

ABERGAVENTNY TOWN COUNCIL

MINUTES OF THE POLICY AND RESOURCES COMMITTEE MEETING HELD 9TH NOVEMBER 2022 AT 7PM VIA MS TEAMS & IN THE COMMUNITY ROOM, TOWN HALL, ABERGAVENTNY.

Present: Cllr P Bowyer
Cllr M Barnes
Cllr S Burch
Cllr M A Brocklesby
Cllr B Callard
Cllr K Eldridge
Cllr J George
Cllr M Groucutt
Cllr C Holland
Cllr G Jones
Cllr T Konieczny
Cllr M Powell
Cllr D Simcock
Cllr M Strong
Cllr A Wilde
Cllr L Wright

Absent without apologies

None

In attendance:

S Rosser (Town Clerk)
Robert Parker, Lionel Elton and Dean Christie from Abergavenny
Rotary Club.

No public session.

No public in attendance.

PR106/22	Receive and approve apologies for absence. Apologies were received from Cllr B Nicholson and their apologies were resolved to be accepted by all Councillors present.
PR107/22	Receive Declarations of Interest Declaration of interest from Cllrs Powell and Callard who cannot vote on any planning applications due to sitting on MCC Planning Committee.
PR108/22	To receive and approve the minutes from the last meeting on 12th October 2022.

	<p>Minutes were proposed as a true record by Cllr Konieczny and seconded by Cllr Jones. All Councillors resolved to accept these as a true record.</p>
<p>PR109/22</p>	<p>To receive a presentation from Abergavenny Rotary Club.</p> <p>Cllr Bowyer welcomed Robert Parker, Lionel Elton and Dean Christie from Abergavenny Rotary to the meeting. Their President, Robert Parker, talked through their presentation with Councillors (PowerPoint shared with all Councillors). Having charitable status has made a difference to the amount they can now raise, particularly with the money made at the Steam Rally. They are keen to see how ATC and Rotary can work together for the common good. Abergavenny Rotary would like to install a 'wishing well' similar to the one in Brecon, maybe alongside Morrisons on the ground along the side of the car park, creating a 'Rotary Walk'. They also would like to consider a Rotary Tree of remembrance.</p> <p>Cllr Bowyer thanked the Rotary representatives for the presentation. Cllr Callard commented that the steam rally is a great success. Cllr Konieczny said its important to open the channel of communication between groups. Think how effectively we can work to support young people. ATC make a significant investment to MCC in playschemes which needs to change. We can work cooperatively with partners to fund projects – what they are, and how we deliver them to make a real difference. ATC are a facilitator / enabler, helping support community groups to make the town what it is. We have lots of social capital which we need to make the most of in difficult times. Cllr Powell said that in the 14 years she has been a councillor the people she sees left out, are cared for children when they leave care, so she hopes they can be a focus. RP said they have funded packs for care leavers just last year. Cllr Eldridge asked how they help young people, and if they have any younger members currently? RP said they are focusing on recruiting younger people. Cllr George said the work the Rotary have done to install defibrillators around town and he has a keen interest in this as he is trained in first aid, so has a keen interest in this. LE said it has been a great pleasure to be at the meeting this evening, as only recently returned to Wales. He has been in the Rotary for 11 years, and wanted to say how much the organisation has changed over that time. The Rotary continues to go from strength to strength, caring for all generations. It was very difficult through lockdown. He enjoyed the inspiring talk from the Mayor to the Rotary recently. DC echoed these sentiments. Lockdown gave them the opportunity to achieve new things thanks to the focus of 'free time' in this. Working together is a great idea which requires certain actions being put into place, and suggested that ATC nominate a point of contact from both ATC and Rotary to ensure communications between the two groups can flourish.</p> <p>Cllr Jones suggested Cllr Eldridge as a point of contact from ATC, and Rotary said they would talk to their group and come back with a point of contact in their group. Seconded by Cllr Holland, and all councillors resolved to support the nomination which was accepted by Cllr Eldridge.</p>
<p>PR110/22</p>	<p>Finance: To approve month 7 reports and receive an update on the pay awards for 2022/23 from NJC, and consider ADTA support to continue (referred from Env Cttee E103/22).</p>

