>	<b>SALARY</b>
Chief Executive	N/A	£119,955
Deputy Chief Executive	Band A+ Points 1-3	£91,766 £92,989 £94,213
Chief Officer, Children & Young People (CYP) Chief Officer, Enterprise Chief Officer, Resources (& Section 151 Officer) Chief Officer, Social Care & Health (SCH)	Band A: Points 1 – 4	£84,424 £85,648 £86,871 £88,095
Head of Law & Monitoring Officer Head of Finance Head of Strategic Projects (Fixed Term) Head of Integrated Services Head of Children’s Services Head of People & Information Governance MONLIFE – Chief Operating Officer Head of Enterprise & Community Animation Head of Place-making, Housing, Highways & Flood Head of Commercial, Property, Fleet & Facilities Head of Neighbourhood Services	Band B: Points 1 – 4	£73,412 £74,636 £75,859 £77,083
Head of Public Protection Head of Achievement and Resources Head of Achievement & Attainment	Band C: Points 1 – 4	£63,012 £65,459 £67,906 £70,353

Head of Policy & Governance/Head of Democracy Head of Digital Head of Business Transformation		
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There are no other additional elements of remuneration in respect of overtime, flexi-time, bank holiday working, stand-by payments etc., paid to these senior employees, as they are expected to undertake duties outside their contractual hours and working patterns without additional payments. There is no performance related pay and no bonuses.

As an equal opportunity employer all posts are advertised.

Posts at Chief Officer and Heads of Service level are employed on JNC Chief Officer terms and conditions. Chief Officers and Heads of Service whose grades offer incremental progression must achieve at least a 'satisfactory' judgement in their annual appraisal process to advance to the next incremental point within grade.

Monmouthshire County Council publishes pay details for Chief Officers on the website. The information can be found in the 'Statement of Accounts.'

Monmouthshire County Council is the 'host' local authority for the employment of the Cardiff Capital Region City Deal – Programme Director. This appointment is on a permanent basis on a salary of £116,802 per annum (effective 1 April 2020), on JNC chief officer terms and conditions of employment. This post is being hosted by Monmouthshire County Council on behalf of the City Deal Partnership and is wholly funded by the City Deal Partnership. Under the Local Authorities (Standing Orders) (Wales) Regulations 2006, as amended in 2014, this post has been reported and approved by Council and has been the subject of a referral to the Independent Remuneration Panel.

## **7. PAY INFORMATION – EMPLOYEES ON 'GREEN BOOK' TERMS AND CONDITIONS REFERRED TO AS "OPERATIONAL MANAGERS"**

Operational Managers are those who fall within the definition of Deputy Chief Officer but who are paid on NJC (National Joint Council) terms and conditions rather than Chief Officers' terms and conditions. Their salaries span from Grades I – M, with the lowest being SCP 31 (£34,728) and the highest being SCP 51 (£55,195).

## **8. PAY INFORMATION – EMPLOYEES OTHER THAN 'GREEN BOOK' AND CHIEF OFFICERS**

Monmouthshire County Council also has employees on other national terms and conditions, i.e. JNC Soul bury and Teacher terms and conditions. Pay for these groups of employees is based on the relevant nationally agreed rates of pay.

National Pay Grades – Soul bury Committee. The Soul bury Committee has its own pay scales and includes the following groups of employees:

- Educational Inspectors and Advisers
- Educational Psychologists
- Youth & Community Service Officers

In addition to the annual pay increase, the Soulbury Committee determines the national salary framework. The Council will pay future pay rises as and when determined in accordance with contractual requirements

Teachers' Pay Policy – the Teachers pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been the subject of consultation with teaching trade unions. A Policy is provided to all schools each year with a recommendation from the Council that the Governing Body adopt it.

## **9. INCREMENTAL PROGRESSION**

For employees on NJC (National Joint Council) terms and conditions of employment, the 'Green Book', incremental progression is automatic. Increments are normally awarded on 1 April each year. Where Chief Officers and Heads of Service have incremental pay grades, progression is normally on 1 April each year.

## **10. SALARY ON APPOINTMENT**

Posts are advertised on the agreed grade/range for that particular post. Information regarding the minimum and maximum pay is provided in the advert. In practice most appointments are made at the bottom of the range. However, there is discretion to appoint at a higher point on the range. This would normally only apply if there is a need to match a candidate's current level of pay.

## **11. PAY REVIEW – ALL EMPLOYEES**

All pay is reviewed in line with the national pay awards negotiated for the cost of living increases when these occur.

