

Document Pack



Mark James LLM, DPA, DCA
Prif Weithredwr,
Chief Executive,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

WEDNESDAY, 6 MARCH 2019

TO: ALL MEMBERS OF THE DEMOCRATIC SERVICES COMMITTEE

I HEREBY SUMMON YOU TO ATTEND A MEETING OF THE **DEMOCRATIC SERVICES COMMITTEE** WHICH WILL BE HELD IN THE **CHAMBER, - COUNTY HALL, CARMARTHEN. SA31 1JP. AT 10.00 AM, ON TUESDAY, 12TH MARCH, 2019** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Mark James CBE

CHIEF EXECUTIVE



PLEASE RECYCLE

Democratic Officer:	Kevin J Thomas
Telephone (direct line):	01267 224027
E-Mail:	Kjthomas@carmarthenshire.gov.uk

**DEMOCRATIC SERVICES COMMITTEE
MEMBERSHIP – 5 MEMBERS**

PLAID CYMRU GROUP 2 MEMBERS

1. Councillor Tyssul Evans [Vice-Chair]
2. Councillor Dai Thomas

LABOUR GROUP 2 MEMBERS

1. Councillor Suzy Curry [Chair]
2. Councillor Dot Jones

INDEPENDENT GROUP 1 MEMBER

1. Councillor Jim Jones

A G E N D A

1. APOLOGIES FOR ABSENCE.
2. DECLARATIONS OF PERSONAL INTERESTS.
3. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 29TH JANUARY 2019 5 - 8
4. INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) ANNUAL REPORT (FEBRUARY, 2019). 9 - 20
5. DEMOCRATIC SERVICES COMMITTEE FORWARD WORK PROGRAMME 2019/20 21 - 26

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DEMOCRATIC SERVICES COMMITTEE

Tuesday, 29 January 2019

PRESENT: Councillor S.A. Curry (Chair)**Councillors:**

W.T. Evans and D. Thomas

Also present: Councillor AG. Morgan (Invited to attend in his capacity as Chair of both the Chairs and Vice Chairs of Scrutiny Forum and the Policy and Resources Scrutiny Committee)

The following Officers were in attendance:

N. Daniel, Head of I.C.T.

G. Morgan, Head of Democratic Services

H. Daniels, Learning & Development Advisor

K. Thomas, Democratic Services Officer

Chamber, - County Hall, Carmarthen. SA31 1JP. - 10.00 - 10.28 am**1. APOLOGIES FOR ABSENCE.**

An apology for absence was received from Councillor T.J. Jones

2. DECLARATIONS OF PERSONAL INTERESTS.

There were no declarations of personal interest.

3. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 15TH OCTOBER 2018

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Committee held on the 15th October, 2018 be signed as a correct record.

4. CARMARTHENSHIRE COUNTY COUNCIL'S SCRUTINY FUNCTION - ANNUAL REPORT 2017/18

The Committee considered the Carmarthenshire County Council's Scrutiny Function – Annual Report 2017/18 which provided an overview of the Council's Scrutiny Function incorporating specific reference to the work undertaken by the five scrutiny committees. The report highlighted scrutiny's key role in promoting accountability in the decision making process of local authorities, being a valuable tool in ensuring council policies reflected current priorities, as well as promoting efficiency and encouraging partnership working with external agencies.

The Chair of the Chairs and Vice Chairs of Scrutiny Committee was welcomed to the meeting and was afforded the opportunity of presenting the report to the Committee. He advised that some of the main areas which had / were being addressed included the need for the presentation of timely budget monitoring reports, member and officer development to ensure effective scrutiny, together

with scrutiny of the Swansea Bay City Deal Programme and the Council's arms-length companies. Additionally, all scrutiny committees were being encouraged to establish a task and finish group to critically examine any area of concern which may arise within their portfolios.

UNANIMOUSLY RESOLVED that the report be received.

5. PAPERLESS WORKING UPDATE

The Committee was reminded that Council at its meeting held in September 2018 "Resolved that the Authority move towards a paperless system of communication with all councillors with effect from the 2nd September to allow for any concerns to be addresses and that an appropriate training programme be arranged prior to this date"

As part of the discussion on paperless working, a commitment had been made to provide a training programme on the modern.gov. app; to survey all members on their I.T. Requirements and current provision of broadband within their homes and to produce a guidance document for Councillors and Officers on making paperless working a success. In accordance with that commitment, the Committee received an update report on the introduction of paperless working incorporating:

- A draft I.T. Questionnaire
- A rationale on preparing and attending paperless meetings
- A list of training and 'drop in' sessions for elected members and officers.

