

Dylan Hughes and Peter Mullen

Clerks to the Council /

Clercod i'r Cyngor

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Gwersyllt Community

Resource Centre

Second Avenue

Gwersyllt

Wrexham

LL11 4ED

9 March 2023

Dear Councillor

Your attendance is requested at a **MEETING of the GWERSYLLT COMMUNITY COUNCIL** to be held at the **GWERSYLLT COMMUNITY RESOURCE CENTRE** on **WEDNESDAY, 15 MARCH 2023 at 7.00 p.m.** for the transaction of the business specified below.

Here is the online link to allow people to join the meeting from another location:

<https://us02web.zoom.us/j/84778638816?pwd=Zk11SWNOV21IWUFCU25ERXJJKzloQT09>

Yours sincerely



Clerk to the Council

Note: In accordance with previously agreed arrangements, the Council will endeavour to complete its business by 8.45 p.m.

AGENDA

1. Apologies for Absence:
2. Appointment of New Clerk/Responsible Financial Officer: To report the appointment of Mr. Dave Sheridan.
3. Gwersyllt West Ward – Resignation of Member: To declare a second vacancy in this ward following the recent resignation of Mrs. Jackie Roberts.

4. Declarations of Personal Interests:

5. Public Questions: Any Members of the public wishing to make representations, ask questions or give evidence should advise the Clerks to the Council by not later than 5.00 p.m. on Tuesday, 14 March.

6. Minutes: To receive and, if found correct, confirm the Minutes of the Meeting of the Council held on 15 February 2023 (Copy attached).

7. Policing in the Community: To receive an update from PCSO Lana Kelleher-Lightwood.

8. Street Lighting - Faulty Lights: Members to report any issues giving cause for concern.

9. Statement of Income and Expenditure and Bank Reconciliation for the Quarter Ended 31 December 2022: Clerk to report.

10. Review of Key Documents:

(i) Annual Risk Assessment: To consider the report of the Clerk and Financial Officer (To follow).

(ii) Internal Financial Controls: To consider the attached report of the Clerk and Financial Officer.

11. Proposed Council HR Policies: To consider a draft Annual Leave Policy and a draft Time Off in Lieu Policy (Copies attached).

12. Independent Remuneration Panel for Wales – Annual Report – February 2023: To discuss the Panel's Annual Report (Copy attached) with particular reference to its deliberations and determinations relating to the costs and expenses of Members of Community and Town Councils.

13. Membership of One Voice Wales 2023-24: To consider the attached letter from Lyn Cadwallader, One Voice Wales.

14. Application for Grant of Licence under the Licensing Act 2003 – Beech Avenue Brewery, Unit 14 Rhosddu Industrial Estate, Wrexham: To consider the attached letter from the Licensing Team Leader, Wrexham County Borough Council.

15. Wrexham Youth and Play Partnership: To consider the attached correspondence from Samantha Williams, Community Development and Communication Officer, Wrexham Youth and Play Partnership.

16. Applications for Planning Permission: Clerk to report.

17. Members' Issues/Concerns:

(i) Possible Provision of Commemorative Bench in honour of a Former Long Serving Council Member: Item placed on the agenda at the request of Council David Griffiths.

(ii) Coronation of the King – Introduction of Small Grants Scheme for Local Groups/Organisations: Item placed on the agenda at the request of Councillor David Griffiths.

(iii) Other Issues/Concerns: Members to report accordingly.

18. Clerk's Update:

19. Accounts for Payment: Clerk to report.

20. Information Item

- **Road Safety – 20 mph roll-out in Wales:** To note the attached correspondence from Rod King, Founder and Campaign Director, 20's Plenty for Us

Minutes of a Meeting of Gwersyllt Community Council
held at the Gwersyllt Community Resource Centre
on Wednesday, 15 February 2023

Members

Councillor David Edwards, Chair
Councillor Gwenfair Jones, Vice-Chair

Councillor Aled Canter
Annette Davies
Martyn Davies
David Griffiths
Emma Holland
Peter Howell
Arfon Jones
*Arthur Jones

Councillor *Sheelagh Jones
Tina Mannering
Jayne Parlour
Phil Rees
*Jackie Roberts
Michael Wilde
Dennis Wynne

* Absent

Councillors Arfon and Gwenfair Jones joined the meeting remotely as did one member of the public.

138. GWERSYLLT WEST WARD – DECLARATION OF VACANCY

Further to the discussion at the last meeting of the Council (Minute 122 refers), the Clerk reported that former Councillor Barrie Warburton had not attended any meeting of the Council since 15 June 2022, a period of over 6 consecutive months, and had made no contact with the Council throughout that period to provide any reasons or mitigation for his absence. Therefore, under the provisions of the Local Government Act, 1972, he was deemed to have vacated his seat through his failure to attend meetings and was no longer a Member of the Council.

The Clerk advised Members that a vacancy should be declared and advertised giving local electors the opportunity to call for an election and make nominations. The Clerk added that if there was no call for an election, then the Council could fill the vacancy through co-option.

RESOLVED –

(i) That the action taken by the Clerk in this matter be endorsed.

(ii) That a vacancy in the Gwersyllt West ward be declared and the Clerk instructed to take the necessary steps to advertise the vacancy.

139. APOLOGIES FOR ABSENCE

Apologies for absence were submitted on behalf of Councillors Arthur Jones, Sheelagh Jones and Jackie Roberts.

140. DECLARATIONS OF PERSONAL INTERESTS

Councillor Phil Rees advised that he intended to declare a personal and prejudicial interest in Agenda Item 10 (iii) (Application for Financial Assistance – Wrexham Clothing Exchange).

141. PUBLIC QUESTIONS

The Clerk advised that no public questions had been received for discussion at this meeting.

142. MINUTES

The Minutes of the Meeting of the Council held on 18 January 2023 were submitted.

RESOLVED – That the Minutes of the Meeting of the Council held on 18 January 2023 be received and confirmed as a correct record.

Matters arising -

Page 2 – Minute 125 - Consultation on Flintshire and Wrexham's Draft Well-being Plan– The Clerk reported a reply from Michael Cantwell of Wrexham County Borough Council, thanking the Council for its “excellent feedback which we will reflect on and act on”. The next steps will be to produce the Well-being Plan and a delivery plan.

Mr. Cantwell had expressed his willingness to meet with representatives of the Council to discuss the matter further and it was **agreed** that an online meeting for this purpose be set up with Members of the Community Well-being Sub-Committee.

Page 5 – Minute 130 (i)(a) – Application for Financial Assistance: Wrexham Sounds – Further to Minute 130 (i)(a), it was reported that Wrexham Sounds had confirmed that 75% of its bank balance was already committed for operational costs for the year and that the remaining 25% was intended to cover contingencies leaving little spare cash available for items such as equipment. In response to a previous query from Members, it was also reported that in the past year over 20 young people from Gwersyllt/Rhosrobin had attended Wrexham Sounds for music lessons.

An offer for Members to visit Wrexham Sounds to learn more about the services it provides was also reported.

RESOLVED –

(i) That , in accordance with the provisions of Section 137 of the Local Government Act 1972 (as amended), the application by Wrexham Sounds for a donation of £599.00 to purchase a Yamaha P125 Digital Piano be approved.

(ii) That arrangements be made for Members to visit Wrexham Sounds in March

Page 5 – Minute 130 (i)(b) – Application for Financial Assistance: Groundwork North

Wales - With reference to Minute 130 (i)(b), the Clerk reported receipt of a recent bank statement from Groundwork North Wales, copies of which had been previously circulated to Members. Members raised no queries or concerns about the organisation's finances.

It was therefore -

RESOLVED – That the Council's donation of £150.00 be released to Groundwork North Wales for the purpose outlined in its application.

143. POLICING IN THE COMMUNITY

It was reported that PCSO Lana Kelleher-Lightwood was unable to be present, but had submitted a written report which was circulated to Members.

Following a discussion, Members were of the opinion that the reporting framework contained only scant information and that more data should be supplied (e.g. dates when incidents occurred and the timescale until incidents were resolved).

A Member commented that, as 2 people are killed each week by their partners, it was unacceptable for information about domestic violence to be excluded from reports to the Council as violent attacks can lead to domestic homicide. Commenting further, the Member said that it was especially relevant to the Council as it is a Supporter Organisation of White Ribbon as well as being signed up to well-being initiatives that include domestic abuse and adverse childhood experiences, adding that the request to receive information of this sort on a regular basis should be escalated to a higher level. The Clerk reported that he had spoken with Sergeant Nathan Harvey on the telephone about the comments previously made by Members about the reporting format. He summarised the issues discussed adding that Sergeant Harvey would welcome further discussions.

In conclusion, Members called for the reports to the Council to cover all aspects of policing in the community and not just the work of the PCSO. Noting that the amount of information provided had declined in recent years, Members stressed that community councillors remained a key source of local information to assist the Police.

Two Members complimented the work of Lana and her colleagues in dealing with the anti-social behaviour caused by a group of youths in the Bradley area where CCTV deployed by the Housing Office had been used to identify the perpetrators. A Member raised a query about the funding of CCTV provision and the Clerk was asked to take up the matter with the local PCSO.

144. STREET LIGHTING

The Clerk provided a report on recent work undertaken by Jones Lighting, including the electrical testing of 50% of the Council's street lighting columns with the remainder to be tested in 2023/24. The testing had shown shortcomings in the local DNO (Scottish Power) network and Jones Lighting would be writing to Scottish Power for their comments.