## **12. MARKET SUPPLEMENTS**

It is recognised that there will be exceptional occasions where the market rate for certain key jobs is higher than that provided for by the new pay and grading structure. In these circumstances, the grading of the post will be reviewed in accordance with the Market Forces Supplements Policy.

## **13. ADDITIONAL PAYMENTS – NJC (National Joint Council) 'GREEN BOOK' EMPLOYEES**

Additional payments are made to this employee group as detailed in Monmouthshire County Council's SINGLE STATUS Agreement. The types of additional payments made include-

- Weekend Working payments are made for Saturday (time and a quarter) and Sunday (time and a half).

- Bank Holiday – Paid at double time or plain time plus a day off in lieu.
- Night Workers – Employees who work night shifts between the hours of 10.00 pm and 6.00 am are paid time and a third.
- Overtime can be paid for employees who are requested to work in excess of 37 hours and who are paid on NJC Bands A to F.

Examples of other payments that could be made are first aid allowance, and relocation payments. MCC does not reimburse the payment of professional registration or subscription fees, for any employee/group of employees.

#### **14. ADDITIONAL PAYMENTS**

- Business mileage incurred by the employee is refunded at the HMRC rate.
- Relocation – Monmouthshire County Council may provide financial assistance to new recruits as part of the employment package under the terms of our Relocation Scheme.
- Returning Officer Fees – the appointment of Electoral Registration Officer is required by S8 of the Representation of the People Act 1983 and the appointment of Returning officer by S35 of the Representation of the People Act 1983.
- In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive Officer. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council the fee for local elections is set in line with the fee agreed for the Welsh Government elections.

#### **15. HONORARIA AND ACTING UP PAYMENTS**

Monmouthshire County Council has a policy for an additional payment to be made where an employee acts up into a post at a higher level of pay or where they undertake additional duties on a temporary basis. This policy is applicable to all employees (except teaching employees).

#### **16. MULTIPLIERS**

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 Local Authority's workforce.

The multiples of pay for Monmouthshire County Council are as follows-

- Multiple between lowest paid FTE employee and CEO is 7:1 (same as previous year)
- Multiple between lowest paid FTE employee and average chief officer is 4:1 (same as previous year)
- Multiple between the median FTE employee and CEO is 5:1 (same as previous year)
- Multiple between the median FTE employee and the average chief officer is 3:1 (same as previous year)

## 17. PAYMENTS/CHARGES AND CONTRIBUTIONS

All Monmouthshire County Council employees (except teachers) are entitled to join the local government pension scheme (LGPS) which is offered by the Local Government Employers. If employees are eligible they will automatically become a member of the scheme under the auto enrolment provisions (to join they must have a contract for at least 3 months duration and be under the age of 75).

Employees can decide to opt out of the scheme within one month of auto enrolment. The benefits and contributions payable under the pension fund are set out in the LGPS regulations. All employees who are members of the Local Government Pension Scheme make individual contributions to the scheme in accordance with the following table:

### Local Government Pension Scheme deduction percentages (01/04/2020)

Pensionable Pay Banding	Main Section	50/50 Section
Up to £14,600	5.5%	2.75%
£14,601 to £22,800	5.8%	2.9%
£22,801 to £37,100	6.5%	3.25%
£37,101 to £46,900	6.8%	3.4%
£46,901 to £65,600	8.5%	4.25%
£65,601 to £93,000	9.9%	4.95%
£93,001 to £109,500	10.5%	5.25%
£109,501 to £164,200	11.4%	5.7%
£164,201 or more	12.5%	6.25%

## **18. DISCRETIONARY PAYMENTS**

The policy for the award of any discretionary payments is the same for all employees regardless of their pay level. The following arrangement applies for redundancy payments under regulation 5 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006.

- Payment of an overall lump sum of 1.7 times the statutory redundancy payment multiplier based on actual weeks' pay up to a limit of Spinal Column Point 43. This is payable to employees made redundant with 2 or more years local government service regardless of their age, subject to them being eligible to join the pension scheme.
- Monmouthshire County Council introduced the real Living Wage in April 2014. Monmouthshire County Council isn't accredited for the Living Wage, and it is optional for it to apply any Living Wage pay increases when they arise. The implementation of the new pay spine (effective 1 April 2019) introduced a minimum spinal column point of £9.00 per hour (from 1 April 2020 - £9.25 per hour).

## **19. DECISION MAKING**

Making or confirming the appointment of the Head of Paid Service and other Chief Officers is a function of Council.

Details of exit payments will be approved by the relevant Chief Officer (and Chief Executive for settlement agreements) in consultation with the Cabinet Member and must have robust business cases justifying departure & representing value for money. Any exit payment in excess of £95,000 will be reported to full Council.