In addition to the above, the County Hall Development Working Group was discussing the options of installing appropriate charging systems within the Chamber at County Hall and the possible upgrade of the conference system to make that fit for future.

The Head of Democratic Services in response to a question on the feasibility of the agenda for a meeting being displayed on a screen advised that could be examined.

The Head of ICT in response to a question on broadband availability within the rural areas of the County confirmed no such difficulties had been brought to his attention. However, if members were experiencing connectivity issues, they should be reported to the ICT division for investigation

UNANIMOUSLY RESOLVED that the report be received and the I.C.T. questionnaire be approved for circulation to all members of Council

6. DEMOCRATIC SERVICES FUNCTION ANNUAL REVIEW

The Committee considered the Democratic Services Committee 2017/18 Annual Report that provided an outline of the staff resources within the Democratic Services Section of the Chief Executive's Department, a summary of the wide range of duties undertaken, ongoing developments together with future proposals to support elected members in their respective roles.

The Head of Democratic Services in response to a question on priorities for 2019/20 advised they included the introduction of paperless working, scrutiny

training for members and officers; an examination on the alignment of the scrutiny committees functions to reflect departmental structures and Executive Board Member portfolios (as far as was practicable); introduction of an on-line member expenses system together with a review of meeting room accommodation in county hall and conference facilities.

The Head of ICT, in response to a question on the provision of ICT equipment for elected members, confirmed there were currently no proposals for any large scale replacement of that equipment, which would require budgetary provision. However, should any member experience difficulties with that equipment it would be replaced with an appropriate alternative.

UNANIMOUSLY RESOLVED that the Report be received.

CHAIR

DATE

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DEMOCRATIC SERVICES COMMITTEE 12TH MARCH 2019

INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) ANNUAL REPORT (FEBRUARY, 2019)

RECOMMENDATIONS / KEY DECISIONS REQUIRED:

The Democratic Services Committee is asked to:-

1. Note the following determinations by the IRPW for 2019/20:-

- an increase in basic salary for elected members of principal local authorities to £13,868 (an increase of £268 or 1.97%);
- an increase to the Band 1 and Band 2 senior salaries payable to the Leader, the Deputy Leader and Executive Members of £800 inclusive of the £268 increase to the basic salary received by all members
- no changes are proposed to Band 3, 4 and 5 Senior Salaries (apart from the increase in basic salary of 1.97%)
- that the Panel has removed the option for Civic Salaries based on level of responsibility and has determined that payment for a civic head and deputy civic head should now be made at Band 3 £22,568 for a civic head and at the Band 5 salary of £17,568 for a deputy civic head.
- the Panel has deleted the payment framework for Joint Overview and Scrutiny Committees, if in future a JOSCS is formed by specific councils an application can be made to remunerate under parts 3.22 and 3.23 of the report.

2. consider whether to maintain existing arrangements for 2019/20 in respect of :-

- rates of reimbursement for subsistence costs and the current practice of all overnight accommodation for members being arranged through the Democratic Services Unit
- payment of Co-opted Members' Fees being capped at 10 full day (of 20 half day) meetings;
- publication of reimbursement of Costs of Care, the Authority has chosen to publish the total amount reimbursed by the Authority during the year but not attributed to any member.

3. accept the IRPW recommendations and determinations for 2019 and incorporate them within the Council's existing Councillors' and Co-opted Members' Allowances Scheme for 2019/20 based on a new IRPW pro-forma.

REASONS:

The Local Authorities (Allowances for Members) (Wales) Regulations 2007 provided for the establishment of the Independent Remuneration IRPW for Wales (IRPW) to review councillors' allowances in Wales. The IRPW was established in January 2008 to prescribe the maximum levels of allowances payable by County and County Borough Councils in Wales. Following the approval of The Local Government (Wales) Measure 2011 the IRPW's remit has been extended to National Parks and Fire and Rescue Authorities and Town and Community Councils in Wales and the IRPW can also now prescribe the levels of allowances / salaries to be paid rather than recommend the maximum levels of allowances that could be paid.