Other works to be completed in March included the following:

- The removal of the old concrete column in Park Wall Road (the "pool")

- The transfer of lanterns to the new columns in Menai Way and at Penrhos (to the rear of the Gwyn Evans Sports Centre)
- Installation of a solar column in Station Court

Responding to a question from a Member, the Clerk replied that the street light on the Coppey Steps had been transferred to a new column.

A Member requested that consideration be given to the installation of an additional lighting column near the entrance to the Gwersyllt Cricket Club.

Further to the request by a Member at a previous meeting for a solar powered light to be installed on the footpath between the bus stop on Pendine Way and Cheviot Close, the Clerk reported that he had obtained a quotation for this work in the sum of £1,990.74.

RESOLVED – That quotation for the installation of a solar powered light on the footpath between the bus stop on Pendine Way and Cheviot Close be approved.

145. STATEMENT OF INCOME AND EXPENDITURE AND BANK RECONCILIATION FOR THE QUARTER ENDED 31 DECEMBER 2022

The Clerk reported that a draft statement had been completed, but that there remained some outstanding checks to be carried out and that the final version would therefore be reported to the March meeting.

RESOLVED – That the position be noted.

146. WREXHAM CITY PUBLIC SPACES PROTECTION ORDER 2023

Correspondence from Wrexham County Borough Council about the proposed introduction of this Order was submitted for consideration.

During discussion, a Member called for the Council to object to this proposal for the following reasons:

- It was “using a hammer to crack a nut”;
- It moves problems on to another area outside the restricted area rather than addressing them;
- It targets marginalised groups with health problems;
- It leads to people with health problems being criminalised;
- There is scant evidence of a problem;
- The Order is rarely used as existing Police powers are adequate to deal with issues i.e dispersal orders;
- The Order will not address the underlying causes of why people behave antisocially.

The Clerk said that he would circulate the reasons now highlighted to all Members to give them an opportunity to add their comments, if any, prior to a response being sent to Wrexham Council.

RESOLVED – That a response be sent to Wrexham County Borough Council objecting to the proposed Order for the reasons now indicated and to include any

additional comments received from Members prior to the closing date for submission of replies to Wrexham Council.

147. APPLICATIONS FOR FINANCIAL ASSISTANCE

(i) Lex XI Football Club – An application for financial assistance from LEX XI Football Club, to help fund the purchase of training tops, footballs and training equipment for the reserve team, was considered. Members expressed their support for the application and asked the Clerk to enquire whether Lex XI had any plans to establish a women's team.

RESOLVED – That the Club's application for a donation of £300.00 for the purposes now reported be approved pursuant to the provisions of Section 137 of the Local Government Act 1972 (as amended).

(ii) Wrexham Clothing Exchange – The Clerk submitted an application from Wrexham Clothing Exchange seeking a donation of £200.00 towards the purchase of book cases to display its growing collection of books available for exchange. It was noted that this voluntary organisation was run by local residents.

RESOLVED – That the Wrexham Clothing Exchange's application for a donation of £200.00 be approved pursuant to the provisions of Section 137 of the Local Government Act 1972 (as amended).

(In accordance with the Members' Code of Conduct, Councillor Phil Rees declared a personal and prejudicial interest in the matter on the grounds that he had discussed the application with the applicant prior to this meeting, and left the meeting taking no part in the discussion or voting thereon).

148. MEMBER TRAINING

The Clerk reminded Members they had been asked about their individual training requirements as this information was needed for inclusion in a Council Training Plan, adding that local councils were required by law to put a such a plan in place. To date, a third of the Council's membership had responded to the Clerk's request.

The Clerk said that he would pursue the matter with those Members who had yet to reply with the aim of completing the preparation of a plan by the end of March if possible.

149. NOTICEBOARD PROVISION

The Clerk presented details of priced quotations from 3 companies for new noticeboards and Members considered the different specifications and visuals provided. A Member requested that an additional noticeboard be provided in Summerhill on the green space next to the play area on New Road and this was **agreed**.

RESOLVED – That the quotation provided by the Parish Notice Board Company for the supply of the "Prestige" range, at an adjusted cost of £7,890 plus installation and supply of magnets, be accepted

150. PLANNING MATTERS

(i) Application for Planning Permission - P/2023/0050 (Residential Development of 96 No. Dwellings and Associated Infrastructure – Land at Stansty Fields, Mold Road, Wrexham) – The Clerk reported on this planning application

RESOLVED - That the Local Planning Authority be advised that the Council objects to the application for the following reasons:

- The site is outside the current settlement area
- The proposed development is in the green wedge (the green barrier having already been moved closer to Wrexham with the development on Griffiths Road)
- If permitted, the development will lead to the coalescence of communities as the expansion of Gwersyllt moves closer to Wrexham
- The proposal is considered to be contrary to sustainable development principles and the Council is concerned that existing services are already over-subscribed

(ii) Consultation Prior to Application for Planning Permission: Land to East of Tan-y-Bont, Main Road, Rhosrobin – Members' attention was drawn to a notice from Castle Green Homes, regarding this matter.

Members expressed concern about the proposal to increase the size of this development to 219 dwellings.

RESOLVED –That the matter be noted and the proposal considered in more depth Council following submission of a formal application for planning permission.

151. MEMBERS' ISSUES/CONCERNS

(i) Request for Provision of Additional Grit Bins – Members discussed the need for more grit bins particularly at locations where older people live and where there are hills (e.g. Heol Hyfryd). The Clerks were asked to confirm the locations of existing grit bins and to consult Members for their views as to where any additional bins should be provided, reporting back to Council in due course on suggested new locations and costings.

(ii) Speed Humps – Councillor Annette Davies reported that this issue would be discussed at a forthcoming site meeting with Lee Ellis, Wrexham Council's Streetscene Co-ordinator.

(iii) Overgrown Hedge – A Member remarked on an overgrown hedge near the junction of Wheatsheaf Lane and Summerhill Road. The matter would be raised with Streetscene.

(iv) Road Safety - Vehicle Activated Signs –A Member asked for a progress report on the installation of new vehicle activated signs.

In answer to Members' comments, the Clerk advised that he had previously met with several Members to discuss the suitability of a number of possible sites for vehicle

activated signs, adding that the provision of solar powered signs, coupled with the installation by the Community Council of a number of new street lighting columns, would provide the Council with options in light of Wrexham Council's refusal to allow its lighting stock to be used for the purpose of displaying such signs. The provision of signs had also been discussed with Ben Mortimer of TWM Traffic Control Systems Ltd.

A Member reported that the vehicle activated sign in Blue Bell Lane (adjacent to the Gresford Heath estate) was still not working and the Clerk was asked to contact Wrexham Council again. The Clerk added that a maintenance contract for all vehicle activated signs provided by the Community Council may be required in future.

RESOLVED – That further site meetings be held to identify Members' preferred locations for the installation of vehicle activated signs with a view to a suggested list of priority sites being compiled and costed for the Council's consideration.

(v) **CCTV Provision** – In answer to a Member's query, the Clerk was asked to seek an update from the local PCSO.'

152. CLERK'S UPDATE

- (i) **Invitation from Offa Community Council to the Official Unveiling of The Royal Welch Fusilier and Regimental Goat Statue – Saturday, 18 March at 11.45 a.m.**
-Two invitations have been received and it was **agreed** that the Chair and Councillor Mike Wilde should represent the Council at the event.
- (ii) **Donation to Home-Start Wrexham** – The Clerk reported receipt of a letter from Home- Start Wrexham , thanking the Council for its recent generous donation.
- (iii) **Mindfulness Sessions** – The most recent session held at Bradley Village Hall in January was attended by 10 people and the forthcoming session on 22 February is already fully booked. A guided walk will be arranged at Alyn Waters in March. Members were reminded that these sessions were funded by the Council.
- (iv) **Future of the Community Agent Scheme**– A report by the Clerk was presented for Members' information as a prelude to further discussions about the future of the community agent service locally. The Clerk outlined the value of the service and this was echoed by several Members although others considered the initial scheme to have been a failure. Members requested more information about how the scheme was operating in other areas to assist them in coming to a decision in this matter.
- (v) **Appointment of a New Clerk to the Council** – The Staff Appointments Sub-Committee had identified a preferred candidate and references were being taken up. The Chair added that, due to a pre-booked holiday by the candidate, the current Clerks had been asked, and had agreed, to remain in post to facilitate a handover period. The Chair said that further discussions would take place with the present Clerks when the start date of the new Clerk was confirmed.