## **20. REVIEW OF THE POLICY**

This Pay 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 it meets the principles of fairness, equality, accountability and value for money for the citizens of Monmouthshire. The Policy will be reviewed annually and reported to Council in line with the requirement of the Localism Act 2011. In December 2016, the Public Services Staff Commission in Wales published observations and advice to Welsh Government in respect of the 'Transparency of Senior Pay in the Devolved Public Sector'. When reviewing the Pay Policy for 2021/22, much of the guidance is reflected in this policy.



# Public Document Pack Agenda Item 9

## MONMOUTHSHIRE COUNTY COUNCIL

**Minutes of the meeting of County Council held  
at Remote Meeting on Thursday, 14th January, 2021 at 2.00 pm**

**PRESENT:** County Councillor S. Woodhouse (Chairman)

County Councillors: P. Clarke, D. Batrouni, J.Becker, L.Brown, A.Davies, L.Dymock, A. Easson, R. Edwards, M.Feakins, P.A. Fox, R.J.W. Greenland, M.Groucutt, L. Guppy, R. Harris, J. Higginson, G. Howard, S. Howarth, R.John, D. Jones, L.Jones, P. Jones, S. Jones, P. Jordan, M.Lane, P. Murphy, P.Pavia, M. Powell, J.Pratt, R.Roden, V. Smith, B. Strong, J.Treharne, J.Watkins, A. Watts, A. Webb and K. Williams

### **OFFICERS IN ATTENDANCE:**

Matt Phillips	Head of Law/ Monitoring Officer
Paul Matthews	Chief Executive
Peter Davies	Chief Officer, Resources
Will McLean	Chief Officer for Children and Young People
John Pearson	Local Democracy Manager
Nicola Perry	Senior Democracy Officer
Frances O'Brien	Chief Officer, Enterprise
Julie Boothroyd	Chief Officer Social Care, Safeguarding and Health
Matthew Gatehouse	Head of Policy and Governance
Ruth Donovan	Assistant Head of Finance
Jane Rodgers	Head of Children's Services
Owen Wilce	Community and Partnership Development Lead

### **APOLOGIES:**

County Councillors D. Dovey, D. Evans and S.B. Jones

#### **1. Declarations of interest**

None.

#### **2. Public Questions**

None.

#### **3. Chairman's announcement and receipt of petitions**

No petitions presented.

The Chairman expressed thanks to the workforce of MCC who have in the past month, including the Christmas period, responded to major flooding throughout the County in addition to the pressures placed on them by the pandemic. Thanks were offered to those who gave up their Christmas break to carry out a variety of duties, and all those playing a part to get through these difficult times.

#### **4. Reports for Council:**

## **MONMOUTHSHIRE COUNTY COUNCIL**

### **Minutes of the meeting of County Council held at Remote Meeting on Thursday, 14th January, 2021 at 2.00 pm**

#### **4.1. SAFEGUARDING EVALUATION REPORT April 2019 - March 2020**

The Cabinet Member for Social Care, Safeguarding and Health presented the report in order for Council to evaluate the progress of Monmouthshire County Council's key safeguarding priorities during 2019/2020, highlighting progress, identifying risks and setting out actions and priorities for 2020/2021. •

The report aimed to inform Members about the effectiveness of safeguarding in Monmouthshire and the work that is in progress to support the Council's aims in protecting children and adults at risk from harm and abuse, and the progress made towards meeting the standards in the Council's Corporate Safeguarding Policy approved by Council in July 2017, amended January 2019.

Seconded by County Councillor M. Powell.

**Upon being put to the vote Council resolved to accept the recommendation:**

**For members to receive the Annual Safeguarding Evaluation Report and Activity Plan.**

#### **4.2. COUNCIL TAX REDUCTION SCHEME 2021/22**

The Cabinet Member for Resources presented the report to present arrangements for the implementation of the Council Tax Reduction Scheme and to approve it for 2021/22. The report also sought to affirm that, in the absence of any revisions or amendments, annual uprating amendments will be carried out each year without a requirement to adopt the whole Council Tax Reduction Scheme.

Seconded by County Councillor L. Dymock.

It was agreed that self-employed people had been adversely affected by the pandemic, and in was explained that in terms of council tax criteria:

- if they are a new business, the trading position is assessed rather than trading accounts
- If not on universal credit, and an established business, the previous years accounts are looked at
- If on universal credit different arrangements are in place.