Scrutiny Committee consulted	Not applicable
Exec Board Decision Required	NO
Council Decision Required	YES

Executive Board Member Portfolio Holder(s): Councillors Emlyn Dole (Leader) Mair Stephens (Business Manager) & David Jenkins (Resources)

Directorate	Chief Executive's	Tel Nos.
Name of Head of Service: Linda Rees Jones	Designations: Head of Administration & Law	01267 224012 LRJ 01267 224026 GM
Report Author: Gaynor Morgan	Head of Democratic Services	E Mail Addresses: Lrjones@carmarthenshire.gov.uk gmorgan@carmarthenshire.gov.uk

EXECUTIVE SUMMARY
DEMOCRATIC SERVICES COMMITTEE
12TH MARCH 2019

**INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) ANNUAL
REPORT (FEBRUARY, 2019)**

The IRPW published its Annual Report in February, 2019 and the Committee is required to consider its determinations and make recommendations to Council for inclusion within the Councillors' and Co-opted Members' Salaries and Allowances Scheme for 2019/20.

In setting the level of salaries and allowances for 2019/20 the IRPW has:-

- Increased basic salary in 2019/20 for elected members of principal local authorities to £13,868 (£268 / 1.97%);
- increased Band 1 and Band 2 senior salaries payable to the Leader, the Deputy Leader and Executive Members by £800 inclusive of the £268 increase to the basic salary received by all members
- Determined no changes to Band 3, 4 and 5 Senior Salaries (apart from the increase in basic salary of 1.97%)
- removed the option for Civic Salaries based on level of responsibility and has determined that payment for a civic head and deputy civic head should now be made at Band 3 £22,568 for a civic head and at the Band 5 salary of £17,568 for a deputy civic head.
- deleted the payment framework for Joint Overview and Scrutiny Committees, if in future a JOSOC is formed by specific councils an application can be made to remunerate under parts 3.22 and 3.23 of the report.

The Committee is asked to consider whether to main existing arrangements for Subsistence and Accommodation Allowances, payment of Co-opted Members' Fees for the 2019/20 Municipal Year and publication arrangements for reimbursement of Costs of Care

The recommendations of the Democratic Services Committee will be considered by the Council at its meeting held on the 10th April 2019

A full copy of the IRPW's Annual Report (February, 2019) can be viewed on the IRPW's website :

<https://beta.gov.wales/independent-remuneration-panel-wales-annual-report-2019-2020>

DETAILED REPORT ATTACHED?

YES plus
Appendix 1 IRPW Summary of New and Updated Determinations for 2019/20

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones, Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	NONE	NONE	NONE

Policy, Crime & Disorder and Equalities

The existing Members' Allowances Scheme which is contained within the Council's Constitution will need to be amended to reflect any changes agreed by the Council to the current level of allowances.

Finance

Any increases within Basic, Senior Salaries, Civic Salaries or Co-opted Members' fees and allowances to be paid would need to be reflected within the budget for 2019/20.

Legal

The Council's Constitution requires the Council to adopt a Scheme for Members Allowances, the Scheme must meet the requirements imposed by the Independent Remuneration IRPW for Wales.

Part 8 (sections 141 to 160) and schedules 2 and 3 of the Local Government (Wales) Measure 2011 set out the arrangements for the payments and pensions for members of relevant authorities and the functions and responsibilities of the Independent Remuneration Panel for Wales.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones, Head of Administration & Law

1. **Scrutiny Committee** Not applicable

2. **Local Member(s)** Not applicable

3. **Community / Town Council** Not applicable

4. **Relevant Partners** Not applicable

5. **Staff Side Representatives and other Organisations** Not applicable

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THESE ARE DETAILED BELOW:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Independent Remuneration IRPW for Wales - Annual Report (February 2019)	AD030-001	The Independent Remuneration IRPW for Wales website: Cymraeg:- https://beta.llyw.cymru/sites/default/files/publications/2019-02/pacga-adroddiad-blynyddol-2019.pdf English:- https://beta.gov.wales/sites/default/files/publications/2019-02/irp-annual-report-2019.pdf

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REPORT OF THE HEAD OF ADMINISTRATION AND LAW

DEMOCRATIC SERVICES COMMITTEE

12TH MARCH 2019

INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) ANNUAL REPORT (FEBRUARY, 2019)

The Independent Remuneration Panel for Wales published its 2019-20 Annual Report in February 2019

The report contains 49 determinations which are detailed within the attached appendix and form Annex 5 of the IRPW report.