153. ACCOUNTS FOR PAYMENT

RESOLVED –

(i) That payment of the following accounts be approved:

- Wrexham County Borough Council – Recharge for Council Agenda – January 2023 - £54.54 (£45.45 +VAT)
- Wrexham County Borough Council – Management & Maintenance of CCTV Cameras - 01/02/22 to 31/03/23 - £10,800.00 (£9,000.00 +VAT)
- Wrexham County Borough Council – Play Invoice Cost to the Community Council – Annual 2022/23 - £11,051.43 (no VAT)
- Wrexham County Borough Council – Hire of Gwersyllt Community Resource Centre Luncheon Club – October to December 2022 – 5 sessions @ £18.00 - £90.00 (no VAT)
- Wrexham County Borough Council – Hire of Gwersyllt Community Resource Centre for Craft Group – October to December 2022 – 6 sessions @ £19.50 - £117.00 (no VAT)
- Wrexham County Borough Council – Hire of Gwersyllt Community Resource Centre – Mindfulness Course – 15/11/22 – 1 session @ £30.00 - £30.00 (no VAT)
- Scottish Power – Street Lighting invoices for the period 01/01/23 to 01/02/23 - £1,136.88 (£947.40 +VAT) [*NB invoice reduced by ERBS*]
- Jones Lighting Ltd – Street Lighting Maintenance – January 2023 - £6,020.36 (£5,016.97 + VAT)
- R.J. Miles (James Garden Services) – Maintenance of the Memorial Garden – January 2023 - £157.50 (no VAT)
- Bradley Village Hall – Hire of Hall for Mindfulness Session – 11/01/23 - £42.00 (no VAT)
- One Voice Wales – Councillor Training Modules (Cllr. Gwenfair Jones / Cllr Tina Mannering) - £70.00 (no VAT)
- Flag Studio (cheque made payable to J.F. Ashburner) – Supply of Welsh Dragon Flag - £74.50 (£68.00 + carriage)
- Rawson Digital – Photocopier Usage Charges – 24/11/22 to 25/01/23 - £45.62 (£38.02 + VAT)
- Bates Office Services Limited – Stationery and Office Items - £55.93 (£46.61 + VAT)

(ii) To confirm the action taken since the last meeting in approving payment of the following invoice:

:

- AVOW – Salary Costs (February 2023) – £3,723.83

154. INFORMATION ITEM – PRECEPT REQUIREMENT 2023/24

Members received a letter from the Head of Service – Accountancy at Wrexham County Borough Council, confirming receipt of the Council's precept requirement of £220,139 for 2023/24.

RESOLVED – That the letter be noted.

GWERSYLLT COMMUNITY COUNCIL – WEDNESDAY, 15 MARCH 2023

Report of the Clerk and Financial Officer

INTERNAL FINANCIAL CONTROLS

1. INTRODUCTION

- In accordance with audit and other requirements, it is necessary for the Council to approve the formal documentation of its financial controls on an annual basis.
- The Council last reviewed its systems of internal financial controls in April 2021 (Minute 136 refers).
- In my opinion the agreed internal financial controls are relevant and appropriate for the Council and constitute an effective control framework. They are reproduced in section 2 of this report for review by Members.

2. DOCUMENTED INTERNAL FINANCIAL CONTROLS

- The Responsible Financial Officer (RFO) shall prepare annual estimates of income and expenditure for submission to the December or January meetings of the Council which, in addition to known and/or committed expenditure during the subsequent financial year, will make appropriate provision for expenditure on possible schemes/projects in that year as previously determined by the Council.
- As soon as a forthcoming financial year's budget has been approved, it shall be the responsibility of the RFO to submit the precept required to the Wrexham County Borough Council. In accordance with the present arrangements agreed with that authority, the precept is received in three instalments in April, August and December and paid into the Council's business account at HSBC, Wrexham, by means of BACS.
- The RFO shall submit to the Council prior to the start of every financial year an Annual Investment Strategy report and associated recommendations, in accordance with the statutory regulations governing such a Strategy.
- The RFO shall report to the July, October, January and April meetings of the Council the financial position in relation to actual expenditure against budget and income at the preceding quarter end periods.
- The RFO shall record all payments and income in the ledger on at least a monthly basis, reconcile quarterly and at the year end with the bank statements and prepare accounts in the receipts and payments format with the balance sheet and supporting statements for Council approval as soon as possible after the year end and in accordance with the requirements of the Audit and Accounting Regulations from time to time.
- The RFO shall pay all invoices approved by the Council by means of a minute authority, ensuring all cheques have the signatures of two Members and the Clerk.

- The RFO will ensure that all invoices carry the number of the cheque settling the payment and are satisfactorily maintained in dockets relevant to the month of payment.
- The RFO shall ensure that on no account will signatories be applied to cheques where the payee details, for whatever reason, have not been included (i.e. blank cheques).
- The RFO shall keep the Council's two accounts with HSBC, Wrexham, under regular review, transferring monies between them as appropriate, and shall ensure that interest earning opportunities are maximised. After each election to the Council, or more regularly if required, the Officer shall arrange for a new Bank Mandate to be approved by Council.
- The RFO shall ensure that his salary payments and those of the Council's other employees are processed and dealt with by the Association of Voluntary Organisations in Wrexham (AVOW) as the Council's payroll provider. AVOW are also responsible for the processing of year end reports to HMRC on the Council's behalf.
- The RFO shall aim to reclaim VAT on a quarterly basis via the Council's approved managing agent and check that this and other income received – precept, bank interest, grants and/or otherwise – are credited to the appropriate Bank Account.
- The RFO shall maintain a petty cash book to record every appropriate receipted payment and postages on a monthly basis.
- The RFO, as part of the annual risk assessment, shall ensure that insurance cover is at the appropriate level and that the asset register is kept up to date.
- The RFO shall ensure that the Council appoints an Internal Auditor.
- On receipt of notification of external audit, the RFO shall arrange for appropriate public notice to be given of the audit and arrange for completion of the necessary forms required by the External Auditor. On completion of the audit, the Officer will arrange for public notice of the fact. The Officer will ensure that the Council is notified of both stages.

3. RECOMMENDATIONS

- 3.1 That the documented internal financial controls of the Council as set out above be re-affirmed.**
- 3.2 To continue to review the Council's internal financial controls on an annual basis.**

GWERSYLLT COMMUNITY COUNCIL

Annual Leave policy

Purpose

The purpose of this policy is to set out the requirements relating to the entitlement and taking of annual leave.

The law

The law relating to holiday entitlement is set out in the Working Time Regulations 1998, and amended by the Work and Families Act 2006.

Holiday entitlement

The holiday entitlement for employees is as set out in their contract of employment.

Payment during holiday

Employees receive their normal pay on any days which are taken as part of their annual holiday entitlement.

NOTE

For most employees payment during holidays is very straightforward – no alterations are made, and they are just paid as if they are present at work.

Holiday year

The Community Council's holiday year runs from April to March. Employees should take their full holiday entitlement during that 12 month period.

Carrying holiday forward

Employees will not typically be allowed to carry holiday entitlement forward from one year to the next. However, in exceptional circumstances this might be allowed (for example when the employee is asked to cancel holiday booked towards the end of the holiday year due to business requirements). Even in exceptional circumstances, employees should always take a minimum of four weeks' paid holiday per year.

No employee should ever presume that they will be allowed to carry forward holiday entitlement. If an employee wishes to do this s/he should contact his/her line manager. In the case of the Community Clerk/RFO this will be the Chair of the Council. In the case of other staff, it will be the Clerk/RFO in consultation with the Chair of the Council.

Specific rules apply if the employee is unable to take all holiday entitlement due to sickness (see below).

Pay in lieu of holiday

If employees have not taken their full holiday entitlement at the end of the holiday year they will usually forfeit that holiday. In exceptional circumstances (for example when the employee is asked to cancel holiday booked towards the end of the holiday year due to business requirements) pay might be given in lieu of the holiday not taken. The decision to do this will be at the discretion of the Community Council. Payment should be limited to any contractual holiday the employee is entitled to over and above the statutory minimum of 5.6 weeks.

Booking of holiday

Employees should apply for a holiday in writing to their designated line manager, using the holiday request forms which are available. For any holiday of one week or more the employee should apply at least six weeks in advance of the proposed start of the holiday. For any holiday of less than one week the employee should apply at least three weeks in advance of the proposed start of the holiday.

The decision on whether to allow the requested holiday will be communicated to the employee in writing using the annual leave form.

No employee should book a holiday until they have received confirmation that they will be allowed to take the holiday from work. The Community Council accepts no responsibility for the loss of deposits or other monies if employees book holidays in this way.

Cancellation of holiday

In rare circumstances the Community Council might ask the employee to cancel previously agreed holidays due to work related pressures. The employee has the right to refuse such a request, and will suffer no detriment as a result of any such refusal.

If the employee will incur any cost as a result of cancelling a holiday this should be discussed with the Community Council before making the cancellation. The Community Council might be prepared to meet the costs of any such cancellation.

Sickness during holiday

If an employee is unwell during a period of time that has been booked as holiday, the employer should be notified as soon as possible. The usual procedure for notification of sickness applies (see sickness absence policy). It is accepted that, if the employee is overseas during the sickness, it might not be possible to notify the employer immediately – but every effort should be made as soon as it is practicable.

Any days of sickness during a time of booked holiday may be counted as sickness absence, and not holiday leave. The employee may be entitled to take those days which form part of the statutory minimum holiday entitlement as holiday at another time which is convenient to the Community Council.

If the employee is unable to take the full holiday entitlement during a leave year due to sickness the employee may be entitled to carry some leave to the next leave year. This will normally be limited to a maximum of four weeks' holiday, subject to a

deduction for any holidays which were taken during the leave year (including public holidays).

Holiday entitlement if an employee leaves during the holiday year

If an employee leaves the employ of the Community Council during a holiday year, the holiday entitlement that the employee would have been allowed up to the date of leaving will be calculated on a pro-rata basis (based on full weeks).

If the employee has outstanding holiday entitlement, the corresponding amount of money will be paid to the employee in the final salary payment.

If the employee has taken more than the pro-rata holiday entitlement, this amount of money will be deducted from the employee in the final salary payment.

If the amount of holiday taken equates to more money than the final salary payment, the employee will not receive a final salary payment, but will not be required to pay back the additional amount to the Community Council.