	<p>Cllr Bowyer asked Councillors for any questions arising from the full breakdowns provided and circulated. None were received, so it was proposed by Cllr Bowyer to accept these as an accurate record, seconded by Cllr Konieczny, and resolved to be accepted by all councillors present.</p> <p>The Town Clerk asked for Councillors to consider a referral from Environment Committee regarding renewing the sponsorship for ADTA going forward. In principle, Councillors accepted this, on the provision of a new written agreement to be brought to the next meeting for approval by Councillors.</p> <p>Cllr Groucutt said continuing to support this would be a good thing to do. They are a great hub for information on the wider area, can other TCC's be approached to consider contributing? Cllr Konieczny said he has suggested this to the ADTA. It will be an opportunity to tie in the smart town tech coming our way, so it is worth supporting, with support from the wider hinterland being encouraged.</p>
PR111/22	<p>To consider and respond to the Independent Remuneration Panel Draft Report 2023.</p> <p>The Town Clerk highlighted that page 9 detailed the allowances for TCCs which is proposed at £156 for the basic Councillors Allowance, with the new addition of £52 for equipment and sundries = £208 in total. All others remain at the same level in this sector. SLCC/OVW innovation conference talked about the discussions still happening to make the basic allowance tax free. IRP and WG are aware there is a huge demographic deficit in this area. Many rely on co-opted members. Part of the issue is more work is coming down to TCC level from the Unitary Authorities and the volunteer hours don't reflect what is done on the job – until this is addressed it will be challenging to attract a younger demographic. Cllr Callard queried why there is a push to have the amount tax free? Cllr Konieczny said that it is such a little amount for what they do that after tax it works out at £10 per month.</p> <p>Cllr Bowyer and the Town Clerk will sit down and complete the response to be submitted to the IRP with the feedback above.</p>
PR112/22	<p>To consider and respond to the Electoral Administration and Reform White Paper.</p> <p>Cllr Bowyer asked Councillors to take time to read through paper so we can submit a full response. Cllr Jones said there will be a few things to submit so Councillors asked the Town Clerk to circulate the paper on its own for consideration so Councillors can submit their responses asap. Cllr Bowyer and Town Clerk will complete the response from these and submit.</p>
PR113/22	<p>To consider the report on the Away Day and discuss input to the first draft of the Strategy and Action Plan.</p> <p>Town Clerk circulated the away day report and a rough first draft alongside the previous strategy and action plan from the previous Council to give an idea of a layout and structure. Cllr Bowyer and Cllr Barnes will sit with the Town Clerk to populate and structure the full draft for consideration at the next meeting.</p>

PR114/22	<p>To receive a report and recommendations from Cllr Konieczny on the Town Clerk’s appraisal, and review and update the Appraisal Policy for ATC.</p> <p>Cllr Konieczny undertook an appraisal with the Town Clerk, using the current ATC policy. The content is irrelevant and not fit for purpose. The appraisal was carried out using this format, which contains a lot of repetition and doesn’t get to the nub of what you want; achievements during the year, what areas of support and training are needed, what hinders employees fulfilling their role, and setting key objectives for the next 12 months. A very successful appraisal was carried out, identifying training and support, and setting out key objectives for the coming year. On completion of a successful appraisal, ATC should award 1 SCP pay award which Cllr Konieczny would like to propose. This was seconded by Cllr Jones, and all councillors resolved to approve this increment.</p> <p>Proposal was made by Cllr Konieczny to purchase the new edition of the Charles Arnold Baker book for the Town Clerk to have as reference to complete her training, seconded by Cllr Bowyer and approved by all councillors present.</p> <p>A full review and update for the policy is now needed as it is not suitable for future staff. Cllr Konieczny proposed a review to produce a more concise Appraisal Policy. Cllr Barnes asked who would do the review? The proposed draft circulated is better but very positive, which often doesn’t get to find the problems in this way. Teamwork is not referenced in there. How they staff work together is fundamental. There will be a difference between how you improve and challenges, so could ask “what are the challenges you are meeting in doing this work?”. Overall supports changes suggested.</p> <p>Cllr Konieczny explained this was a draft and that all input will be gratefully received, thanking Cllr Barnes for his input.</p> <p>Cllr Eldridge asked if it was beneficial to ask staff what they felt should be in the document? Cllr Callard said that the Town Clerk had fed in suggestions as part of her appraisal. Cllr Bowyer asked Councillors to email any feedback on the draft changes to the proposal by the next meeting so the final draft can be presented to Council as soon as possible.</p>
PR115/22	<p>To receive reports from Councillors attendance at external bodies which are relevant to this Committee:</p> <ul style="list-style-type: none"> • Abergavenny Eisteddfod – Cllrs Jones and Simcock Cllr Simcock had attended the last meeting, there are plans for 2023, no dates yet, and they are looking at ways to get more adults involved. • Borough Theatre MCC / ATC Collaboration – Cllrs Groucutt and Konieczny Cllr Groucutt said there were no developments, project is moving forward. Cllr Konieczny reported that Dave Baxter had said everything is on target. Cllr Eldridge added that volunteers will be having their first look around the new theatre on 17th December. Cllr Burch and Cllr Groucutt will arrange for the Town Council to have a walk around shortly after this. • Mind Monmouthshire - Cllrs Groucutt and Jones Cllr Groucutt said he is due to attend a meeting in the next week.
PR116/22	<p>Report from County Councillors on matters affecting Abergavenny relevant to this Committee.</p>

	Cllr Groucutt said MCC are proposing to become a County of Sanctuary, following the lead of ATC as a Town Of Sanctuary.
PR117/22	<p>To consider the following planning applications:</p> <p>DM/2022/01570 – no objections, recommend approval DM/2022/01524 – Cllr Jones – no comments received. Recommend approval. DM/2022/01571 – No comments or material objections, recommend approval. DM/2022/01563 – No comments received, recommend approval. DM/2022/01053 – refused originally, flooding comment – insufficient SUDS scheme. New scheme submitted. Cllr Holland said it now goes to a soak away and covers areas of concern. Recommend approval. DM/2022/01528 – Recommend support and approval.</p>
PR118/22	<p>To consider items for the next meeting on 14th December 2022:</p> <p>Strategy and Action plan, Draft Budget, draft Appraisal Policy.</p>

Meeting ended at 8:17pm.

APPROVED AS A TRUE RECORD

CHAIR DATE