The Democratic Services Committee is asked to consider the following matters which the IRPW has determined that individual authorities can decide:-

Subsistence costs when on Official Business:-

The Authority currently pays overnight costs of up to £200 for London, £95 elsewhere and £25 for staying with friends and/or Family. The IRPW rates allow payment of up to £200 for London, £95 for elsewhere and £30 for staying with friends and/or family. The **Democratic Services Committee is asked to consider whether it wishes to retain the rates of reimbursement for subsistence costs for 2019/20 and continue with the current practice of all overnight accommodation for members being arranged through the Democratic Services Unit.**

Co-opted Member Payments:-

Principal Councils can decide on the maximum number of days in any one year for which co-opted members can be paid, Council currently caps payment of Co-opted Members' Fees at 10 full day (or 20 half-day) meetings per annum and the **Democratic Services Committee is asked to consider whether it wishes to retain this level or suggest an alternative maximum limit for 2019/20.**

Reimbursement of Costs of Care

The IRPW has again decided to allow optional approaches to the publication of costs of care, namely

Option 1 - details of the amounts reimbursed to named members; or

Option 2 - the total amount reimbursed by the authority during the year but not attributable to any member (*as at present*).

The Democratic Services Committee is asked to consider whether it wishes to retain publication in accordance with Option 2.

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Summary of new and updated Determinations contained in this report

The numbers of most of the Determinations contained within this report have changed from previous reports.

To assist authorities, this table sets out the Determinations in this report which are entirely new or have been updated.

Principal Councils	
Determination 1: This Determination has been updated	Basic salary in 2019/20 for elected members of principal councils shall be £13,868.
Determination 2: The amounts payable under this Determination have been updated	Senior salary levels in 2019/20 for members of principal councils shall be as set out in Table 5.
Determination 3: This Determination has been updated	Where paid, a civic head must be paid a Band 3 salary of £22,568 and (where paid) a deputy civic head must be paid a Band 5 salary of £17,568.
Determination 4: This Determination has been updated	Where appointed and if remunerated, a presiding member must be paid a Band 3 senior salary of £22,568.
Determination 6: This is a new Determination	<ul style="list-style-type: none"> • An elected member must not be remunerated for more than one senior post within their authority. • An elected member must not be paid a senior salary and a civic salary. • All senior and civic salaries are paid inclusive of basic salary. • If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.
Determination 7: This is a new Determination	Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed.
Determination 8: This is a new Determination	Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a Community or Town Council of which they are a member other than travel and subsistence expenses and reimbursement of costs of care.
Determination 11: This Determination has been updated	Principal Councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
The previous Determinations relating to Joint Overview and Scrutiny Committees have been deleted. Paragraph 4.1 of this report explains the alternative procedures.	

National Park Authorities	
Determination 19: This Determination has been updated	The basic salary for NPA ordinary members shall be £3,735.
Determination 20: This Determination has been updated	The senior salary of the Chair of an NPA shall be £12,435.
Determination 21: This Determination has been updated	An NPA senior salary can be paid to a Deputy Chair and up to two committee Chairs where there is significant and sustained responsibility. This can be paid at either of the following levels to be decided by the authority to reflect the appropriate responsibility £7,435 or £6,135.
Determination 22: This Determination has been updated	NPAs can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Fire and Rescue Authorities	
Determination 26: This Determination has been updated	The basic salary for FRA ordinary members shall be £1,780.
Determination 27: This Determination has been updated	The senior salary of the Chair of an FRA shall be £10,480.
Determination 28: This Determination has been updated	An FRA senior salary can be paid to the Deputy Chair and up to two Chairs of committees where there is significant and sustained responsibility. This shall be paid at £5,480.
Determination 29: This Determination has been updated	FRAs can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Co-opted Members of Principal Councils, National Park Authorities and Fire & Rescue Authorities	
Determination 36: This is Determination has been updated	The appropriate officer within the authority must determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
Determination 37: This Determination has been updated	Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre- meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
Determination 38: This is a new Determination	Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
Community and Town Councils	
Determination 40: This Determination has been updated	All community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses.

<p>Determination 45: This Determination has been updated</p>	<p>Community and town councils can pay financial loss compensation to each of their members, where such loss has actually occurred, for attending approved duties as follows:</p> <ul style="list-style-type: none"> - Up to £54.00 for each period not exceeding 4 hours - Up to £108.00 for each period exceeding 4 hours but not exceeding 24 hours.
<p>Determination 49: This is a new Determination</p>	<p>Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is Leader, Deputy Leader or Executive Member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and reimbursement of costs of care.</p>

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DEMOCRATIC SERVICES COMMITTEE 12th MARCH 2019

DEMOCRATIC SERVICES COMMITTEE FORWARD WORK PROGRAMME

Purpose: To ensure the Democratic Services Committee Agenda Items are appropriately planned

Recommendations / key decisions required:

To consider and identify a forward work programme for the Committee.