New starters

If an employee has a holiday booked before joining the Community Council, s/he should make the Community Council aware when accepting the offer of employment. This holiday will be allowed, but this might be without pay if the employee has not accrued sufficient holiday entitlement at this stage.

New starters will not usually be allowed to take any holiday during the first three months of their employment unless the holiday was already booked, and it has been agreed that this can be taken.

Holidays during school holiday time

It is accepted that many employees have children at school, and hence want to take leave within the school holidays. Every attempt will be made to meet such requests, but the operational efficiency of the Community Council has to be the highest priority.

Working on public holidays

If an employee is required to work on a public holiday s/he will be entitled to take a day's holiday in lieu. This day must be agreed with the designated line manager in the same way that all other holiday is agreed.

Family-related leave

When an employee is on maternity, paternity or adoption leave, annual leave entitlement continues to accrue as normal. Annual leave will accrue at the statutory rate (5.6 weeks pro rata) when an employee is on parental leave. Employees are not required to take annual leave during family-related leave. Designated line managers and employees should discuss suitable arrangements for taking holidays before and/or after a period of family-related leave.

GWERSYLLT COUNCIL COUNCIL

Time Off In Lieu Policy

Purpose:

The Council recognises that on occasion it may be necessary for employees to undertake work outside of their normal working hours. Any agreement by employees to work additional hours is on a voluntary basis.

The purpose of this policy is to ensure that managers and employees are aware of and understand the Council's time off in lieu (TOIL) arrangements so that they are applied consistently.

Scope:

This policy applies to all employees of the Council.

Definition:

TOIL is defined as time taken off work by employees in recompense for additional hours worked outside of their normal working hours.

TOIL Rates:

TOIL will be accrued at plain time rates and no enhancement will be made in relation to the calculation of hours counting towards TOIL.

Accruing TOIL:

Employees can only accrue TOIL if authorised, in advance, by their designated line manager (i.e. Chair of the Council). Additional hours worked by personal choice will not qualify for accrual of TOIL.

TOIL should not be accrued on a regular basis, with the exception of evening meetings or required attendance at civic events. If an employee is regularly required to work additional hours, the line manager should undertake a review of working arrangements.

TOIL accrued will be included on the monthly timesheet for each employee, as will TOIL taken. Each timesheet is signed and authorised by the designated line manager.

The Council realises that it is unlikely that the Council Clerk will be able to seek approval in advance for TOIL accrued and therefore places trust in the Clerk to ensure that where additional hours are worked and TOIL accrued, it is done so as a necessity and in a productive manner.

The Clerk's monthly timesheet should show all TOIL accrued or taken, being signed and noted by the designated line manager.

When attending Council events or events where the employee is invited as a Council employee, it will be down to the designated line manager or Council Clerk to assess whether TOIL shall be accrued. For example, simply being in attendance at an event without any specific requirement to work will not necessarily qualify for time off in lieu unless it can be evidenced that work has been undertaken.

Excessive levels of TOIL should not be accumulated (i.e. no more than 10 hours in any ongoing month period). However, in exceptional circumstances, the line manager has discretion to agree to more. This is however only advised if it is felt that an employee will be able to take the TOIL within three months (see Using TOIL section).

Any suspected abuse of TOIL may be treated as a disciplinary matter.

Using TOIL:

TOIL can only be taken if agreed, in advance, with the designated line manager. Any requests will be considered in line with staffing levels and operational requirements. The Council Clerk will be responsible for allocating the use of his/her own TOIL at times when it is deemed suitable.

TOIL should be taken as soon as possible after accrual. One example of good practice is to come in later than your normal starting time the day after attending an evening meeting to redeem any TOIL accrued.

In line with the previous paragraph, the Council policy is that TOIL should be taken for parts but not all of a working day. Where an employee has worked a full additional day (e.g. a community event that lasts for over 5 hours), then it is permissible for the TOIL to be built up to allow a full day off work.

The Council will receive a report detailing employees TOIL levels on a quarterly basis. The Council may decide to instruct line managers to ensure the TOIL is taken within a certain time limit (i.e. one month) unless a reason can be presented for the TOIL not having been taken.

No TOIL accrual should be carried forward beyond the end of a 12 month period (1st April to 31st March) with the exception of time accrued during the last two weeks of this period.

In exceptional circumstances where due to service delivery needs TOIL cannot be accommodated within the 12 month period, the employee can request payment for the hours owed. This request should be made in writing to their line manager.

Working Time Regulations:

The Council has a duty to protect the health and safety of its employees by ensuring that they do not work excessive hours and that, where necessary for them to work additional hours, they are appropriately recompensed.

When agreeing the accrual of TOIL, the designated line manager must ensure that the employee's working hours adhere to the requirements of the Working Time Regulations. If the employee's weekly working hours will exceed the 48 hours maximum, the manager must ensure that the employee completes an opt out form. The opt out form is appended to this policy.

GWERSYLLT COMMUNITY COUNCIL

48 Hour working week: employee opt-out agreement

Employee name	
Job title	

By entering into this agreement, I understand and agree that the statutory maximum average working time of 48 hours a week will not apply to my employment.

I understand that I may be required to work more than an average of 48 hours a week for my employer.

In the event that I no longer wish to work more than an average of 48 hours per week, I understand that I will be required to give my employer three months' written notice to end this agreement.

Employee signature:

Date:

ITEM 12



Independent Remuneration Panel for Wales

Annual Report

February 2023

Annual Report 2023 to 2024

Section	Page number
1. Introduction	2
2. Role and Responsibilities of the Panel	4
3. Deliberations and Determinations	6
4. Consultation and Summary of Determinations	15

Section 1: Introduction

This is the Final Annual Report of the Independent Remuneration Panel for Wales, setting the Decisions and Determinations on pay, expenses and benefits for elected members of principal councils, community and town councils, National Park Authorities and Fire and Rescue Authorities for implementation from April 2023.

This is my first Report as Chair of the Panel, having been appointed in June 2022. I would like to take this opportunity to thank John Bader, the outgoing Chair, for his service over many years and who led the Panel through two significant pieces of work last year – the [Independent 10 Year Review of the Panel](#) and restoring the link between elected members salaries and average earnings in Wales. I also thank Joe Stockley for his service and I am pleased to announce the appointment of Bev Smith in June this year. Saz Willey, Vice Chair, and Ruth Glazzard continued to lead the work of the Panel during this period of change and I thank them for the support they have given both Bev and I, as new members. Ruth Glazzard stood down from the Panel at the end of 2022, when she took up a new Public Appointment. The Public Bodies Unit is currently recruiting for a new Panel member.

This year the Panel has continued to focus on and take forward the recommendations from the [Ten-Year Review](#). There are four key strands to this work – review the way we work, set out a three year strategy for the Panel, improve how we communicate and engage with stakeholders and build a robust evidence base to inform decisions.

We have embarked on the recommended Effectiveness Review of the way we work and have started developing our longer-term strategy with Panel Development Days in August and February. We have agreed that our mission is to deliver a fair and accountable reward framework for Wales, to support communities to have their voices heard within our local democratic bodies. We will use our expertise and professionalism to build trusting, sustainable partnerships to inform our work and deliver the changes Wales needs.

We aim to improve the way we communicate and engage both with our immediate stakeholders and the general public. As a first step we now publish a summary of our monthly meetings on our [website](#), but recognise there is much more to do. We aim to improve the accessibility and ease of use of our website and develop it into a more useful resource tool for people. We intend it to be an easy-to-use store of information on our Determinations, and, building on our current [Frequently Asked Questions](#) page, develop our Guidance on how all decisions should be applied.

Whilst we are an independent body, we will continue to work collaboratively with key stakeholders engaged in promoting participation in local democracy. The Welsh Government published research exploring the barriers to standing for elected office and the changing role of the councillor and held a series of events across Wales to highlight and discuss the findings.

We took an active part in these events, hosting seminars on remuneration and the changing role of local councillors. We welcomed the opportunity to share knowledge, experience, and best practice across a range of subjects and particularly the focus

on developing a shared understanding of how we can take collective action to increase diversity in local democracy.

The Panel has decided that this year will be a year of consolidation. Major changes were put in place last year, and a significant uplift in salary levels was agreed. We wish to allow time for last year's Determinations to bed in and to allow the Panel to continue its development of a research and evidence base to inform future decisions and move to a longer term planning cycle. This report reflects that decision.

During the past few years, we have been considering the structure of our reports and how we can make them more accessible to all. We have concluded that much of the information published replicates previous years, often without significant change. For this report we decided to focus on the changes made as a result of the proposals. We have therefore decided that the majority of the content set out in previous reports will be removed from the report and placed on the Panel's website. We will make arrangements for those who are unable to access the website.

This change has significantly reduced the size of the report and made it more manageable to navigate. This approach is also in line with our efforts to respect the challenges facing us in protecting our planet.

We included an online survey in this year's Draft Annual Report for the first time and would like to thank everyone who took the time to complete this, or send in written responses to our consultation questions and comments on the Draft report.

Panel Membership

Frances Duffy, Chair
Saz Willey, Vice Chair
Bev Smith

Detailed information about the members can be found on the website: [Panel website](#)

Section 2: Role and responsibilities of the Panel

Role of the Panel

The Panel is responsible for setting the levels and arrangements for the remuneration of members of the following organisations.