**Upon being put to the vote Council resolved to accept the recommendations:**

**To note the making of the Council Tax Reduction Scheme and Prescribed Requirements (Wales) Regulations ("the Prescribed Requirements Regulations") 2013 by the Welsh Government on 26 November 2013.**

**To adopt the provisions within the Regulations above ("the Prescribed Requirements Regulations") and any 'annual uprating regulations' in respect of its Scheme for the financial year 2021/22 including the discretionary elements previously approved as the Council's local scheme from 1 st April 2021.**

#### **4.3. ELECTORAL REVIEW - RESPONSES TO DRAFT PROPOSALS**

The Cabinet Member for Governance and Law presented a report for Council to consider submitting representation to The Local Democracy and Boundary Commission for Wales ("The Commission") in response to their Electoral Review – Draft Proposals Report.

Seconded by County Councillor J. Pratt.

## **MONMOUTHSHIRE COUNTY COUNCIL**

### **Minutes of the meeting of County Council held at Remote Meeting on Thursday, 14th January, 2021 at 2.00 pm**

Concerns were expressed that the recommendations made by the cross-party working group were not considered. There were frustrations around the combination of the Usk and Llanbadoc areas.

The Cabinet Member for Children and Young People and MonLife explained that the recommendation to combine Usk and Llanbadoc to become a two Member ward had been approved at Council in July 2020. He reassured Members that the process had been above board and approved by Full Council in the usual way. He thanked the officers for their work in the review.

Council was informed that there were to be further discussions with Govilon Community Council regarding the housing development, and separate representations would be made.

**Upon being to the vote Council resolved to accept the recommendation:**

**That members approve the response at Appendix A, as agreed by the cross-party working group for the electoral review, to be submitted to the Commission as a full council response for their consideration into the future electoral arrangements for Monmouthshire.**

#### **4.4. DIARY OF MEETINGS FOR 2021/22**

The Cabinet Member for Governance and Law presented the report for Council to approve the draft diary of meetings for 2021/2022.

Seconded by County Councillor P. Jones

It was noted that given the current situation the diary may be subject to change and should be considered as a draft version.

Members were pleased to see that, where possible, meetings were not being scheduled within school holidays.

Remote meetings will continue until pandemic figures allow otherwise.

With regards to Planning Committee, the Chair of Planning agreed that early August meeting should remain as is.

**Upon being put to the vote Council resolved to approve the recommendation:**

**That the diary of meetings for 2021/2022, be approved.**

#### **5. Notices of Motion:**

##### **5.1. Submitted by County Councillor Groucutt**

Motion withdrawn.

#### **6. Members Questions:**

##### **6.1. From County Councillor M. Groucutt to County Councillor R. John Cabinet Member for Children and Young People and MonLife**

## MONMOUTHSHIRE COUNTY COUNCIL

### **Minutes of the meeting of County Council held at Remote Meeting on Thursday, 14th January, 2021 at 2.00 pm**

*Could the cabinet member for CYP inform council what steps are being taken to ensure the maximum engagement of young people in the democratic process and to encourage those newly enfranchised 16 and 17 year olds to use their vote in future Welsh elections?*

In response the Cabinet Member explained that the Senedd and Elections Wales Act 2020 introduced legislation that allows 16 and 17 year olds, and foreign nationals to vote in the Senedd Elections from May 2021. The legislation requires Councils to promote awareness for the steps necessary to help people to register on the electoral roll. In undertaking the annual canvass, a leaflet had been included to make residents aware that young people and foreign nationals are able to register to vote with clear instructions on how to do so. These materials will also be used in the build up to the election in May 2021. It is also necessary for 14 and 15 year olds to register on the electoral roll in anticipation of them becoming 16.

Schools continue to raise awareness of the democratic process, and their right to vote through a range of means: inviting political figures to talk to students; holding mock elections schools.

As a result of the pandemic, engagement workshops in schools are not able to be conducted as originally planned. Government have established a working group to consider engagement and are working with a variety of organisations to put plans engagement plans in place.

As a supplementary Councillor Groucutt spoke of the confusion at the links between constituency members of the Assembly and list members of the Assembly and what happens when you cast a vote for the Welsh Government.

Councillor John agreed that there may be confusion among all ages as to how the regional seats are allocated and agreed that there is more to be done in the role for political awareness, a key educational role. There is a duty in all political parties, and the media, that as much is done as possible to raise awareness of the facts.

#### **7. To confirm the minutes of the meeting held on 3rd December 2020**

The minutes of the meeting of County Council held on 3<sup>rd</sup> December 2020 were confirmed as an accurate record.

**The meeting ended at 3.05 pm**