Reasons:

Annual Forward Work Programme to discuss with Members the expected Agenda Items for the 2019/20 Democratic Committee Cycle

Relevant scrutiny committee to be consulted: Not Applicable

Exec Board Decision **NO**

Council Decision **NO**

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- N/A – Cllr Suzy Curry Chair of DSC

<p>Directorate: Chief Executive's</p> <p>Name of Head of Service: Linda Rees Jones</p> <p>Report Author: Gaynor Morgan</p>	<p>Designations: Head of Administration and Law</p> <p>Head of Democratic Services</p>	<p>Tel No.01267224010</p> <p>E Mail Address: LRJones@carmarthenshire.gov.uk</p> <p>Tel No. 01267 224026</p> <p>E Mail Address: GMorgan@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

Democratic Services Committee 12th March 2019

Democratic Services Committee Forward Work Programme

The purpose of this report is to inform the development of the Democratic Services Committee forward work programme for the period 2019/20. The development of a programme of work for the Committee will ensure that all appropriate Committees of the Authority have published up to date programmes which are owned by the Committee members.

A suggested work programme is attached for the Committee's consideration and comment.

DETAILED REPORT ATTACHED ?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones
Gaynor Morgan

Head of Administration and Law
Head of Democratic Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Linda Rees Jones
Gaynor Morgan

Head of Administration and Law
Head of Democratic Services

1. **Scrutiny Committee** : Not Applicable
2. **Local Member(s)** : Not Applicable
3. **Community / Town Council** : Not Applicable
4. **Relevant Partners** : Not Applicable
5. **Staff Side Representatives and other Organisations** : Not Applicable

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Local Government Wales Measure		http://www.legislation.gov.uk/mwa/2011/4/contents/enacted
WAO Corporate Assessment		https://www.wao.gov.uk/publication/carmarthenshire-county-council-corporate-assessment-report-2015

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FORWARD WORK PROGRAMME DEMOCRATIC SERVICES COMMITTEE 19/20

SUBJECT AREA AND BRIEF DESCRIPTION OF NATURE OF REPORT	LEAD DEPARTMENT	RESPONSIBLE OFFICER	DATE TO DEMOCRATIC SERVICES COMMITTEE
MEMBER DEVELOPMENT PROGRAMME 19/20 To develop a Member Development Programme for 19/20.	Chief Executive	Corporate Learning & Development Advisor	JUNE 2019
PERSONAL DEVELOPMENT REVIEWS – DISCUSSIONS WITH GROUP LEADERS To receive an update on discussion between Corporate Learning & Development and Group Leaders regarding development requirements for Members	Chief Executive	Corporate Learning & Development Advisor	JUNE 2019
TO CONSIDER A METHOD OF SELF EVALUATION FOR SCRUTINY COMMITTEES	Chief Executive	Head of Democratic Services	JUNE 2019
ANNUAL REPORT OF THE DEMOCRATIC SERVICES COMMITTEE 2018/19 To consider a report outlining the work the work of the Committee during the 2018/19 municipal year.	Chief Executive	Head of Democratic Services	SEPTEMBER 2019
CARMARTHENSHIRE COUNTY COUNCIL'S SCRUTINY FUNCTION ANNUAL REPORT 2018/19 To consider an overview of the Council's Scrutiny Function and the respective Scrutiny Committees' work during the 2018/19 municipal year.	Chief Executive	Head of Democratic Services	SEPTEMBER 2019
MEMBER DEVELOPMENT PROGRAMME 19/20 To receive an update on the Member Development Programme and identify additional training and development topics.	Chief Executive	Corporate Learning & Development Advisor	SEPTEMBER 2019



<p>INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT To consider and comment on the draft report.</p>	<p>Chief Executive</p>	<p>Head of Democratic Services</p>	<p>NOVEMBER 2019</p>
<p>RESOURCES TO DISCHARGE DEMOCRATIC SERVICES FUNCTIONS To receive the report of the Head of Democratic Services on the adequacy of provision by the authority of staff, accommodation and other resources to discharge democratic services functions</p>	<p>Chief Executive</p>	<p>Head of Democratic Services</p>	<p>NOVEMBER 2019</p>
<p>INDEPENDENT REMUNERATION PANEL FOR WALES ANNUAL REPORT (FINAL) To consider the determinations contained within the report and make appropriate recommendations to Council</p>	<p>Chief Executive</p>	<p>Head of Democratic Services</p>	<p>MARCH 2020</p>
<p>MATTERS REFERRED FROM CRWG</p>	<p>Chief Executive's</p>	<p>Head of Democratic Services</p>	<p>AS REQUIRED</p>