- Principal councils – county and county borough councils
- Community and town councils
- National Park Authorities
- Fire and Rescue Authorities
- Corporate Joint Committees

The Panel is an independent body and is able to make decisions about:

- The salary structure within which members are remunerated
- The type and nature of allowances to be paid to members
- Whether payments are mandatory or allow a level of local flexibility
- Arrangements in respect of family absence
- Arrangements for monitoring compliance with the Panel's decisions

The Panel is an independent organisation and the organisations listed above are required, by law, to implement the decisions it makes. There is no requirement set by the Panel for principal councils to vote on the Determinations. The Panel also sets out Guidance on how its Determinations should be applied, and all councils must have due regard to this Guidance. The current guidance is set out in the [2022 to 2023 Annual Report, Annex 2 “The Regulations”](#). This guidance is still applicable.

The Panel is also consultee for proposed changes to the pay of principal council Chief Executives.

Principles

The work of the Panel is underpinned by a set of principles which guides its approach, methodology and decision making. They are:

- **Upholding trust and confidence** – Citizens rightly expect that all those who choose to serve in local authorities uphold the public trust by embracing the values and ethics implicit in such public service.
- **Simplicity** – The Framework is clear and understandable.
- **Remuneration** – The Framework provides for payment to members of authorities who carry a responsibility for serving their communities. The level of payment should not act as a barrier to taking up or continuing in the post.
- **Diversity** – Democracy is strengthened when the membership of authorities adequately reflects the demographic and cultural make-up of the communities such authorities serve.

- **Accountability** - Taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest.
- **Fairness** - The Framework will be capable of being applied consistently to members of all authorities within the Panel's remit as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable.
- **Quality** - The Panel recognises that the complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement.
- **Transparency** - Transparency of members' remuneration is in the public interest.

Section 3: Summary of Deliberations and Determinations

Methodology

Each year the Panel engages with members of the bodies for which it sets remuneration levels, officers within those organisations and clerks. The Panel also engages with relevant membership bodies including Welsh Local Government Association, One Voice Wales and the Society for Local Council Clerks. It does this through a range of meetings which, at the moment, remain mostly online. The Panel has continued with these discussions. They provide an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. They have also provided an opportunity for discussion about emerging situations which the Panel has considered in its decision making.

The draft report was published widely and members of the public encouraged to and have provided valuable feedback and we welcome this. This year, the Panel had the opportunity to engage with a wider group of stakeholders at the three Welsh Government “Diversity in Democracy” events and workshops.

The Panel also considers feedback from the publishing of the Annual Report in the previous year. The changes made in last year’s Report, in particular the uplift in the basic salary, seem to have been well received by stakeholders. The issues raised with the Panel have all been centred around the detail of the Determinations, asking for guidance on how they should be applied or asking for points of clarification where the text of the Report was unclear.

The Panel has therefore agreed to review the format and structure of the main Report and make better use of the Panel website to provide information and guidance.

The Panel has a duty to set payments that are fair and that encourage and enable democratic participation. It must also take account of affordability and acceptability.

In making its determinations the Panel considered a range of benchmarks, including past, current and projected indices and actual figures and the known and forecast extent and impact of multiple economic and social factors. These included post Brexit and COVID work environments and the cost of living, energy and climate crises.

Consultation on the draft Annual Report

The Panel produced and issued a draft report on 6 October 2022 for an eight-week consultation, which closed on 1 December 2022.

In addition, as part of the consultation process, stakeholders were invited to answer five questions using an online survey or by return email. A total of 89 responses were received online, whilst 44 were submitted by email to the IRP Mailbox. The

Panel would like to thank everyone who contributed to the consultation. A summary of the responses is included in section 4.

Overall, the responses supported the Panel's determinations and so no changes have been made in the final Determinations. In some areas the wording of the Determinations has been strengthened to clarify areas of uncertainty raised through the consultation, primarily a restatement of the ability for members, on an individual basis, to opt out of part or all of their remuneration.

In addition, the consultation responses, highlighted a few areas that the Panel will consider in their forward work programme for this year. The forward work programme will be published on the Panel's website at the end of March.

Following consideration of the views received in response to its consultation the Panel now makes its final determinations.

Panel's Determinations for 2023 to 2024

Basic salary for elected members of principal councils: Determination 1

The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of three days a week. The Panel regularly reviews this time commitment and no changes are proposed for 2023 to 2024.

Last year the Panel reset the basic salary to align with the [2020 Annual Survey of Hours and Earnings \(ASHE\)](#) published by the Office of National Statistics. This reduced the imbalance that had arisen between the basic salary of members of principal councils and the average salaries of their constituents. The change took effect from the May 2022 local elections. The rationale for this significant step can be found in last year's Annual Report and a detailed explanatory paper setting out the historical context and analysis is available on the Panel's website.

Building on this decision the Panel has determined that for the financial year 1 April 2023 to 31 March 2024 it is right to retain a link between the basic salary of councillors and the average salaries of their constituents. **The basic salary will be aligned with three fifths of the all Wales [2021 ASHE](#), the latest figure available at drafting. This will be £17,600. This will represent a 4.76% increase in the basic salary.**

Salaries paid to Senior, Civic and Presiding members of principal councils: Determination 2

The limit on the number of senior salaries payable ("the cap") will remain in place. At the 2022 local elections boundary reviews changed the number of members for some councils. The Panel adjusted the senior salary cap for these councils in its 2022 to 2023 Annual Report. As there are no further changes for 2023 to 2024, the

maximum number of senior salaries payable within each council remains as set out in the 2022 to 2023 [Report](#).

All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. The framework was revised last year after a review of differentials and market comparators. No changes to banding are proposed this year. Early next year the Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed.

The [ASHE 2021](#) increase applies to the role element of Band 1 and Band 2 salaries – leader, deputy leader and executive members.

To complete the last year's realignment of the framework, Band 3 and Band 4 salary holders will receive a small increase to the role element of their pay and the role element of Band 5 pay will remain frozen. The increase in basic salary will apply.

The salary of a leader of the largest (Group A) council will therefore be £66,000. All other payments have been decided in reference to this and are set out in Table 1.

Table 1 – Salaries payable to Basic, Senior, Civic and Presiding members of principal councils

Description	Remuneration		
Elected members of principal councils			
Basic salary (payable to all elected members)	£17,600		
Senior salaries (inclusive of basic salary)	Group A	Group B	Group C
Band 1:			
Leader	£66,000	£59,400	£56,100
Deputy Leader	£46,200	£41,580	£39,270
Band 2:			
Executive members	£39,600	£35,640	£33,660
Band 3:			
Committee Chairs (if remunerated): Civic Head Presiding Officer	£26,400		
Band 4:			
Leader of largest Opposition Group	£26,400		
Band 5:			
Leader of Other Political Groups Deputy Civic Head	£21,340		
Deputy Presiding Member – no role payment	£17,600		

Group A: Cardiff, Rhondda Cynon Taf, Swansea

Group B: Bridgend, Caerphilly, Carmarthenshire, Conwy, Flintshire, Gwynedd, Newport, Neath Port Talbot, Pembrokeshire, Powys, Vale of Glamorgan, Wrexham

Group C: Blaenau Gwent, Ceredigion, Denbighshire, Merthyr Tydfil, Monmouthshire, Torfaen, Isle of Anglesey

There are no further changes to the payments and benefits paid to elected members and therefore all other Determinations from 2022 to 2023 still stand and should be applied in 2023 to 2024, including those covering:

- Travel and subsistence;
- Care and personal assistance;
- Sickness absence;
- Corporate Joint Committees,
- Assistants to the Executive,
- Additional salaries and Job sharing arrangements and
- Co-opted members

Salaries for Joint Overview and Scrutiny Committees: Determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800.

The salary of vice-chair will be £4,400.

There are no other changes.

Contribution to costs and expenses of members of Community and Town Councils: Determination 4

Last year the Panel carried out a major review of the remuneration framework for community and town councils and undertook a comprehensive consultation exercise with the sector. The Framework was updated then and this year the Panel has decided to make limited but important changes.

The Panel recognise that all members of community and town councils necessarily spend time working from home on council business. This was the case before and during COVID and is continuing. As a result, members have extra domestic costs and also need office consumables.

The Panel considers members should not be out of pocket for carrying out their duties. However, an individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter. A community or town council member wishing to decline payments must themselves write to their proper officer to do so. Each community and town council must ensure that it does not create a climate which prevents persons accessing any monies to which they are entitled that may support them to participate in local democracy. Payments should be made efficiently and promptly.

Reimbursement for extra costs of working from home

All councils must pay their members £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home.

Reimbursement for consumables

Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

It is a matter for each council to make and record a policy decision in respect of when and how the payments are made and whether they are paid monthly, yearly or otherwise. The policy should also state whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

Guidance on taxation

It is not within the remit or authority of the Panel to provide specific advice on matters of taxation. Advice can be provided by One Voice Wales and guidance is available on the HMRC website.

The £156 should fall under the statutory provisions of section 316A ITEPA: [Income Tax \(Earnings and Pensions\) Act 2003 \(legislation.gov.uk\)](#) and the current amount that can be paid without attracting a tax liability is £6 per week: [Expenses and benefits: homeworking: Homeworking expenses and benefits that are exempt from tax - GOV.UK \(www.gov.uk\)](#).

The level of payments is set out in Table 2.

Table 2 – Payments to Community and Town Councils

Type of payment	Requirement
Group 1	Electorate over 14,000
Extra Costs Payment	Mandatory for all Members
Senior Role	Mandatory £500 for 1 member; optional for up to 7
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Costs of Care or Personal Assistance	Mandatory
Group 2	Electorate 10,000 to 13,999
Extra Costs Payment	Mandatory for all members
Senior Role	Mandatory for 1 member; optional up to 5
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory
Group 3	Electorate 5,000 to 9,999
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory
Group 4	Electorate 1,000 to 4,999
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory

Type of payment	Requirement
Group 5	Electorate less than 1,000
Extra Costs Payment	Mandatory for all members
Senior Role	Optional up to 3 members
Mayor or Chair	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	Optional - Up to a maximum of £500
Attendance Allowance	Optional
Financial Loss	Optional
Travel and Subsistence	Optional
Cost of Care or Personal Assistance	Mandatory

Group number	Size of Electorate
Group 1	Electorate over 14,000
Group 2	10,000 to 13,999
Group 3	5,000 to 9,999
Group 4	1,000 to 4,999
Group 5	Under 1,000

There are no further changes to the payments and benefits paid to elected members and therefore all other Determinations from 2022 to 2023 still stand and should be applied in 2023 to 2024, including those covering:

- Payments for undertaking senior roles;
- Contributions towards costs of care and personal assistance;
- Reimbursement of travel and subsistence costs;
- Compensation for financial loss:
- Attendance allowance and
- Co-opted members

Payments to National Parks Authorities and Fire and Rescue Authorities: Determination 5

The three national parks in Wales - Brecon Beacons, Pembrokeshire Coast and Snowdonia were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a National Park Authority (NPA) for each park.

National Park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.

The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.

Payments will increase as a result of the uplift proposed for elected members of principal councils. Therefore, there will also be an uplift of 4.76% in the basic salary element.

The remuneration for Chairs will remain linked to a Band 3 senior salary of principal councils. Therefore there will be a small increase to the role element of their pay. Deputy Chairs, Committee Chairs and other senior roles will remain linked to Band 5. Therefore their role element of pay will remain frozen. The increase in basic salary will apply. Full details of the levels of remuneration for members of National Park Authorities and Fire and Rescue Authorities, is set out in Table 3.

Table 3 – Payments to National Parks Authorities and Fire and Rescue Authorities

National Parks Authorities	
Basic salary for ordinary member	£4,964
Chair	£13,764
Deputy Chair (where appointed)	£8,704
Committee Chair or other senior post	£8,704
Fire and Rescue Authorities	
Basic salary for ordinary member	£2,482
Chair	£11,282
Deputy Chair (where appointed)	£6,222
Committee Chair or other senior post	£6,222

All other Determinations for 2022 to 2023 will still stand and should be applied in 2023 to 2024, including those covering;

- Contributions towards costs of care and personal assistance;
- Reimbursement of travel and subsistence costs;

- Compensation for financial loss;
- Co-opted members and
- Restrictions on receiving double remuneration where a member holds more than one post.

Section 4: Consultation: Summary of Responses

The Panel produced and issued a draft report on 6 October 2022 for an eight-week consultation, which closed on 1 December 2022.

The website link and pdf version of the draft report was sent to:

- One Voice Wales
- Welsh Local Government Association
- Society for Local Council Clerks
- Principal councils
- Fire and Rescue Authorities
- National Park Authorities and
- Community and Town Councils.

Determination 1: Basic Salary increase

Not all councils commented. Three highlighted whether it was correct that members be given an increase during the current cost of living crisis. However, these accepted that personal circumstances of members need to be considered and therefore it should be a personal matter for members to determine themselves whether or not they accept the pay rise or make the choice to opt-out. The Panel considered this feedback, and, whilst mindful of the overall impact on council budgets, agreed that the increase in basic salary was an important factor in encouraging and supporting a diverse group of people to stand for election.

Determination 2: Senior Salaries

There were two key issues raised by stakeholders; firstly whether the level of remuneration adequately recognises the increasing responsibilities of principal council members and secondly whether the current maximum number of senior salaries ought to be reviewed. The Panel noted these points and will consider whether this area should be a focus of the future workplan.

Determination 3: Salaries for Joint Overview and Scrutiny Committees

No representations were received in relation to the salaries for Joint Overview and Scrutiny Committees.

Determination 4: Payments towards costs and expenses of members of Community and Town Councils

Over half of the responses highlighted a concern that the payments were mandatory and that their council did not wish to increase their precept to meet these costs. The fact that the Report did not restate that members can choose to decline their entitlement to payments was not helpful. However, other responses supported the payments.

Ten per cent of the responses received raised concerns about the costs of administration and fifteen responses raised questions about the correct treatment for tax purposes. One clerk also asked if the payments that members receive could be

published globally, similar to how the contribution to costs of care and personal assistance is publicised.

Other comments mentioned the need to encourage “green” travel and one queried the need for payments to be made for senior positions.

The Panel considered these responses and agreed to reiterate the policy on individual opt outs in the Final Report and to provide a link to helpful HMRC websites.

The Panel will continue to work with stakeholders to improve support and advice to Community and Town Councils.

Determination 5: Payments to National Parks Authorities and Fire and Rescue Authorities

No representations were made in relation to payments to members of National Parks Authorities and Fire and Rescue Authorities.

In addition, as part of the consultation process, stakeholders were invited to answer five questions via an online survey or by return email. A total of 89 responses were received online, whilst 48 were submitted by email to the IRP Mailbox.

Question 1

The Panel has continued to use the Annual Survey of Hours and Earnings (ASHE) published by the Office for National Statistics as the benchmark for setting the basic salary of elected members of principal councils. There is a corresponding proportionate increase proposed for the members of National Park and Fire and Rescue Authorities. The Panel has continued to refer to the last published ASHE which was 2021. Do you agree that the basic salary element should be referenced to the ASHE 2021 data.

Responses

90% of those who answered this question agreed that the Panel should reference the basic salary element to the ASHE 2021 data. 3% did not agree whilst 7% had no opinion on this question

Question 2

The Panel has made changes to the payment of costs and expenses of members of community and town councils. Do you agree with the addition of the “consumables” element?

Responses

72% agreed to the addition of the ‘consumables’ element, whilst 25% did not agree to this additional payment.

The most common theme in the answers given to question two was whether this payment was now mandatory or if the payment was optional and that Councillors had the choice to forgo. The same question was asked of the £156 payment.

Question 3

The Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed to inform future Determinations. Are you content that the Panel should build this review into its future work plan and build the evidence base to support decisions?

Responses

97% of those who responded to this question agreed.

The majority of the answers highlighted the additional work that elected members now undertook in their role.

Community and town councils welcomed this as it would recognise the amount of work that the sector does.

Question 4

We have significantly reduced the size of the report this year to concentrate on key decisions made and intend to make more use of the website to provide easy to use guidance to users. This approach is also in line with our efforts to respect the challenges facing us in protecting our planet.

How would you like to access information and guidance from the Panel? (choose all that apply)

Responses

Summary report with links to detailed guidance	84
Easy to use guidance notes	71
Frequently asked questions	49
Website	54
Social media	16
Information events	25
Other	14

If other, please specify:

The proposed summary report, detailed guidance notes and frequently asked questions were welcomed. Other answers included seminars, online meetings and an information event.

Have you experienced any challenges accessing or understanding our guidance and information through our website? Please let us know how we can make it easier for you?

A simplified report and separate guidance document will help stakeholders find the information they require.

No stakeholders experienced any challenges accessing or understanding the guidance and information through the website

Question 5

The Panel intend to undertake a series of engagements with all relevant stakeholders over the next year as part of the development of its forward planning and building of its evidence and research strategy.

Have you any comments that would help the Panel shape this engagement?

For example, a preference for online polls, the holding of engagement events, virtual or face to face, which groups should be involved, how do we engage with prospective candidates etc.

Responses

The most popular answers given to this question were:

- online polls
- Virtual meetings
- Face to face meetings

There was a mixture of support for both online and in-person events. Some responses proposed that the Panel held regional engagement events so that several Councils could attend at the same time. Other comments received suggested these events would help to discuss any issues with the Panel in depth and for the Panel to receive a broader viewpoint and more comprehensive feedback on any proposals.

One Voice Wales offered support to the Panel in arranging any events in the Community and Town Council sector.

Summary of Determinations:

Determination 1:

The basic level of salary for elected members of principal councils will set at £17,600.

Determination 2:

The salary of a leader of the largest (Group A) council will be £66,000. All other payments have been decided in reference to this and are set out in Table 1.

Determination 3:

The salary of a chair of a Joint Overview and Scrutiny Committee will be £8,800.

The salary of vice-chair will be £4,400.

Determination 4:

Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. And councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

Determination 5:

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased by 4.76%. All payments are set out in Table 3.

Determination 6:

All other Determinations set out in the 2022 to 2023 [Annual Report](#) of the Panel remain valid and should be applied.

Independent Remuneration Panel for Wales
Room N.03
First Floor
Crown Buildings
Cathays Park
Cardiff
CF10 3NQ

Telephone: 0300 0253038
E-mail irpmailbox@gov.wales

The Report and other information about the Panel and its work are available on our website at:

[Independent Remuneration Panel for Wales](#)

Dear Clerk

Please bring this letter to the attention of your Chair and Councillors.

Membership of One Voice Wales 2023-24

I am writing to invite your council to renew its membership to join One Voice Wales from April 2023. Once again, the past year has seen many positive developments to our services and for the community and town council sector in general, many of which are outlined in this letter, which we believe add significantly to the value for money offered by One Voice Wales membership.

We continue to represent the sector in a wide variety of ways – we regularly meet with the Minister for Finance and Local Government Rebecca Evans MS and we continue to represent the sector on the **Local Government Partnership Council**. During 2022-23 we have once again made strong representation on the role the sector can play in supporting sustainable local services and supporting the Local Government Reform agenda amongst others. We have maintained and further enhanced our working relationships with the Welsh Government, Welsh Local Government Association (WLGA) and the WCVA strengthening the voice of the sector within the public services family in Wales and improving working relations with the Third Sector.

One Voice Wales continues to make significant contributions to public policy developments through our representation on several Welsh Government advisory panels including the **Climate Change Panel, Ystadau Cymru Working Group, Ministerial Towns Action Advisory Group, Welsh Government Litter Advisory Panel, Ministerial Advisory Forum on Ageing, Welsh Government Diversity in Democracy Working Group, Older Persons Commissioner Age Friendly Steering Group, Welsh Government Advisory Board on Resourceful Communities as well as Understanding Welsh Places Advisory Board**. One Voice Wales is playing an ever-increasing role in the development of resources for the sector, for example, through our **Local Places for Nature Officer** in our team who has helped hundreds of councils to date on environmental projects and issues; and following funding off Public Health Wales via Save a Life Cymru we were able to establish the post of **Community CPR and Defibrillator Manager** in the team who helped hundreds of community and town councils in 2022-23 in developing this critically important agenda. We also played a significant role working with the Welsh Government and SLCC colleagues in the development of a **Finance and Governance Toolkit** for the sector which will help to drive up standards of working practice. We continue to work collaboratively with a range of other bodies including the **Local Government Democracy and Boundary Commission for Wales, Independent Remuneration Panel, Public Services Ombudsman and Wales Audit Office**. So, our ability to influence key stakeholder organisations continues to grow year on year.

There are exciting and challenging times ahead for Community and Town Councils in Wales and we will continue to develop our lobbying and representational roles especially in relation to the outcomes of the **Local Government and Elections (Wales) Act 2021**. During 2022-23

we developed a **guidance document on the development of Training Plans, guidance on Bullying and Harassment** as well as supported the Welsh Government in delivering guidance and advice to councils on the requirements of the **Section 6 Environment Act duties**. We will continue to develop practice guides and share best practice case studies in 2023-24.

Our representational role means that **we have a direct interface not only with the Minister for Finance and Local Government but other Ministers** where our sector's remit extends. During 2022-23 we made several representations to the **Minister for Climate Change** on a range of matters - on the need for greater resources for the sector, the need for digital skills and capabilities to be developed, the role community and town councils can play in town regeneration and community planning, how the sector can support the decarbonization agenda, devolution of services and asset transfer agenda and support for the sector to better engage on the green infrastructure agenda. During 2022-23 we have extended our **representational role** - One Voice Wales' many Councillors across Wales are increasingly able to provide their views on a wide range of policy areas to support our lobbying activities and **influence government and stakeholder organisations** in their decision-making. This includes representation on health trust stakeholder forums and several **Public Services Boards**. These developments have improved and further developed our representational and lobbying roles and we will seek to further develop them in 2023-24.

Some of our other accomplishments over the past 12 months include:

- There has been a healthy increase in membership numbers during the year. Over 89% (88% previous year) of all councils in membership of One Voice Wales, or 653 (639 previous year) out of the 732 Councils in Wales and this is the highest level of membership since One Voice Wales was formed. Plans are already in place to drive increases in membership in 2023-24.
- Through our Local Places for Nature Officer post, we have enabled over £1m of funding to be accessed by Community and Town Councils across Wales with a further £500,000 of projects being worked up for 2023/24.
- Received confirmation from the Welsh Government of 3 years of additional funding at £150,000 per annum to develop resources to support community and town councils in helping their communities with the cost-of-living crisis.

As current members are aware, we provide the following services outlined below, and we are aware from feedback from our members that all aspects of the service are highly valued.

- **Provision of free legal advice** from a team of experienced Solicitors which can save members significant time and cost compared with using local solicitors for advice (These savings can in many cases exceed the membership that is payable)
- **Quality and timely advice and support service** on topics relevant to member councils.
- **Training** for members and staff, including policy seminars and new working opportunities.
- **General information via our website including a members' area.**
- **Monthly** editions of our new '**E- Newsletter**'
- **Representation** of the sector on the Local Government Partnership Council.
- Creating **new opportunities for collaboration** with national organisations across Wales.

The training and development agenda is another area where much progress has been made during 2022-23 with the continued successful delivery of webinar-based training. Under the auspices of the **National Training Advisory Group**, chaired by One Voice Wales, we have continued to refine and develop and extend our training provision to the community and town council sector. Once again, the breadth of our training programmes has been extended and will be available to members throughout the year. At the time of writing, we are about to distribute a **Training Needs Survey** to member councils and during 2023-24 intend to further enhance our offering to members. To date we have provided approximately 3,000 units of training to the sector – and it is very pleasing to see councils actively engaging in developing their skills and abilities as the sector's role grows in importance.

Furthermore, our **Consultancy Services** have been growing at a pace with many councils taking advantage of this service. We are increasingly able to provide 'One Stop Shop' solutions for our members and have supported our councils on **community planning exercises, accountancy services, technical VAT advice, HR and personnel matters including representation at Industrial Tribunals**, assisted in **policy development and health and safety** – and at **costs significantly below market rates**. We are also now able to offer consultancy support in relation to community planning and engagement. Please contact the Ammanford Office if you would like further details on how we can support you through these services.

Importantly our role as a representative body has been significantly improved with a significant growth in our membership during 2022-23 – **at year end we had 653 local councils in membership or 89% of all community and town councils**.

I hope that this summary of current and future developments has demonstrated that One Voice Wales continues to do all it can to represent the sector and provide a high-class information and support service for our members.

For your council to have a voice in the future of this vital sector of local government, and to benefit from the support provided by One Voice Wales, please return the attached Membership Form by email or to our office in Ammanford – the address is at the top of this letter.

If you have any further queries relating to membership, please contact the office on 01269 595400 / 07917 846510 or email: tgilmartin@onevoicewales.wales

I trust that your Council will give this invitation full consideration and I hope to be able to welcome you into membership shortly. I look forward to working with your council in 2023-24.

Yours sincerely,



Lyn Cadwallader
Chief Executive

ONE VOICE WALES
The Voice of Community & Town Councils

Invoice / Membership Form

Please enter all details in block letters and return original form for our records

I write to inform you that my Council has decided to join One Voice Wales for 2023/2024

Clerk to the Council

Mr / Mrs / Ms / Miss (Delete as applicable)

Signed: Please print name:

Name & Address of Council - Enter any amendments clearly alongside

Mr Peter Mullen, Clerk
Gwersyllt Community Council
Gwersyllt Comm Resource Centre
Second Avenue
Gwersyllt
Wrexham, LL11 4ED

Tel No's: 01978 754776 /

E-mail address: gwerylltcommunitycouncil@outlook.com

Website: www.gwersylltcommunitycouncil.co.uk

Please inform us if any of the above details change

Please tick the preferred language for future correspondence:

☐ Welsh

☐ English

☐ Bilingual

Membership Fee: **£1528**

Based on 3920 chargeable dwellings @ **£0.390p** per dwelling
(Based on Valuation List, not Electoral Register)

Please make cheque payable to One Voice Wales
Bank details - Account number: 16689360 Sort code: 30-94-85

Please return the form to the following address:

One Voice Wales, 24c College Street, Ammanford, Carmarthenshire, SA18 3AF

e-mail: tgilmartin@onevoicewales.wales Tel: 01269 595400 Fax: 01269 598510



UN LLAIS CYMRU
Llais Cyngorau Cymuned a Thref

Anfoneb / Ffurflen Aelodaeth

**Rhowch yr holl fanylion mewn bloc llythrennau a dychwelwch y ffurflen
Wreiddiol ar gyfer ein cofnodion**

Ysgrifennaf i'ch hysbysu bod fy Nghyngor wedi penderfynu ymuno â Un Llais Cymru ar gyfer
2023/2024

Clerc i'r Cyngor

Mr / Mrs / Ms / Miss (Dileer fel bo'n gymwys)

Arwyddwyd: Llythrennau brâs:

Enw a Chyfeiriad y Cyngor - Nodwch unrhyw newidiadau i'r manylion yn glir.

Mr Peter Mullen, Clerk
Gwersyllt Community Council
Gwersyllt Comm Resource Centre
Second Avenue
Gwersyllt
Wrexham, LL11 4ED

Rhif Ffôn: 01978 754776 /

Cyfeiriad e-bost: gwersylltcommunitycouncil@outlook.com

Gwefan: www.gwersylltcommunitycouncil.co.uk

Rhowch wybod i ni am unrhyw newidiadau i'r manylion uchod os gwelwch yn dda

Ticiwch i nodi eich dewis iaith i dderbyn gohebiaith os gwelwch yn dda.

☐ Cymraeg

☐ Saesneg

☐ Dwyieithog

Tâl Aelodaeth: **£1528**

Yn seiliedig ar 3920 o anheddau trethadwy yn ôl **£0.390p** yr annedd.
(Yn seiliedig ar Restr Brisio, nid Cofrestr Etholiadol)

Gwnewch y siec yn daladwy i Un Llais Cymru
Manylion Banc – Rhif y Cyfrif: 16689360 Cod Didoli'r: 30-94-85

Dychwelwch y ffurflen i'r cyfeiriad canlynol:

Un Llais Cymru, 24c Stryd y Coleg, Rhydaman, Sir Gaerfyrddin, SA18 3AF

e-bost: tgilmartin@onevoicewales.wales Rhif Ffôn: 01269 595400 Ffacs: 01269 598510

JT
21 February, 2023
Mr Joss Thomas
01978 298990
licensing@wrexham.gov.uk



Dear Mr Mullen

Re: Application for Grant of a Premises Licence under the Licensing Act 2003
Beech Avenue Brewery, Unit 14 Rhosddu Industrial Estate, Wrexham, LL11 4YL

I write to inform you that an application has been received from the above premises asking for the following:

Sale of Alcohol Monday - Sunday 10:00 – 21:00

This disclosure is for 'information only'.

Individuals can make representations on this application provided that they are affected by the proposals.

Councillors and Community Council members can make representations on behalf of named individuals that are affected.

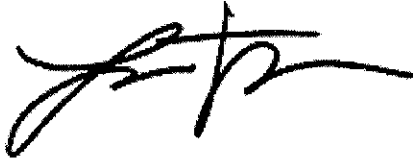
Councillors and Community Councils can also make representations in their own right provided that they are affected by the application. Representations must relate to the Licensing Objectives, which are:

The Prevention of Crime and Disorder
The Protection of Children from Harm
Public Nuisance
Public Safety

Cont'd

If you wish to make representations the closing date is **17 March, 2023**.

Yours sincerely

A handwritten signature in black ink, appearing to be 'J. P.' or similar, with a stylized, cursive style.

Licensing Team Leader

Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn ymateb i unrhyw ohebiaeth yn Gymraeg ac ni fydd hyn yn arwain at unrhyw oedl.
We welcome correspondence in Welsh. We will respond to any correspondence in Welsh and this will not lead to any delay.



BUDDSODDWYR | INVESTORS
MEWN POBL | IN PEOPLE

Samantha Williams <s.williams@wypp.co.uk>

Mon 20/02/2023 12:31

To: gwersylltcommunitycouncil@outlook.com <gwersylltcommunitycouncil@outlook.com>

Cc: Tina Mannering <Tina.Mannering@wrexham.gov.uk>

Hello,

Hope this email finds you well.

Firstly, to introduce myself my name is Samantha (you can call me Sam) and I am a Community Development Officer for Wrexham Youth and Play Partnership. My role is to support communities coming together with hopefully the outcome of making the community more playful.

Wrexham Youth and Play Partnership have been approached by a group in the community who is wanting to volunteer to do more activities for children and young people to do in the Bradley area. I am writing this email to ask if the community council would be supportive if we were to hold a consultation event in the area of the active 8 gym and cricket club, our team would require to go out and ask the children and young people of Bradley as to what activities they would like in their community.

I look forward to hearing from you with regards to this and am hoping we can work together to provide the children and young people of Bradley this opportunity as I believe it will benefit the community as a whole.

If you have any questions or would like to meet to discuss this further, please do not hesitate to contact me by either replying to the email or calling 07704699369.

Many thanks,

Samantha Williams

Community Development and Communication Officer

Wrexham Youth and Play Partnership



From: Rod King
Sent: 28 February 2023 15:10
To: gwrsylltcommunitycouncil@outlook.com
Subject: Diolch am 20/Thanks for 20 - Gwersyllt Community Council

Helo

Rwy'n siŵr y byddwch yn ymwybodol bod 20mya yn cael ei osod fel y terfyn cyflymder diodyn ar gyfer dinasoedd, trefi a phentrefi yng Nghymru o 17 Medi, gydag eithriadau o 30mya yn cael eu pennu gan yr awdurdod priffyrdd lleol.

Gobeithiwn y byddwch yn croesawu hyn yn eich cymuned fel rhywbeth fydd yn ei wneud yn lle gwell i bobl fyw, gyda ffyrdd yn cael eu rhannu mewn modd tecach a mwy cyfeillgar i bawb.

Wrth gwrs bydd yn golygu newid, ond un a fydd yn gwneud gwahaniaeth gwirioneddol i fywyd cymunedau, yn enwedig i blant, yr henoed a'r rheini sydd ddim yn gyrru.

Mae 20's Plenty for Us wedi bod yn gweithio gyda Chynghorau ac Awdurdodau ar bob lefel ledled y DU ac mae'n synhwyro bod yna deimlad gwirioneddol bod cyflymderau is yn gwneud lleoedd yn fwy plaserus i bawb. Rydym am helpu cymunedau yng Nghymru i ddeall y newid yn y terfyn cyflymder a'i alluogi i fod mor llwyddiannus â phosibl. Credwn fod Cynghorau Tref a Chymuned mewn sefyllfa dda i helpu, ac rydym ni am eu helpu nhw.

Yng Nghymru rydym yn estyn allan i gynorthwyo Cynghorau Tref a Chymuned gyda'n menter "**Diolch am 20/Thanks for 20**" gydag adnoddau i hybu dealltwriaeth o'r hyn sydd i ddod a dathlu'r newid fel bod gyrrwyr yn gallu teimlo'n dda am fynd ychydig yn arafach i wneud eu lleoedd yn fannau llawer iawn gwell.

Er mwyn helpu byddwn yn:-

- Egluro'r newidiadau a beth maent yn ei olygu.
- Darparu gwybodaeth ar y we sy'n benodol i gyflwyniad 20mya yng Nghymru. www.20splenty.org/wales

Hello

I am sure that you will be aware that 20mph is being set as the default speed limit for cities, towns and villages in Wales from 17th September, with exceptions at 30mph being determined by the local highway authority.

We hope that you will welcome this in your community as making it a better place for people to live with roads shared in a fairer and friendlier manner to all.

Of course, it will be a change, but one which will make a real difference to community life, especially for children, the elderly and those who cannot drive.

20's Plenty for Us has been working with Councils and authorities at all levels across the UK and sense that there is a real feeling that lower speeds make places more enjoyable for all. We want to help communities in Wales understand the change in speed limit and enable it to be as successful as possible. We think that town and community councils are well placed to help, and we want to help them.

In Wales we are reaching out to assist Town and Community Councils with our "**Diolch am 20/Thanks for 20**" initiative with resources to promote the understanding of what is coming and celebrate the change so that drivers can feel good about going a little bit slower to make their places a whole lot better.

To help we have we will be :-

- Explaining the changes and what it means.
- Providing web information specific to the 20mph roll-out in Wales. www.20splenty.org/wales
- Providing regular newsletters on a "Diolch am 20/Thanks for 20" theme.

- Darparu cylchlythyrau rheolaidd ar thema "Diolch am 20/Thanks for 20".
- Darparu sticeri gyda negeseuon cefnogol yn Gymraeg a Saesneg.
- Darparu grŵp facebook ar gyfer cefnogwyr.
- Mae elusennau yng Nghymru hefyd yn cefnogi ac yn dathlu'r newid megis Living Streets Cymru, Sustrans Cymru, Cycling UK Cymru, RoadPeace, BRAKE.
- Cynnal cyfarfodydd Zoom llawn gwybodaeth yn rheolaidd gyda phobl sydd am weld 20mya yn llwyddo, ar 17 o bob mis am 7pm.
- Cynnig cefnogaeth ac arbenigedd i Gynghorau Tref a Chymuned ynghylch sut i sicrhau'r buddion gorau o'r fenter 20mya, gan gynnwys sesiynau Zoom.
- Darparu graffeg ac adnoddau eraill ar gyfer cylchlythyrau cyngor ac ati.
- Cysylltu ag ysgolion a meithrinfeydd gyda deunydd addysgol a deunyddiau eraill.
- Darparu cyfleoedd i gymunedau leisio eu cefnogaeth drwy holi eu barn ac ati.

Rydym wedi creu ffurflen ar-lein lle gallwch ddewis unrhyw help y gallwn ei ddarparu a gofyn unrhyw gwestiynau. Mae'r ffurflen ar gael yn y [Gymraeg](#) a [Saesneg](#)

Diolch

Tîm "Diolch am 20/Thanks for 20": Rod, Anna a Sue

- Providing stickers with a supportive messages in Cymraeg and English.
- Providing a facebook group for supporters.
- Supporting Welsh charities who are involved are also supporting and celebrating the change such as Living Streets Cymru, Sustrans Cymru, Cycling UK Cymru, RoadPeace, BRAKE.
- Hosting informative Zoom meetings regularly with people who want to see 20mph succeed on 17th of each month at 7pm
- Offering Town and Community Councils support and expertise on how to maximise the benefits from the 20mph initiative, including Zoom sessions.
- Providing graphic and other resources for council newsletters, etc
- Link with schools and nurseries with educational and other material.
- Provide opportunities for communities to give their support via voxpops, etc.

We have set up an online form where you can select any help we can provide and ask any questions. The form is available in [Cymraeg](#) and [English](#)

Thanks

The "Diolch am 20/Thanks for 20" team : Rod, Anna, and Sue

Rod King MBE
Sylfaenydd a Chyfarwyddwr Ymgyrch
Founder and Campaign Director

20's Plenty for Us
+44 (0)7973 639781
rod.k@20splenty.org
[@20splentyforus](https://www.20splenty.org)
www.20splenty.org